

# 2023 ESG Report



**COEUR MINING®**

# We Pursue a Higher Standard

## Introduction

4

CEO & EHSCR Chair Letter	4
About Us	5
ESG Oversight	6
Shared Value	7
Engagement	9
Progress on ESG Goals	10

## People

40

Oversight & Approach	41
Safety & Health Management	42
Inclusive Culture	47

## Governance

11

Overview	12
Human Rights	14
Risk Management	15
Vendor Management	15

## Communities

52

Oversight & Approach	53
Indigenous Peoples	54
Community Engagement	55
Responding to Communities	58

## Environment

16

Oversight & Approach	17
Compliance	18
Biodiversity	21
Climate Resilience	25
Water	31
Waste & Tailings	34

## About This Report

In this report, we have mapped material sustainability reporting topics 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)
- Task Force on Climate-related Financial Disclosures (TCFD) (now part of the IFRS reporting framework)
- Taskforce on Nature-related Financial Disclosure (TNFD)
- United Nations Sustainable Development Goals (SDGs)
- Global Reporting Initiative (GRI)
- Global Industry Standard on Tailings Management (GISTM)

## Scope and Boundary

Disclosures made in the 2023 ESG Report cover our four operating mines and one exploration project, with the exception of tailings, which also includes the Golden Cross reclaimed mine tailings facility. Unless otherwise noted, the Chicago headquarters and regional offices are not included in the scope. All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

## Restatements

Where data or information has been revised due to errors, omissions, or changes in reporting criteria, it is noted along with an explanation within the report or in the [ESG Data Book](#).

## ESG Data Book

In Coeur's 2023 ESG reporting we have included our ESG metrics and indicators, including previous years' data, in a separate [ESG Data Book](#).

## Analyst References

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

*This report reflects information for our fiscal year ended December 31st, unless otherwise noted.*

## Photographs

Photographs included in this report are of Coeur sites and employees.



# Cautionary Statement

The information contained in this ESG Report is provided by Coeur as at the date of this document and is subject to change without notice. After the publication of this report, Coeur does not assume any responsibility or obligation to update or revise any such statements, regardless of whether those statements are affected by the results of new information, future events or otherwise, except as required by law. This ESG Report is provided for information purposes only and does not constitute, or form part of, any offer or invitation to purchase or otherwise acquire or dispose of, or any solicitation of any offer to purchase or otherwise acquire or dispose of, any securities of Coeur and is not intended to provide the basis for any credit or any other third party evaluation of securities. Any such offer, invitation or solicitation would be made pursuant to separate and distinct documentation in the form of a prospectus or other equivalent document and any decision to purchase any Coeur securities pursuant to such offer, invitation or solicitation should be made solely on the basis of such documents and not these materials. This ESG Report should not be considered as a recommendation that any investor purchase any securities, nor as an assessment of the economic performance and creditworthiness of any securities. Additionally, references to materiality, and the inclusion of the information in this report, are not an indication that such information is material to investors or Coeur's business, operating results, strategy, or financial condition or for purposes of

applicable securities and other laws or regulations. This ESG Report contains forward-looking statements within the meaning of securities legislation in the United States and Canada, including statements regarding the Company's environmental, social and governance initiatives and goals, including with respect to environmental impact, climate change and emissions intensity reduction targets, tailings facilities, waste and energy use reduction, human capital management, governance and community engagement. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause Coeur's actual results, performance or achievements to be materially different from the future results, performance or achievements expressed or implied by the forward-looking statements. Such factors include, among others, the risks and hazards inherent in the mining business (including risks inherent in developing large-scale mining projects, environmental hazards, industrial accidents, weather or geologically related conditions), changes in the market prices of gold and silver and a sustained lower price environment, risks relating to global pandemics, the uncertainties inherent in Coeur's production, exploratory and developmental activities, including risks relating to permitting and regulatory delays, changes in mining laws, ground conditions, grade and recovery variability, any future labor disputes or work stoppages, the uncertainties inherent in the estimation of mineral reserves and mineral resources, changes that could result from Coeur's future acquisition of new mining properties or businesses, the loss of any third party smelter or refiner to whom Coeur markets its production, the effects of environmental and other governmental regulations, the risks inherent in the

ownership or operation of or investment in mining properties or businesses in foreign countries, Coeur's ability to raise additional financing necessary to conduct its business, make payments or refinance its debt, as well as other uncertainties and risk factors set out in filings made from time to time with the United States Securities and Exchange Commission (the "SEC"), and the Canadian securities regulators, including, without limitation, Coeur's most recent report on Form 10-K filed with the SEC. Actual results, developments and timetables could vary significantly from the estimates presented. Readers

are cautioned not to put undue reliance on forward-looking statements. Coeur undertakes no obligation to comment on analyses, expectations or statements made by third parties in respect of Coeur, its financial or operating results or its securities. This report may contain or reference links to websites operated by third parties ("Third Party Websites"). These links are provided as a convenience only. Such Third Party Websites are not under our control. We are not responsible for the content of any Third Party Website or any link contained in a Third Party Website.





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

Dear Stakeholders:

At Coeur, *We Pursue a Higher Standard* by striving for best-in-class health and safety, environmental and social performance while collaborating and contributing to local economic development with stakeholders, local communities and Indigenous Peoples to meet their needs and help to support future generations. As a precious metals producer, we have an opportunity to supply raw materials that play a key role in areas such as renewable infrastructure, technology and critical medical applications. We work to **PROTECT** the environment through responsible production by evolving and adapting best practices.

Over the last decade, we have made tremendous progress in enhancing our safety performance to become a leader within the sector. We also recognize that continued efforts to reduce worker exposure to health and safety-related hazards is

essential to sustaining and improving that track record. Despite our achievements, even one injury is too many and we remain focused on safeguarding the well-being of everyone on our sites. A zero harm day isn't a day without injury, it is a day employees and vendors are not exposed to hazards that have the potential to harm them.

In-line with our ESG commitments, in 2023 we adopted and rolled out a Biodiversity Management Standard, completed numerous projects to reduce our fuel consumption and emissions, enhanced our water-related disclosures and water management strategies and processes and began implementing the Global Industry Standard on Tailings Management (GISTM).

We took further action to decarbonize our operations and find ways to mitigate climate-related physical and

transitional risks including increasing the amount of renewable energy through formal agreements with energy providers. By actively managing our greenhouse gas (GHG) emissions, we expect to achieve our 35 percent net intensity reduction target by the end of 2024 to which we committed in 2022 and linked a meaningful amount of management's long-term compensation to achieving it.

Coeur holds the highest respect for the dignity, well-being, and human rights of everyone working at our sites and in our supply chain. In 2023, we carried out an internal audit of four site-specific community grievance processes to assess their alignment, consistent application and effectiveness. At the site level, we continue to emphasize the significance of complying with our policy to respect human rights by providing mandatory training for every employee and many of our vendors. Human rights risks are among the key risks reviewed throughout the year by the EHSCR Committee.

In 2023, we conducted our biennial culture assessment survey to evaluate and enhance Company culture. All our employees were invited to participate in an anonymous survey, and we achieved an 84 percent participation rate, surpassing the benchmarked average. The results of the assessment, which were reviewed by the management team and the Board, confirmed that we have an ethical, safe, engaged, and proud workforce while highlighting some areas for improvement that we are working to address through action plans and ongoing progress monitoring.

We believe governance is the foundation for strong environmental and social performance. In 2023 we maintained our best-in-class corporate governance practices and achieved significant Board refreshment, adding two new directors with highly relevant skills, backgrounds and experiences, balanced against three directors who either left the Board as of the 2023 Annual Meeting or will not stand for re-election at the 2024 Annual Meeting. The Board was delighted to add Paramita Das, who joined after being elected by stockholders at the 2023 Annual Meeting, and Rob Krcmarov, who joined in December 2023.

On behalf of Coeur's leadership team and Board of Directors, we want to thank all our employees and contractors for helping us advance our sustainability performance and culture, and our continuous dedication to *Pursuing a Higher Standard*.

Respectfully,

**Mitchell J. Krebs**

President,  
Chief Executive Officer  
and Director



**Jeane L. Hull**

Chair, EHSCR Committee  
of the Board of Directors





# About Us

Coeur Mining, Inc. (Coeur) is a U.S.-based, well-diversified, growing precious metals producer with four wholly owned operations: 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 high-grade Silvertip polymetallic exploration project in British Columbia.

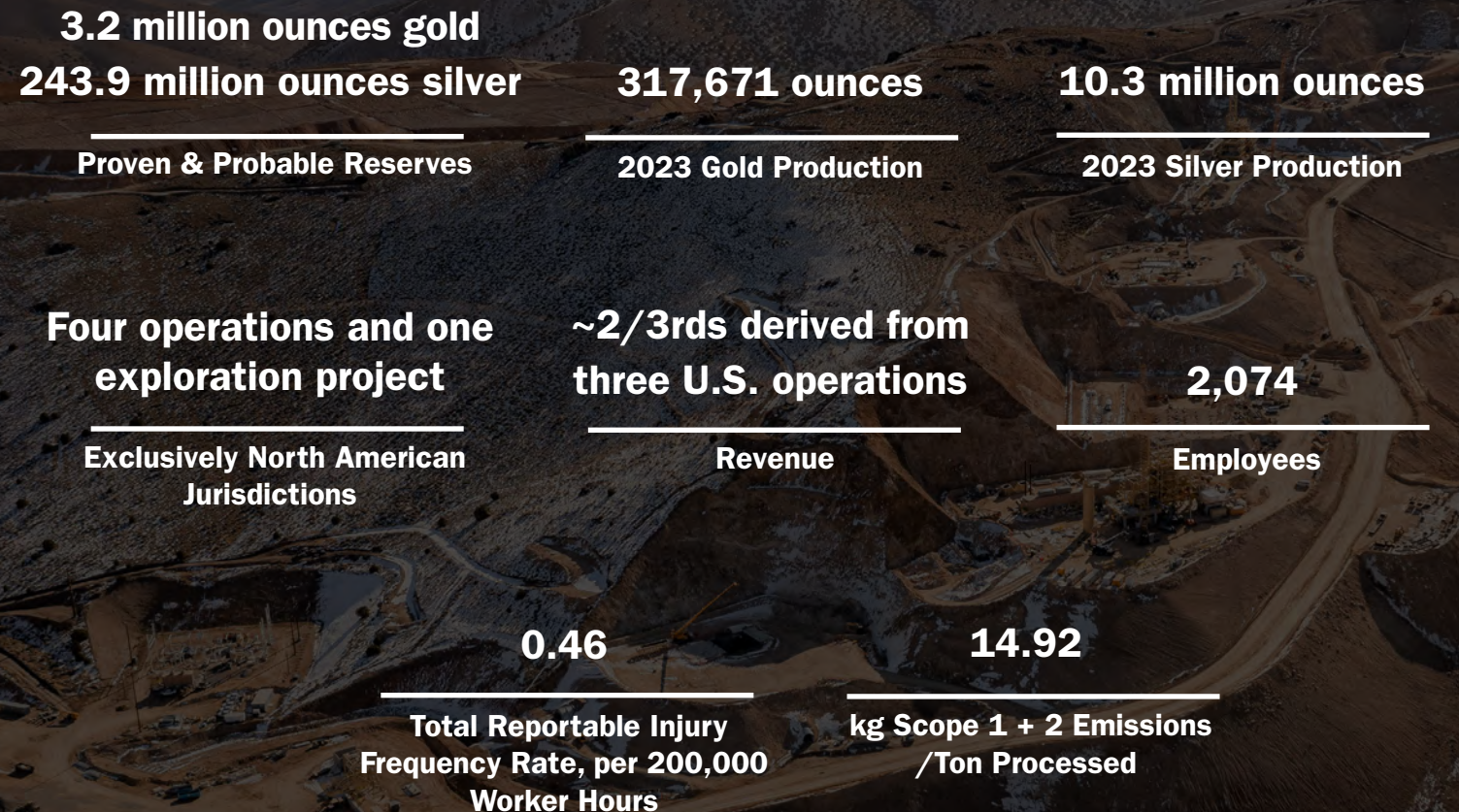
We prioritize a safety-first and inclusive culture, cultivate a strong governance framework and culture of ethics, work to create long-term value for our stakeholders, invest in the economic and social development of the communities surrounding our mine sites and manage the environmental impact of our business now and for future generations.

## 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.

Site	Business Entity	Location
Palmarejo mine (Palmarejo)	Coeur Mexicana, S.A. de C.V.	Chihuahua, Mexico
Rochester mine (Rochester)	Coeur Rochester, Inc.	Lovelock, Nevada
Kensington mine (Kensington)	Coeur Alaska, Inc.	Juneau, Alaska
Wharf mine (Wharf)	Wharf Resources (U.S.A.), Inc.	Lead, South Dakota
Silvertip exploration project (Silvertip)	Coeur Silvertip Holdings Ltd.	British Columbia, Canada
Golden Cross reclaimed mine (Golden Cross)	Coeur Gold New Zealand, Ltd. & Coeur Gold New Zealand II, LLC	Waikato Region, New Zealand

# Key Figures - 2023



### Analyst references in this section

GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-29, GRI 3-1, GRI 3-2



# ESG Oversight and Execution



We believe integrating ESG best practices into our business is an important part of our strategy to create long-term value for our stockholders and other stakeholders. Our progress at the site level and on individual projects is overseen by our management team and our Board of Directors (Board), including through its committees. Areas of oversight include human rights, tailings management, water resources, biodiversity, land, mine closure, human capital management including diversity, equity and inclusion, community relations and socio-economic development, tax, compliance including anti-bribery & corruption, and greenhouse gas emissions and climate change risks, as well as consistent and transparent measurement, monitoring and reporting on ESG matters.

Our management team and Board integrate the ESG risks and opportunities we have deemed relevant to our business into long-term strategy and capital allocation. Examples include our strategic priority to concentrate our operations in favorable jurisdictions from a legal certainty and rule of law perspective, incorporating GHG emissions and the transitional and physical risks of climate change into strategic and business planning, water stewardship, protecting biodiversity, managing risks associated with constructing and operating tailings storage facilities and heap leach pads and actively promoting strong relationships with stakeholders to support social license to operate, fostering a culture of diversity, equity and inclusion, and actively managing our human capital and culture to **DEVELOP** and attract the high-caliber talented workforce we need to succeed.

## Execution

- A cross-functional **ESG Executive Steering Committee** is consulted during the process of developing ESG goals and strategies
- A cross-functional **Climate Resilience Working Group** is responsible for implementing climate-related initiatives and monitoring and reporting on their progress
- A multi-disciplinary **Tailings Task Force** was formalized in 2023 to provide enhanced structure and oversight to our robust tailings management practices
- A multi-disciplinary **Risk Steering Committee** was mandated to provide input and guidance regarding program deliverables, KPIs, review and approve standards, procedures and templates, assessing and determining control effectiveness and prioritizing emerging risks



# Creating Shared Value

We believe ESG strategic objectives based on relevant topics to our business, stakeholders and Indigenous partners that are integrated into the enterprise-wide strategy can effectively reduce risk, generate opportunities and improve our ability to create shared value.

## ESG Materiality

After completing an ESG materiality<sup>ii</sup> assessment in 2021, we introduced an ongoing process of periodically revisiting the ESG topics considered most material to Coeur. This includes a review by the ESG Steering Committee taking into account our operations and feedback from stakeholders. Our most recent assessment in 2023 did not result in any changes to our ESG material factors. We plan to conduct a further review in 2024.

For each ESG material item, we have outlined a detailed roadmap to guide our strategy and measure our performance.

Material ESG Topics	2023 Progress	Strategic Outlook
Biodiversity	Published a Biodiversity Management Standard with expanded nature-related disclosures and metrics.	Carry out nature-related risk assessments to inform ongoing biodiversity management planning.
Climate Change	Integrating climate-related risks into Enterprise Risk Management (ERM) framework and updated Climate Resilience Working Group program charter.	Continue further scenario analysis and <b>DEVELOP</b> a climate preparedness and adaption strategy.
Greenhouse Gas Emissions	Secured additional renewable energy from electricity providers and new reduction projects evaluated and committed.	Achieve existing net intensity GHG emissions reduction goal in 2024 and <b>DEVELOP</b> an updated emissions goal.
Reclamation & Closure	Ongoing optimization of closure methodology and strategies informed by long-term scientific studies and ongoing management of associated liabilities and financial assurance.	Continue to participate in industry knowledge sharing, including hosting the North American Mine Closure Working Group at our Wharf mine in 2024, and integrate learnings into site-based long-term plans.
Tailings	Voluntarily adopting the Global Industry Standard on Tailings Management, established the Coeur Tailings Task Force and increased public disclosures.	Aim to implement the Global Industry Standard on Tailings Management across facilities over the next several years.
Water	Audited Water Stewardship Reporting Guideline to increase company-wide disclosures while managing water-related risks across all sites.	<b>DEVELOP</b> meaningful and risk-based water goals and continue implementing industry-best practices.
Diversity, Equity & Inclusion	Performed biennial culture survey followed by round-table discussions to inform action plans to address areas of opportunity.	Ongoing program implementation to further our goal of every employee feeling respected and included.
Employee Training & Development	Provided skills and leadership training across the organization while increasing awareness of new and existing company-wide programs such as investigation, leadership in the field and critical control verification.	Increase employee awareness of the Total Worker Health benefits available and increase the number of graduates from our IMPACT training program.
Workforce Health & Safety	Implementing a formal Process Safety Management (PSM) program across the company with the completion of formal reviews on pressure vessels and Rochester's expansion.	Strive to achieve zero harm through comprehensive programming built on the principles of total worker health.
Human Rights	Conducted internal audit of our grievance reporting process and Indigenous Peoples Policy while reviewing key risks through ERM.	Implement system improvements, increase employee awareness and support sites with policy implementation.
Responsible Sourcing & Vendor Management	Adopt and implement new vendor management standards and accompanying software program while continuing to work with Indigenous partners to meet our commitments.	Ongoing implementation of the vendor management standards, continuing to identify partnership opportunities with Indigenous Peoples and local suppliers and deepening our understanding of the upstream and downstream supply chain.
Anti-bribery & Anti-corruption	Completed mandatory annual employee training and awareness while carrying out reviews related to fraud risk throughout the year.	Continued focus on training and awareness and ongoing risk reviews.
Board Oversight	Ongoing ESG oversight and Board refreshment including the addition of Paramita Das and Rob Krcmarov, replacing three other directors who either left the Board in 2023 or are not standing for re-election in 2024.	Continued focus on effective Board oversight and strategic refreshment.
Ethics & Compliance	Exceeded the 2023 goal of having 95 percent participation in annual compliance trainings.	Continued focus on training and awareness of Company policies and our Code of Business Conduct and Ethics.
Sustainability Integral to Company Strategy	ESG integrated into ERM framework and formal multi-disciplinary teams began overseeing the implementation of climate strategy and best practices in tailings management.	Implement new projects identified by the Climate Resilience Working Group including evaluating climate-related risks and potential impacts to help inform the decision-making process.



# Contributing to Economic Resilience

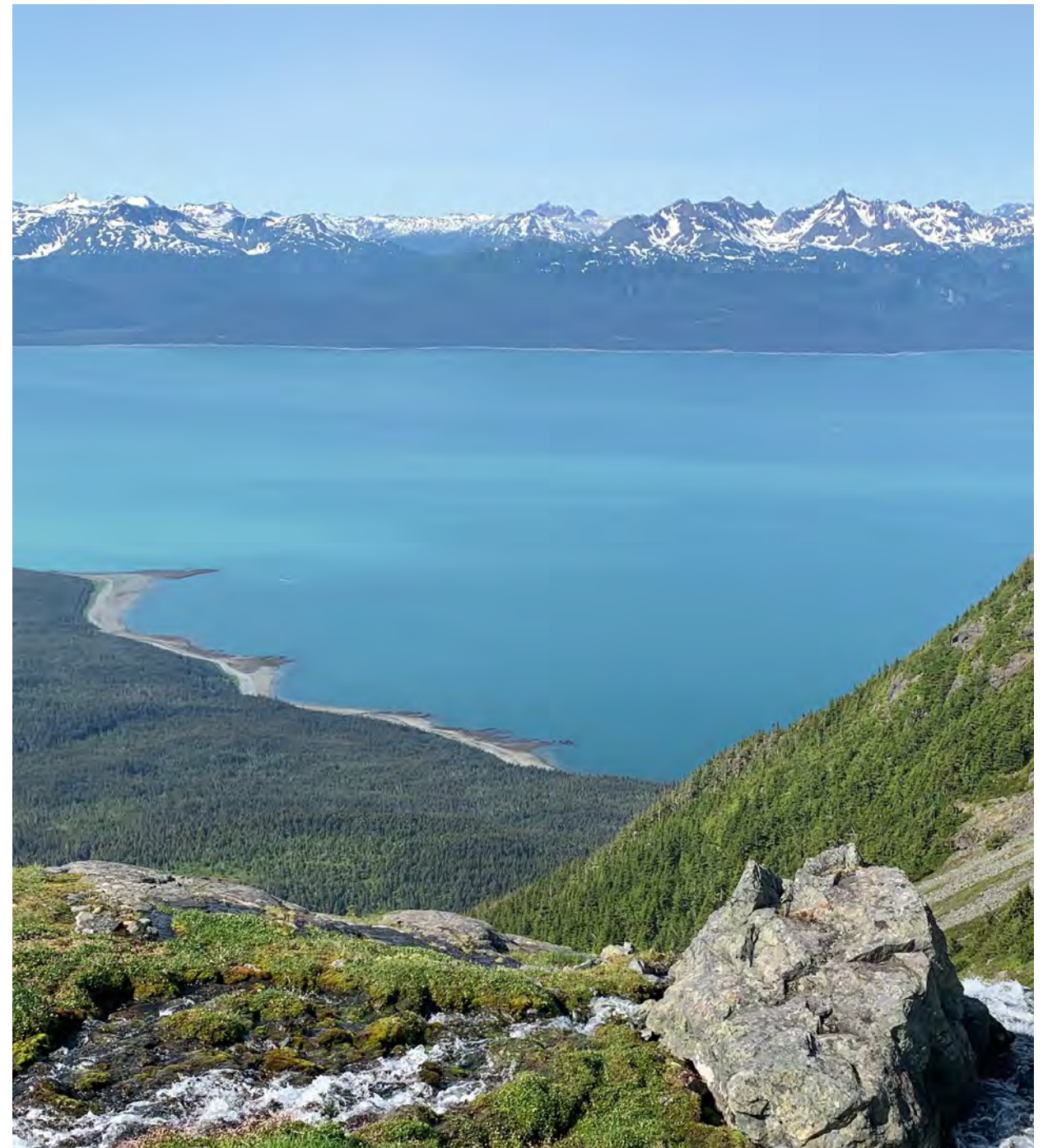
By contributing to the global supply of gold and silver, Coeur provides essential minerals for a modern, lower-carbon future. Precious metals have been recognized as having large current and expected supply gaps as economies move towards greater electrification, renewable energy and are more technologically driven. With ongoing disruptions to global supply chains and elevated geopolitical tensions, having a secure domestic mining industry is now more important than ever. Notably, Rochester is the largest silver reserve asset in the U.S. and source of domestically mined and refined silver.

Furthermore, silver’s role as the metal with the highest electrical and thermal conductivity, makes it well-suited for use in solar panels. Solar panels are composed of photovoltaic cells which use silver to transform sunlight into electricity. The use of silver for this purpose is expected to grow significantly within the next decade. The importance of silver for the energy transition also extends to the electrification of cars and the overall evolution of the automotive industry. According to the Silver Institute, “battery electric vehicles contain up to twice as much silver as internal combustion engine powered vehicles.” These factors are significant in the context of a stagnant global supply of silver which has remained relatively flat since 2014 at approximately 1 billion ounces per year. The global demand for silver has increased by 29 percent

since 2020 and currently sits at approximately 1.2 billion ounces per year. This undersupply in the global silver market (141 million and 238 million ounce deficit in 2023 and 2022, respectively) is in part driven by the continued strength of industrial-end uses, the rollout of 5G technology as economies become increasingly connected to the internet and its critical application in modern medicine due to its unique antimicrobial properties<sup>1</sup>. The impact of this outlook signals that silver producers are now essential facilitators to the rapidly growing energy transition and digital economy. For this reason, it is also critical that precious metals mining operations continue to safely and responsibly produce these necessary raw materials that touch nearly every aspect of modern life. Due to their unique properties, gold and silver have countless innovative uses that shape the way we live today and enable a more sustainable, healthier tomorrow. As we work hard to supply these critical metals, Coeur is committed to managing our environmental footprint while making a positive impact on the communities near near where we operate.

Coeur produces gold and silver, which are precious metals necessary for modern life. Gold and silver are critical to our economy’s ability to:

- Produce vital infrastructure and transportation
- Support manufacturing
- Advance clean technology and electrification
- **DEVELOP** critical medical applications
- Aid defense and energy supply chains

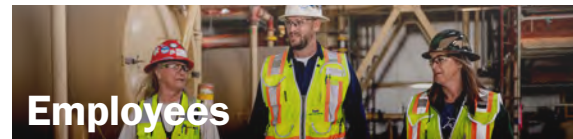




# Engaging Stakeholders and Indigenous Peoples

Coeur believes that two-way communication with stakeholders is vital to successful operations. Engagement at the corporate level is led by our Investor Relations, our General Counsel and Chief ESG Officer, our Director of ESG, Community and Government Relations and may often include other members of the management team and our CEO, CFO, COO, CHRO, and Board members. At the site level, engagement plans are in place that outline the various stakeholder groups and the methods used to foster transparent and honest dialogue with each of them.

## Coeur's key stakeholders



## Focus topics

- Community investment
- Expansion, local development & hiring
- Water

- ESG practices & commitments
- Product quality & specifications

- Inclusion
- Development
- Safety & environmental

- Compliance
- New laws & regulations
- Permitting

- Environmental Protection
- Local development & hiring
- Fulfilling obligations under formal agreements

- Critical minerals & silver demand & use
- Education & outreach
- Mine closure
- Policy, safety & environment

- Governance
- People & communities
- Environmental stewardship including GHG emissions, biodiversity & water

- Safety & Environment
- Ethics & Compliance

## Examples of our engagement in 2023

- Direct communication with dedicated site personnel
- Engagement through formal grievance channels & public forums
- Volunteering

- Completion of diligence questionnaires
- Discussions on Coeur's health, safety & environmental standards

- Total worker health including access to mental health benefits
- Culture survey & roundtable
- Training & performance feedback process

- Hosting tours of Coeur sites
- Public feedback forums for education purposes

- Direct communication with dedicated site personnel
- Technical working groups
- Public forums & hotlines

- National Mining Association/CORESafety; The Silver Institute; CEO Action for Diversity & Inclusion; American Exploration and Mining Association; Nevada Mining Association; Alaska Miners Association; Mining Association of B.C. (MABC); Cámara Minera de México (CAMIMEX); North American Mine Closure Working Group; Women in Mining; Society for Mining Metallurgy & Exploration<sup>xiii</sup>

- Quarterly earnings calls & 1x1 conference calls
- Investor day & conferences
- ESG-focused semi-annual & outreach calls

- Training & contractors on site
- Supplier Code of Conduct



# Progress on ESG Goals

## Our 2023 Targets

**Ethics & Compliance:** 95 percent or greater participation rate in annual Ethics & Compliance trainings

**Significant Spills:** Sustain low incident frequency, 1 or less events in 2023 (1 in 2022)

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

**Biodiversity: DEVELOP** biodiversity management standard

**GHG Emissions:** 35 percent reduction in net intensity by the end of 2024 compared to Base Year<sup>vii</sup>

**Safety:** 7 percent reduction in total reportable injury frequency rate of employees + contractors in 2023 compared to 2022

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

**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

## Performance

**Ethics & Compliance:** We achieved greater than 95 percent participation rate in Ethics & Compliance trainings

**Significant Spills:** We had zero significant spills

**Permit discharge exceedances:** We experienced four exceedances. See discussion in the Environment section

**Biodiversity:** We developed and rolled-out a biodiversity management standard

**GHG Emissions:** We expect to achieve this goal. See Environment section for details

**Safety:** 7 percent increase. See discussion in the People Section

**Diversity & Inclusion:** The 2023 inclusivity index showed that female employee feeling of inclusivity has increased by 5 percent since 2021

**Community Impact:** We completed an internal audit on the implementation and effectiveness of the grievance mechanism at U.S. and Canada sites

Target Achieved

In Progress

Not Achieved



# Governance

**Casey Nault, SVP, General Counsel & Chief ESG Officer**

**“Accountability and transparency are embedded in our governance systems, decision-making processes, and compensation programs across levels, contributing to long-term value creation while mitigating risks. We maintain best-in-class corporate governance practices and are deliberate in our approach to Board composition, with a commitment to including diverse backgrounds, skills and perspectives, and strategic refreshment to adapt to evolving strategies and risks.”**

## »»» Focus on Board Refreshment

The Board is focused on maintaining a balance between longer serving directors and newer directors with complementary skills, expertise, and diverse backgrounds and points of view. Since 2022, three new directors have joined the Board, while three others have either left the Board or are not standing for re-election in 2024.

## »»» ESG Oversight

Our management team and the Board integrate ESG risks and opportunities into long-term strategy and capital allocation. ESG topics are on the agenda for almost every meeting of the Board and its committees.

## »»» GHG Emissions Intensity Reduction Tied to Executive Compensation

A meaningful amount of management’s long-term compensation is tied to achieving a 35 percent net intensity reduction in GHG emissions by the end of 2024 compared to Base Year<sup>vii</sup>.

## »»» ESG Engagement with Stockholders

Proactive outreach twice per year to stockholders holding 0.15 percent or more of our shares outstanding to discuss corporate governance, executive compensation and other ESG matters.



# Overview

## Forward Looking Approach

Disclosures expected to increase year-over-year with the implementation of various stewardship programs and company-wide tracking systems. Expanding on existing external disclosures may drive better scores from key ESG raters and rankers and provide additional data and decision-useful information to investors.

## Code of Business Conduct and Ethics

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 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 General Counsel and in-house legal team review and update our Code and ethics and governance policies at least annually and provide regular training programs for all employees, using several methods including in-person, online and periodic compliance reminder communications.

## Acting with Integrity

Coeur’s global ethics and compliance program (Compliance Program) uses a centralized and coordinated approach and is led by our General Counsel and 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 Compliance Program relevant and accessible to employees at every level and is focused on continuous improvement by using data and key performance indicators to actively measure and enhance effectiveness of efforts.

In 2023, trainings covered topics including:

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

**Awards:**  
**Top 10 CEO in the Mining Industry, Mitch Krebs, Metals & Mining Review**

**Corporate Secretary: Short-listed as a finalist for: BEST PROXY STATEMENT**

**Coeur Mexicana named Socially Responsible Company by the Mexican Center for Philanthropy (Cemefi)(13th time)**





## Whistleblower Policy and Hotline

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:

<p><b>Submit a written report by mail to:</b></p> <p><b>General Counsel Coeur Mining, Inc. 200 S. Wacker Dr. Suite 2100 Chicago, IL 60606</b></p> 	<p><b>Submit a written report by email to:</b></p> <p><b>generalcounsel@ coeur.com</b></p> 	<p><b>Call our anonymous hotline:</b></p> <p><b>MX: 800-681-8172 US &amp; Canada: 844-979-4935</b></p> 	<p><b>Submit a report electronically via the computer at:</b></p> <p><b><a href="https://coeurhotline.ethicspoint.com">https://coeurhotline.ethicspoint.com</a></b></p> <p><b>via the phone:</b></p> <p><b><a href="https://coeurhotlinemobile.ethicspoint.com">https://coeurhotlinemobile.ethicspoint.com</a></b></p>
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Coeur’s whistleblower reporting framework provides a number of protections to reporting persons and features to promote the integrity of the resource, including:

- Hosted by an independent third party with expanded reporting options
- Ability to submit reports and read policy documents and hotline information in English or Spanish
- Strict policy of no retaliation against reporting persons making any report in good faith
- Option to report anonymously
- Board oversight through the elevation of reports to the Audit Committee
- 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 aid in assessing effectiveness

## Anti-Bribery and Anti-Corruption

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 Index<sup>iv</sup>. However, we aim to mitigate this risk through ongoing reinforcement of our culture of ethics and transparency and the strength of our compliance and ethics program, including our Code 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.

## 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 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 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, lands bills affecting our properties and “good Samaritan” abandoned mine lands clean-up, among other topics.

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 the 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 [ESG Data Book](#).



# 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 and Indigenous Peoples who may be impacted by our operations. We maintain a zero-tolerance policy for human rights abuses at any of our locations, with our business partners and 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 has systems and policies in place to **PROTECT** employees, the community and the environment, and will continue to identify additional controls to prevent potential human rights incidents.

Coeur's commitment and approach to human rights is outlined in the Human Rights Policy, Code and integrated in several other policies and our diversity, equity and inclusion efforts. Our Human Rights Policy and Code can be found in the Responsibility section of our website. A full list of our company-wide policies is included in the [ESG Data Book](#). Coeur provides, at a minimum, annual awareness training to employees on policies and standards. Human rights risks are reviewed on a regular basis by the EHSCR Committee.

Coeur verified the effectiveness of a key area of human rights-related system in 2023 by performing an internal audit of the community grievance mechanisms across four sites. More information on community grievance mechanisms can be found in the Community section of this report.



Additional systems and controls in place to prevent human rights-related incidents include:

- Robust health, safety and environmental systems and practices in place, based on site-specific risks and conditions
- Systematic hiring and onboarding practices including supervisor training programs
- Compliance efforts with relevant labor and workforce regulations
- Anonymous whistleblower hotline (internal) and site-specific grievance mechanism (external)
- Formal vendor selection process
- Crisis management protocol and team in place to methodically manage emerging issues to prevent escalation



# An Integrated Approach to Risk Management

Proactively and effectively managing risk is fundamental to our ability to meet our business objectives and sustainability outcomes, comply with regulatory requirements, return value to our stockholders and build confidence amongst the Company's community stakeholders and Indigenous partners. Business decisions are informed by risk assessments throughout the organization.

In 2023, the risk management framework was formalized into a standard and procedure based on the principles of ISO 31000. This framework has now been deployed company-wide. Semi-annual operational and ERM reviews take place across operations and corporate, along with corresponding reporting to the Executive Leadership Team (ELT). This approach has resulted in a bottom-up transfer of information from the sites to the head office on key risks and opportunities.

ESG-related risks, detailed descriptions and associated controls identified and managed through the risk management framework include:

- Health and safety
- Human capital, company culture and employee inclusion and satisfaction
- Regulatory compliance
- Climate change (physical and transitional), energy and decarbonization
- Community, Indigenous relations, partnerships and commitments
- Government relations and regulatory changes
- Environmental (ex: water, land, biodiversity)
- Vendor and supply chain
- Cybersecurity
- Company external reputation

Moving into 2024, Coeur plans to implement an online risk management software program to support the consistent implementation of our policy, standards and procedures, simplify reporting, bolster internal control functionality, more efficiently escalate risks and opportunities and improve transfer of bottom-up and top-down information. This is intended to help strengthen our internal audit function through enhanced governance and visibility.

For more information on cybersecurity risk management, see the section "Cybersecurity" in Item 1C of our 2023 Annual Report on Form 10-K available on our website and filed with the U.S. Securities and Exchange Commission.

## Working with Vendors

Coeur works with a wide variety of vendors that provide specialized and essential services and supplies to operate our business. Our relationships with them are important to uphold Coeur's high business standards. Specifically, Coeur's Supplier Code of Business Conduct and Ethics (Supplier Code) outlines expectations of vendors in their activities and, while working for the Company, to maintain high ethical standards and act with integrity. They are expected to abide by the Supplier Code, 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.

### Screening and Ongoing Due Diligence

In 2023, a new set of standards was developed and rolled-out across the Company. Vendors are placed into one of three categories based on the level of health, safety and environmental exposure and risks associated with the scope of work they may be contracted to perform for the Company. Depending on the category a vendor falls within, there are specific pre-qualification requirements and subsequent standards that must be met.

As part of the ongoing due diligence process for existing vendors, we also have a formal system to periodically verify that vendors maintain their level of compliance with our standards and have the appropriate certifications, insurance and documentation to perform a service for Coeur.

### Training

Vendors working onsite at Coeur facilities are required to receive in-depth safety and environmental training alongside employees (see the People section of this report for more information).

In addition, our investment in local education and training helps create a pipeline of diverse local workers across our locations which can benefit vendors as well as the Company. We continue to partner with local schools, local and national universities, communities, other mines and organizations to **DEVELOP** and provide education about career paths in the mining industry. (Refer to the People section for more details.)

### 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. (See the Communities and Indigenous Peoples section of this report for our approach in this area.)

**Analyst references in this section**

SASB EM-MM-110a.2, SASB EM-MM-140a.1, SASB EM-MM-150a.10, SASB EM-MM-160a.1, SASB EM-MM-540a.2, GRI 2-23, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 304-1, GRI 304-2, GRI 304-3, GRI 305-1, GRI 305-2, GRI 305-4, GISTM 15.1 B.1  
Sustainable Development Goals: 6, 7, 12, 13, 15



# Environment

**Jay Gear, VP of Environment and Permitting**

“We take seriously our responsibility to minimize the impact that our operations can have on the environment and aim to be forward-thinking in our approach. Our corporate environmental team partners with sites to assess key risks and implement policies and strategies to help maintain best practices. We understand the importance of compliance and build in key controls to help prevent environmental incidents. Continuous improvement is our goal as we evaluate and implement projects that minimize impacts to environment and consider regional stakeholders.”

## »»» Managing Nature-related Risks

Biodiversity Management Standard developed and being implemented.

## »»» Adopting Industry Best Practice in Tailings Management

Tailings Management Policy and formal commitment to implementing the Global Industry Standard on Tailings Management (GISTM).

## »»» Systematically Driving Compliance Results

Formalized and implemented the Environmental Incident Reporting and Investigation Standard, which is focused on prevention.

## »»» GHG Net-Intensity Reduction Efforts and Quality Management

Locked in six new emissions reduction projects and developed an emissions inventory management plan.



# Oversight and Approach

Environmental protection, stewardship and compliance with environmental laws and regulations is essential to the sustainability of our business. Our approach is to systematically consider, along with Indigenous partners, key stakeholders and regulators, environmental risks and opportunities at all phases of the mine life, beginning with exploration, planning and design through to mine closure.

## Forward Looking Approach

**Biodiversity:** Committed to protecting, restoring, conserving and managing natural capital, biodiversity and ecosystem services by implementing the Biodiversity Management Standard.

**Climate Resilience and Emissions:** Advance a robust and achievable climate resilience and decarbonization strategy by leveraging the efforts and skillset of the multi-disciplinary Climate Resilience Working Group.

**Tailings:** Work to implement the Global Industry Standard on Tailings Management including developing a company-wide tailings management system, further engaging communities, improving our level of disclosures and carrying-out technical evaluations, as needed.

**Waste: DEVELOP** a reporting guideline to reconcile jurisdictional differences to waste classifications to externally disclose our waste generation and support longer-term waste reductions strategies.

**Water:** Continue to implement industry best practices around water management, use and treatment and identify site-specific water goals through meaningful site participation, risk reviews and operational evaluations.

## Governance

The EHSCR Committee of the Board has direct oversight of this area. The Committee’s statement of purposes, responsibilities and duties are outlined in the EHSCR Committee Charter, available on our website. We have an ESG Executive Steering Committee composed of cross-functional leaders including several members of the Executive Leadership Team. This committee generally meets on a quarterly basis to review performance and support goal development and help inform the ESG strategy and roadmap. We also have a Tailings Task Force and a Climate Resilience Working Group with specific mandates and charters. These two groups are described in further detail in their respective sections.

## Our Focus Areas

In 2023, we continued to build and standardize our management operating systems to **PROTECT** the environment by reducing risk. The company-wide environmental areas of focus continue to be energy and GHG emissions efficiency, climate resilience, tailings management, incident prevention and reduction, and biodiversity. Water management and stewardship is maintained as one of the highest priorities at the site-level. We expect to continue to grow the company-wide programs in this area, as described further in the Making Water Count section of this report.







### 2023 Performance by Incident Type

Type of incident	Tier 3	Tier 4 Significant	Tier 5 Significant	Action Taken
Environmental Release	7	0	0	<ul style="list-style-type: none"> <li>Areas were isolated; spill response actions were initiated; formal investigation according to the EIRI; corrective actions implemented.</li> </ul>
Near Miss	1	0	0	<ul style="list-style-type: none"> <li>Reviewed and investigated under the same classification scheme as an event that results in an Environmental Release.</li> <li>Corrective actions to prevent an actual incident.</li> </ul>

In general, incidents types are categorized into four groups:

#### Environmental Release

Spill Incident that was not contained and entered the environment via bare ground, land, water, etc.

#### 2023 Performance:

There was a total of seven environmental releases which were assessed as a Tier 3. In each of those circumstances, the areas were isolated, and our spill response actions were initiated. Those events were formally investigated, and corrective actions were implemented to prevent similar incidents from occurring in the future. There was no measured impact to the environment with any of the environmental releases reported during the year.

#### Near Miss

An event that had potential to become an incident, but where such a result was averted or avoided.

#### 2023 Performance:

We track and manage near miss events as leading indicators to help us identify additional controls, aligned with the mitigation hierarchy to prevent a similar event from occurring in the future, that could have resulted in an actual incident. An example of a near miss is an operator carrying out an inspection and identifying a frayed hose before starting a piece of equipment. The hose can be replaced, and the incident can be avoided. Near miss events are also reviewed under the same classification scheme as an event that results in an actual incident, in which we determine the potential impact, or MRO, and subsequent and commensurate corrective actions. In 2023, we recorded 70 near miss environmental events, one of which was classified as a Tier 3 and all others classified as Tier 1 or 2 events.



### 2023 Performance by Incident Type cont'd

Type of Incident	Performance Total	Action Taken
Environmental Permit Exceedance and Non-Conformance	4 Permit Discharge Exceedances 6 Non-Conformances	<ul style="list-style-type: none"> <li>Putting in place additional controls to provide ample warning if a parameter limit is approaching.</li> <li>Samples collected confirming no impairment to biological or physical environment.</li> <li>External reports to regulators and Indigenous Peoples, as necessary.</li> </ul>
Wildlife Mortality	26 Across all Sites	<ul style="list-style-type: none"> <li>Mitigations in place such as fences, bird balls on ponds, preventions to avoid nesting in equipment and facilities.</li> <li>Began tracking wildlife mortalities by cause and IUCN category.</li> </ul>

#### Notices Issued and Our Response

In 2023, we did not receive any monetary fines for non-compliance with laws and regulations. Kensington received a Notice of Violation (NOV) issued by the State of Alaska Department of Environmental Conservation in July 2023 following a routine inspection. The letter noted eight findings, four of which were refuted by providing supporting documentation, two were from events that were previously reported and captured as environmental non-conformance events in 2021 and 2022, one was for a temporary copper exceedance in treated mine water in 2023 and the last was for a leaky valve from which an insignificant quantity of treated water emanated before the permitted outfall. A response was submitted to the agency, and corrective action plans were developed, where necessary.

#### Environmental Permit Excursion

An overarching compliance term that collectively includes permit discharge exceedances and non-conformances.

- Permit Discharge Exceedance: An event or operational disruption where a chemical constituent was discharged in effluent to a receiving water body or other environmental media at a concentration not within a permit-specified numeric concentration.
- Environmental Non-Conformance: An event or operational disruption that deviated from a permitted or regulated circumstance that resulted in an externally reportable event.

#### 2023 Performance:

Four permit discharge exceedances were measured outside of permitted limits of treated discharge water. We seek to manage constituents to be within range through system maintenance, having qualified water treatment plant operators and triggers in place to provide sufficient warning to the operator to adapt if a parameter is approaching a limit. We continue to identify additional controls to prevent these occurrences. These four occasions did not have any measured impact in the downstream environment, confirmed through sampling. There were six incidents related to operating outside of operational ranges, or non-conformances. None had a measured impact on the environment. Each of these incidents was externally reported to the applicable regulator and First Nations, where applicable.

#### Wildlife Mortality

Dead animal discovery on a site or access road (including exploration sites), regardless of cause.

#### 2023 Performance:

We have many precautions in place to help prevent wildlife mortality due to our operations. Examples include fences, bird balls on ponds to prevent birds from landing, solution management, preventing nesting in equipment and facilities and speed limits to prevent collisions with vehicles and equipment, to name a few. Our on-site personnel are trained on the site-specific controls in place and receive annual refreshers. Some incidents are investigated if the mortality is attributable to our actions with new mitigation to be put in place to prevent another occurrence. Of the 26 recorded wildlife mortalities reported, seven were likely due to natural causes. The remainder were attributable to an inadvertent interaction with a piece of mobile equipment or mining activity. We have also taken the important step to formally classify not only the species type but its categorization against the International Union for Conservation of Nature (IUCN). None of the events included special status species.



# Committing to Biodiversity Conservation and Restoration

Coeur recognizes that nature loss poses a threat to our business and to the broader ecological context and that mining can impact biodiversity and natural capital. Coeur is committed to protecting, restoring, conserving and managing natural capital including biodiversity and ecosystem services through responsible development and achieving environmental stewardship where we operate. Coeur’s approach across sites is to engage with scientists, local stakeholders, communities and Indigenous Peoples to aid our understanding of ecosystems. This further enables our efforts in habitat conservation and land reclamation as we pursue strategies and partnerships that underscore our commitment to nature.

## Oversight and Approach

Appropriate members of executive and operational management, including our VP of Environment and Permitting, oversee environmental risk management and long-term strategic environmental coordination and decision-making, including integrating biodiversity and natural resource

management into enterprise-wide environmental management systems and stewardship programs that consider the full mine lifecycle. Each operation is responsible for developing and implementing site-specific nature-related management plans informed by the identification of local and regional risks, stakeholder and Indigenous engagement and formal consultation and regulatory compliance.

In 2023 Coeur developed a company-wide Biodiversity Management Standard, aligning with the Taskforce on Nature-related Financial Disclosures (TNFD), the International Council on Mining and Metals’ (ICMM) Good Practice Guidance for Mining and Biodiversity, IUCN Global Standard for Nature-based Solutions and the United Nations’ Sustainable Development Goals (SDGs) to provide guidance and outline best practices to managing biodiversity risk, impacts and opportunities in all phases of the mine lifecycle. The Standard can be found on the Responsibility page of [Coeur’s website](#). To support the roll-out of our new Biodiversity Management Standard, our goal for 2024 is to pilot a detailed nature-related risk workshop, which if successful will be conducted at all sites across 2025 and 2026.



## Strategy

Our strategy and approach to biodiversity is a key consideration extending to all phases of the mine lifecycle, from exploration through post-closure. We strive to **PROTECT** natural capital as a key component of sustainable development. A large portion of biodiversity management planning occurs prior to mine construction and operations. It begins at the exploration stage and matures during the feasibility assessment, engineering, permitting and other key business planning processes where community engagement is at the center of each.

The following key strategic elements have been identified and documented in our Biodiversity Management Standard to support the implementation of our commitments:

- Complying with regulatory requirements relating to biodiversity throughout the life of mine
- Engaging with stakeholders and Indigenous Peoples during all phases of the mine lifecycle to identify and consider priorities and concerns
- Identifying and assessing potential impacts on biodiversity, natural resources and ecosystem services to inform future and on-going studies
- Identifying and taking inventory of protected areas to minimize impact and increase avoidance, as a key priority
- Evaluating actual and potential risks and opportunities related to biodiversity
- Implementing, executing and maintaining mitigation strategies for risks and impacts to biodiversity related to mine planning, operation and post-closure



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

## Risk Management

Before operations commence, we conduct detailed and scientific evaluations of the region, including but not limited to, water quality and quantity, soil, aquatic resources, wildlife and vegetative studies, to create a baseline measurement of the ecosystems. These assessments are updated periodically to meet permitting requirements and to support major mine operational changes. By assessing and monitoring the natural 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 and reclamation and conservation strategies. These studies help us **DEVELOP** monitoring and mitigation plans for conservation and habitat management throughout the lifecycle of the mine.

Risk and impact management is approached in the environmental and social context, throughout planning and design, and executed through mitigation and management.



## Biodiversity Risk Mitigation Pillars

- **Identify local, regional and national laws and regulations** – Inform minimum requirements for mine planning, design, active operations, and closure/post-closure performance objectives
- **Engage with key stakeholders and Indigenous Peoples** – Identify and engage with regulators, Indigenous and local communities, and non-governmental organizations to understand traditional knowledge, strive towards improved long-term biodiversity and land management and planning
- **Prioritize opportunities to avoid and/or minimize impacts** – Where avoidance and/or minimization are not sufficient, seek to **DEVELOP** mitigation, rehabilitation and/or restoration actions to achieve conservation outcomes
- **Integrate long-term biodiversity planning and mitigation** – Incorporate and maintain internal alignment between biodiversity management, mine planning and operations, and reclamation/closure

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 feasible, utilizing a combination of native species of grasses, plants and trees. Reclamation goes beyond simply revegetating and comes in a series of activities specific to the facility type, landform and post mining land use objectives.

**Wildlife Management** – Extensive wildlife management controls are to be used at each operation, which may include fencing, process 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 should be restored to a condition that allows for the establishment of a self-sustaining ecosystem and productive post-mining land use for wildlife.

**Invasive Species** – Coeur works to **PROTECT** areas against invasive species through transport prevention and monitoring, active removal of undesired species and planting of native species.

**Water Resource Protection** – Extensive water studies, ongoing evaluations and site-specific controls and protection strategies in place. See the water section of the report for additional information.

## Volunteering with NDOW: Rochester Crappie Habitat

Coeur Rochester employees partnered with the Nevada Division of Wildlife (NDOW) at Rye Patch Reservoir to build crappie (North American freshwater fish) habitats. Crappie are native to the fresh water of east-central North America. In Nevada, crappie can be found in warmwater lakes and reservoirs throughout the state. A group comprising State and NDOW employees, Coeur Rochester employees and other community volunteers, built structures with native vegetation, cinder blocks and pallets with the goal of enhancing the local fish habitat at the reservoir. Brush piles are used to improve crappie spawning habitats and escape cover at the Rye Patch Reservoir. Coeur Rochester provided approximately 30 pallets for the project and volunteers helped construct the structures.





### Metrics

With the implementation of the Biodiversity Management Standard, we are increasing the level of nature-related disclosures in this report and the [ESG Data Book](#). We are expanding the disclosure metrics to include information on identified flora and fauna reconciled to the International Union for Conservation of Nature (IUCN) by site and the area of land disturbed and returned to post-mining land use (PMLU). Targets associated with nature are site-specific and are tied to minimizing impact through day-to-day operations, such as dust control and water quality management, while concurrently carrying out long-term studies to inform detailed closure plans. As noted above, we will also be assessing risk as part of the Biodiversity Management Standard's implementation.

### Flora and Fauna

A key component of biodiversity management is the identification of flora and fauna species within or near the project boundary. Baseline studies are completed at each site and provide data collected by qualified professionals which are analyzed to inform planning and mitigation actions. Species identified through these studies and assessments are classified using applicable legal frameworks, defined by federal and/or jurisdictional regulatory bodies.

Coeur's reconciliation process to disclose the total number of special status species at the enterprise level is a three-step process beginning with taking inventory across sites provided by the most recent

management plans and field surveys. Our company-wide inventory is focused on the higher risk species which are subsequently mapped, according to our Standard to the IUCN's Critically Endangered, Endangered, and Vulnerable classification. These three categories are in-line with IUCN's Red List levels. Lastly, we carry-out a summation across our operations and exploration sites. For more detail, on the reconciliation process refer to section 5.2 of our Standard on the Responsibility page of Coeur's website. The data presented in this report and the [ESG Data Book](#) summarizes the number of special status species in or near our operations and exploration sites.

The land areas evaluated, at a minimum, cover areas of disturbance with buffer zones which vary by jurisdiction. As a company in a period of growth and a focus on expanding life of mine through increasing proven and probable reserves, we expect to continue to take the same diligent approach to baseline assessments and work with stakeholders and Indigenous Peoples before disturbing new land, as outlined in the Biodiversity Management Standard.



### Special Status Species Reconciliation

Special Status Species Reconciliation						
	Wharf	Rochester	Kensington	Palmarejo	Silvertip	Total 2023
i) Critically Endangered	N/A	2	0	1	0	3
ii) Endangered	N/A	9	1	26	1	37
iii) Vulnerable	N/A	25	2	5	10	42

*Wharf species data recorded and under internal verification*

### Land Disturbed

Prior to disturbing land, baseline assessments must take place and vegetation and wildlife surveys are to be carried out by qualified professionals. There are several management practices that are applied at all our operations and exploration sites to avoid and help minimize impacts to vegetation and wildlife. For example, as determined based on the type of habitat, only brief windows of time are specified where vegetative clearing can occur to avoid overlapping with critical wildlife activities. We also salvage vegetative material and topsoil by stockpiling for use during reclamation.

Coeur has a total land area authorized for disturbance of approximately 3,974 hectares (ha) with approximately 2,125 ha disturbed, at the end of the 2023 reporting period. Opportunities for concurrent reclamation or reclamation activities, such as resloping a waste rock pile with final design in mind, are completed alongside active mining operations. Our technical and environmental teams are responsible for identifying and evaluating the feasibility of these opportunities and integrating them into our long-term life of mine plans at each of our sites. Since we are in a period of growth, in

2023 there was minimal concurrent reclamation that took place. In total, 149 ha have been returned to post-mining land use<sup>y</sup>.

The Golden Reward (South Dakota) and the Golden Cross (New Zealand) closed mines have been reclaimed and are currently in a period of active monitoring. The technical, social and environmental successes at these locations will eventually be applied to other Coeur operations when they reach the end of their mine life.

All of Coeur's operations have closure plans in place. Vegetative monitoring and reclamation research is ongoing at our sites. At Kensington in 2022, a revegetation study was completed and is pending approval by the U.S. Forest Service.

Metric	Total area (ha)
Authorized Area to Disturb	3,974
Total Disturbed Land	2,125
Total Area Returned to PMLU	149



## Planning for Closure

Coeur applies the similar 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 with a goal of achieving long-term positive impacts.

Each site develops detailed reclamation and closure plans before operations begin. The plans designate a timeline and include costs and projected funds for reclamation and closures, including long-term monitoring and maintenance. Throughout the life of mine, the plan is reviewed and updated on a periodic basis to meet evolving needs and to factor in results from ongoing site-specific closure studies and research projects. The plans aim to account for long-term sustainability issues such as potential post-closure use informed through community and Indigenous engagement.

Jurisdictional requirements may also include securing financial assurance instruments such as surety bonds, as approved by the permitting agency, to cover the closure of the facilities 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.





# Building Climate Resilience

Since becoming Task Force on Climate-related Financial Disclosures (TCFD) supporters in 2020, we have enhanced our systemic assessment and management of climate-related risks and opportunities. As we enhance our strategy and disclosure, we aim to reinforce our commitment to responsible and resilient business practices, reflecting our dedication to a sustainable and climate-conscious future.

## Governance

The governance framework for climate risk and resilience within our business is formally structured to help define clear roles, responsibilities and accountability. Climate-related risks are among the key risks regularly reviewed by the Board, which provides oversight and guidance to management on managing risk in alignment with strategy. The EHSCR Committee also oversees climate-related policies, management systems and risks to the Company and our sites. On a managerial level, our cross-functional Climate Resilience Working Group takes charge of implementing climate-related initiatives and actively monitoring their execution. This multilayered governance approach integrates climate risk and resilience at every level of decision-making, prioritizing the integration of sustainable practices throughout our business operations.

## Strategy

As we 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:

- Responsibly producing raw materials that are essential for clean energy production and infrastructure
- Knowing and understanding our risks and opportunities
- Mitigating impacts through risk reduction, seizing opportunities, and strengthening resilience
- Measuring and reporting metrics and targets with increasing transparency and accountability
- Engaging and communicating with key stakeholders to enhance mutual understanding





### Climate Resilience Working Group Charter Updates

In 2023, through the leadership of our Climate Resilience Working Group, we took further steps to improve Coeur’s climate resilience. Key projects included developing a Biodiversity Standard consistent with the guidance of SASB, GRI and TNFD, bolstering data management and governance practices to make data-related decisions, and incorporating carbon emissions consideration into long-term planning. Below is a list of projects that Coeur is focusing on in the near- to long-term to enhance our contribution to a positive influence on the climate.

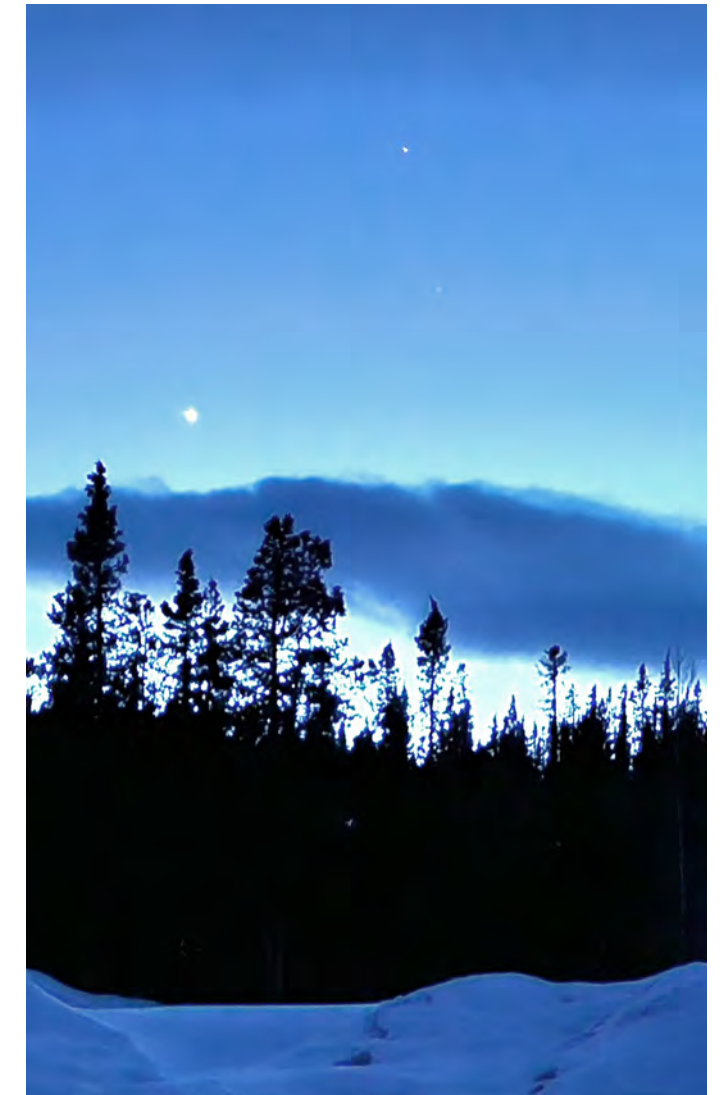
#	Project Name	Description
1	2024 GHG Net Intensity Reduction Goal	35 percent GHG net intensity reduction compared to Base Year by the end of 2024 <sup>vii</sup>
2	<b>DEVELOP</b> Updated GHG Goal	Ongoing focus on commitment to reducing GHG emissions intensity
3	Credible Carbon Offset Market and Options	Identify quality and verifiable carbon offsets that can be considered as a potential lever for reducing Coeur's GHG emissions profile in the medium to long-term future
4	GHG Protocol Gap Implementation	Mitigate any potential misalignments with the GHG Protocol and updated the inventory management plan accordingly
5	Climate Risk Management and Integration	Centralize and review ESG and CCSA threats, opportunities and controls to support business decisions
6	Silvertip Decarbonization Funding Opportunities Evaluation	Assess the availability of sustainable low-carbon options for future project development. Explore funding opportunities for decarbonization and future power projects. Build relationships to leverage funding and support future project development
7	Scope 3 Emissions	Review approach and <b>DEVELOP</b> a formal system to quantify scope 3 emissions to help inform meaningful upstream and downstream GHG management <sup>vi</sup>
8	Renewable Energy Credits (REC)	Ongoing assessment of current REC opportunities available through energy providers

### Risk Management

As we navigate the challenges posed by climate variability and its associated effects, Coeur believes that Climate Change Scenario Analyses (CCSA) play an important role in our strategic planning. The most recent CCSA was conducted from 2021 throughout 2023, and a comprehensive climate risk register was established in 2022. Throughout 2023, we evaluated and updated our climate risk profile. Noteworthy modifications made during this period are outlined below and in the [ESG Data Book](#). As part of our forward-looking approach, a thorough review of the previously identified CCSA risks is planned to take place in 2024 and will be scheduled on an ongoing basis going forward. This review aims to reassess the rankings of identified risks and ascertain the necessity for additional control measures. To enhance accountability, visibility and accessibility across the organization, we continue to integrate CCSA into our company-wide approach to risk management. This has resulted in a bottom-up transfer of information from the sites to the corporate office on what are the key material risks and opportunities.

Moving into 2024, Coeur plans to implement an online risk management software program (Risk Oversight) to facilitate a consistent implementation of our requirements, simplified reporting, internal controls functionality, escalation of certain risks and opportunities and improved flow of bottom up and top-down information. (See the Governance section of this report for more information).

In our 2022 ESG Report, we presented a risk table outlining the overarching physical and transitional risks to our business. To illustrate our ongoing strategic commitment to effectively managing these risks, see additional disclosures included in the [ESG Data Book](#).





## Performance, Metrics and Targets

We consider climate-related data a key indicator to measure potential impact, as such, we have established metrics and targets to monitor and minimize our carbon footprint and contribute to global climate mitigation efforts. These metrics and targets serve as integral components of our comprehensive sustainability strategy, allowing us to systematically measure our progress, identify areas for improvement, and manage any carbon related risks.

Coeur monitors several climate-related metrics across our sites to inform our assessment of climate risks and opportunities. Essential climate-related metrics encompass our energy and water consumption, alongside our scopes 1 (direct) and 2 (indirect) emissions<sup>vi</sup>.

Coeur’s public climate target has been to achieve a 35 percent net intensity reduction in our GHG emissions (compared to our Base Year<sup>vii</sup>) by the end of 2024. The processes and methodologies used to measure and report our 2024 net intensity reduction target align with the GHG Protocol, providing transparency and accuracy in our emissions data. In our commitment to continuous improvement and adherence to best environmental practices, we updated our inventory management process in 2023. Previously, data was manually input from fuel and

energy invoices by designated personnel into an online database. Our new approach is integrated with our purchasing system, helping to minimize the potential for human error and any missed reconciliation after a report has been submitted. This process change resulted in a minor decrease to our calculated Base Year<sup>vii</sup>. Regular assessments to our GHG performance metrics and targets are conducted, reinforcing our ongoing pursuit of quality data to inform sustainable business practices and decisions related to a low-carbon future.

### Summary of Key Updates to Inventory Management Processes

Roles & Responsibility Enhancements	System Changes	Monitoring Changes	Inventory Management Plan (IMP)
<ul style="list-style-type: none"> <li>Data collection responsibility changes made across all sites</li> <li>Additional verification phases added</li> </ul>	<ul style="list-style-type: none"> <li>Software used as the source of truth adjusted</li> <li>Standard reports created and used for site level reporting</li> </ul>	<ul style="list-style-type: none"> <li>GHG dashboard created to better track progress against targets</li> <li>Monthly meetings held</li> </ul>	<ul style="list-style-type: none"> <li>Newly developed IMP to align with GHG Protocol</li> <li>Bolster standardization across processes and data management</li> </ul>

The key benefits of updating our approach to GHG inventory management include reduction in manual errors, improved efficiency through automation and enhanced data accuracy and reliability.



2023 GHG Reduction Initiatives

In 2023 we identified several GHG reduction projects that may not necessarily be repeatable yet offer sustained benefits. A summary of the most recent GHG reduction projects identified through energy diagnostic evaluation and under execution is presented below:

Location	Project	Description	Realized % Reduction
Rochester	Limerick Crusher Haul Route Optimization	<b>Base Case:</b> Use existing mine road to the Limerick Crusher. <b>Opportunity:</b> Optimize haul road to decrease fuel burn and cycle time.	1.21
Palmarejo	Shorter mill campaigns with higher throughput	<b>Base Case:</b> Mill was run daily at a fixed throughput. <b>Opportunity:</b> To run the mill at a higher throughput on fewer days during the month.	1.03
Kensington	Jualin-Pump System Shutdown Phase 1	<b>Base Case:</b> Continue to dewater the Jualin mine <b>Opportunity:</b> Discontinue dewatering and ventilating the inactive portion of the mine to conserve energy.	0.57
Wharf	Crusher Compressor and Air Line Deficiency Upgrade	<b>Base Case:</b> Crusher utilizes three 75HP compressors running at 100 percent duty cycle. Vendor compressed air leak audit confirmed a waste of 201,431kWh/year. <b>Opportunity:</b> Increase compressor efficiency by replacing three 75HP units with two 125HP units and plan to run only one of the 125HP units at a time.	0.17
Silvertip	Mine Ventilation Fuel Switch	<b>Base Case:</b> Underground mine ventilation utilizes propane for ventilation heating. <b>Opportunity:</b> Run an LNG line from the generators to heat underground ventilation providing lower emissions from changing fuel from propane to LNG.	0.14
Wharf	Floating discs	<b>Base Case:</b> Sub-optimal process pond coverage resulting in additional energy expenditures to maintain desired temperature. <b>Opportunity:</b> Perform a monthly pond audit and replenish discs to optimize cover to prevent heat loss.	0.02
<b>Total</b>			<b>3.15</b>





## Performance Metrics and Targets

In 2023, 74 percent of our total scope 1 and market-based scope 2 GHG emissions were from scope 1 sources. This trend remains consistent with previous years, reflecting a gradual year-over-year increase in the proportion of our scope 1 emissions. This shift is attributed to a concurrent decrease in scope 2 emissions, driven by the purchase of renewable energy credits (RECs) from energy providers, while scope 1 emissions remained relatively unchanged. Our overall absolute GHG emissions are lower in 2023 than previous years.

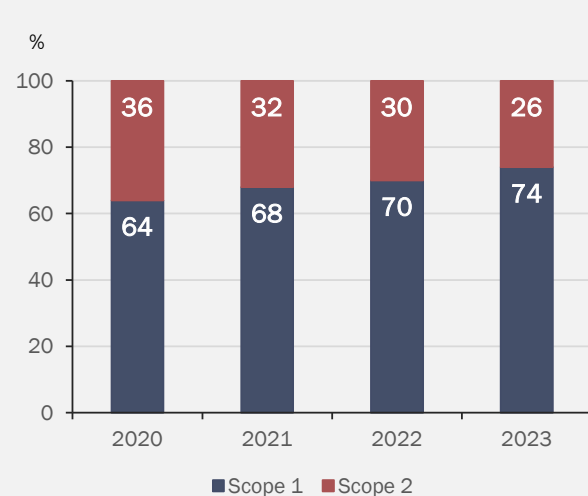
Simultaneously, our GHG intensity has risen. Intensity is highly dependent on the ore tons processed or placed on the heap leach pads. In 2023 we experienced a 23 percent decrease in tons processed or placed from the previous year driven primarily by the decommissioning of the x-pit crusher at the Rochester mine as we transition to full ramp up and the use of the newly constructed crusher and conveyor system. Despite this, Coeur remains on-track, based on current assumptions, to achieving our net GHG intensity reduction goal of 35 percent by the end of 2024<sup>vii</sup>.

This trajectory can be attributed to the following factors:

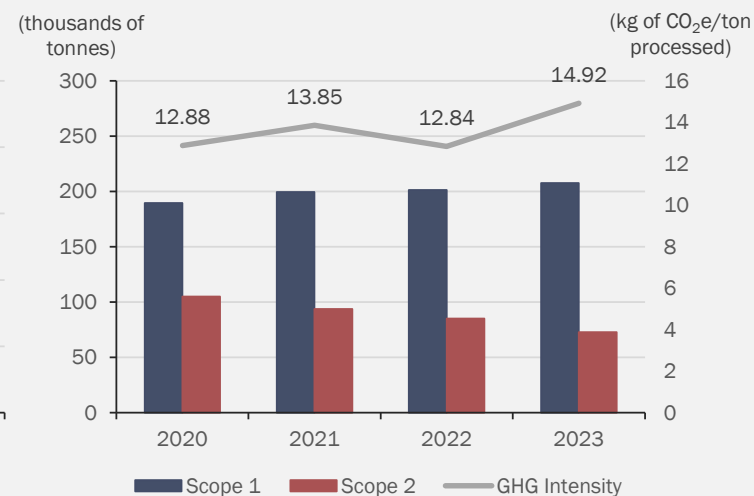
- Expected production increase via the Rochester mine rate ramp-up
- Increased renewable energy usage at Rochester

### Greenhouse Gas Emissions Performance Data

Percent Breakdown of Scope 1 and Scope 2



Emissions and Intensity



The numerator of emission intensity values is calculated in metric tonnes. The denominator of emission intensity values is calculated in US tons.

See the [ESG Data Book](#) for disaggregated data for energy usage and emissions by scope and site.

Coeur first reported its scope 3 emissions for the 2022 reporting period<sup>vi</sup>. We continue to maintain and improve our systems and processes to collect and report our energy and emissions data. Looking ahead to 2024, we have strategic plans to advance our scope 3 quantification process, with the aim of not only optimizing data accuracy but also laying the groundwork to potentially initiate reductions in scope 3 emissions through active engagement with our vendors and better understanding our upstream users. This proactive approach aligns with our broader objective of comprehensively understanding and striving to mitigate the impact of these emissions on our overall carbon footprint.

To build on the internal audit of our GHG emissions conducted in 2022, we successfully mitigated all findings and action plans that resulted from the audit. We also continue to monitor emerging frameworks and climate-related policy which may impact our strategy and approach.

### 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 (PM<sub>10</sub>, PM<sub>2.5</sub>) and fugitive dust, combustion ash and residue from onsite refuse waste incineration, other air pollutants like lead or mercury, and Volatile Organic Compounds (VOCs) such as benzene, toluene, xylenes, and naphthalene. For Coeur, our operational practices are designed to align with applicable regulations and site-specific permits which outline monitoring activities. We seek to minimize negative air quality impacts through engineering controls and operational practices. 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 annually to agencies pursuant to permit requirements and/or through the Toxic Release Inventory (TRI) in the U.S. and the National Pollutant Release Inventory (NPRI) in Canada.



## Creating a Culture of Awareness

To help monitor and continue progress in reaching our GHG goals and targets in 2023, we developed an operational GHG dashboard that is reviewed monthly by sites and leadership, giving us a common platform for our GHG monitoring and reporting. This solution has improved access to and visibility of information in the following areas:

- **Real-time Visibility:** GHG data and calculations are available on the dashboard almost immediately after data is entered into the source database. This timely access enables proactive decision-making and adjustments to emission reduction strategies.
- **Data-driven Decision Making:** By consolidating GHG data in one accessible platform, we can make informed, data-driven decisions on the full and centralized picture. This helps create confidence that strategies are based on accurate and up-to-date information.
- **Goal Tracking and Measurement:** We can efficiently compare actual emissions against targets, facilitating the goal’s progress status and the identification of areas that require additional focus.
- **Efficient Reporting:** The reporting process is simplified by streamlining the preparation of sustainability reports and presentations. The visualization of GHG data through the dashboard enhances communication with stakeholders, including investors, customers, and employees.
- **Risk Management and Efficiency Gains:** The dashboard highlights potential risks related to carbon emissions and opportunities for operational efficiency gains. Using sources and patterns of emissions, we can proactively manage and mitigate risks associated with resource scarcity, or disruptions in the supply chain.

## Integrated Climate-Modeling in Life of Mine Plans

Each site has a quantitative life of mine model that includes traditional parameters such as forecasted ounces produced, commodity prices and revenue. Transitional and physical climate risks are then quantified using data derived from sources such as Network for Greening the Financial System (NGFS). The output provides estimated financial costs for each risk in each scenario. The purpose is to encourage sites and our technical teams to explore climate risks as well as those more routinely quantified, such as gold price and tons mined.

Some climate risks, such as carbon price, are fully integrated into mine planning, but these more elaborate life of mine models allow us to explore a more complete spectrum of scenarios. Climate risks may become more integrated with mine plans and strategic decision-making over time.

A risk-specific quantification is another approach Coeur has taken to modelling. It allows for an in-depth evaluation of potential Net Asset Value (NAV) impacts of site-identified climate-related risks. This can be especially useful to help inform a capital expenditure-related decision. The evaluation process includes identifying a plausible risk and building out a detailed qualitative description along with clear assumptions.





# Making water count



## Strategy and Risk Management

Water, a necessary input to mining and mineral processing, is a precious resource that needs to be protected through strong management practices that are carefully informed by detailed risk assessments, scientific studies, trade-off evaluations, social engagement and formal community and Indigenous consultation through the permitting process. Water risks and opportunities vary based on regulations, regional watershed, mining and processing method, local climate and biodiversity context, among other factors. We maintain standard water management practices across the Company, focused on compliance with regulations, increasing efficiency and minimizing strain on local resources and on our future supply. Each site 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. Key risk management activities include:

- Stormwater pollution prevention and applying best management practices, as appropriate
- Semi-annual operations risk reviews to assess further and mitigate water-related risk on an on-going basis
- Site level meteorological data collection
- Maintaining water balance models and ongoing hydrogeologic studies to inform water quality prediction

- Long-term research on large-scale test evaporation cells
- Monitoring groundwater well levels
- Measuring water quality (seeps, surface water, groundwater, underground water, and effluent)
- Established thresholds and triggers across various water management activities
- Alternate water supply investigations are carried out to increase resilience
- Water management and conservation plans in place
- Reuse and management of reclaim water
- Diversion of non-contact water
- Best Available Technology (BAT) is being implemented and researched for water treatment
- Engagement with communities and Indigenous Peoples

In addition to the detailed water management practices which were highlighted in the 2022 ESG report, which are ongoing, and the controls briefly highlighted above, in 2023, additional water related initiatives took place as part of our ongoing approach to improving water management and building protections and resilience to our systems with the ultimate goal of trying to minimize impacts to local and regional watersheds from a quantity and quality standpoint. This in turn also helps support a healthy ecosystem which the surrounding flora and fauna depend on.

For example, at Palmarejo in northern Mexico, we commissioned the high-compression thickener technology at the new in-pit tailings disposal facility. Palmarejo is in a region of water stress. This

technology removes pore water from the tailings matrix resulting in approximately 45 percent of the water being recovered and returned to the mill for reuse and thereby reducing overall water needs. The environmental benefits to applying this technology include lowering the impact to surface water bodies, optimizing water recovery and reuse, reducing water infiltration and enhancing pit closure opportunities. As noted in the tailings section, it also has a relatively low risk profile as a tailings facility.

Another initiative that took place during the year was at Wharf. Wharf is located in the Black Hills region of South Dakota which experiences significant precipitation throughout the year. Water management across the site is a key priority to **PROTECT** the environment and maintain operational conditions. In 2023, a workshop took place with site and corporate subject matter experts to assess water balance related risks through scenario analysis. The layers of controls and protections were evaluated to identify any potential vulnerability in the system. The result of the exercise identified key actions which are being managed through ERM. We expect this framework and process of risk evaluation will continue to be applied going forward. Additionally, see Wharf’s case study on selenium treatment.

## Governance

In addition to Board and executive oversight, the VP of Environment and Permitting oversees water management risk and opportunities and overall water-related compliance and stewardship. Each operation is responsible for site-specific strategy, regulatory compliance and risk identification and management.

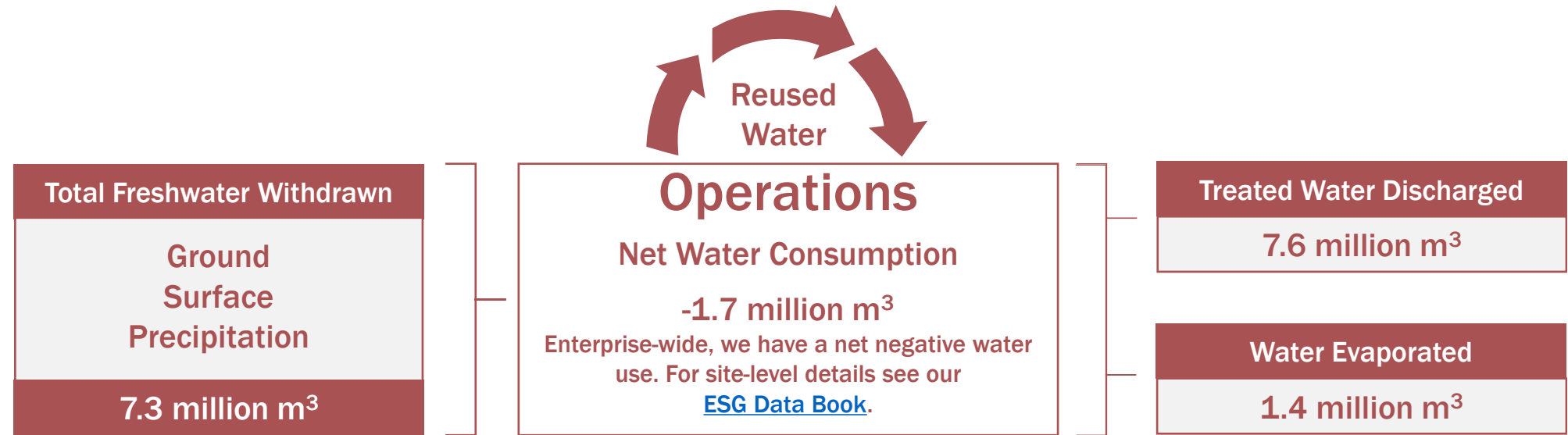


## Metrics and Targets

Sites have detailed monitoring plans where thousands of data points are measured throughout the year. Data are collected on both a continuous basis as well as through discrete sampling to measure both water quality and quantity. Compliance samples are sent to an accredited off-site laboratory. These data are compiled for various compliance reports which are analyzed and sent to the appropriate regulatory agency throughout the year.

At the enterprise-level, a Water Stewardship Reporting Guideline (Guideline) was developed in 2022 outlining a consistent approach to reporting water-related metrics across each of our sites. As part of our governance practices, the Guideline and its associated processes were internally audited in the last quarter of the year. We have already begun incorporating the recommendations, which should further improve our water-related disclosures for the 2024 reporting period.

Coeur water metrics are included in the [ESG Data Book](#). Overall, in 2023 we experienced periods of high precipitation which influenced site-wide water balances, resulting in a reduced need to withdraw from other sources, such as groundwater or surface withdrawal on some occasions. In 2023, Rochester’s water metrics included the expanded Limerick footprint comprised of the new heap leach facility (Stage VI) and its ancillary facilities.



### Selenium Pilot Treatment Plant at the Wharf Mine

Bald Mountain Mill site is a historic gold mine operation active from 1905 to 1959. Coeur gained sole ownership of the property in 2015. In the 1990’s, water quality testing at False Bottom Spring and False Bottom Creek started to show elevated metal concentrations potentially originating from historic tailings placement at Bald Mountain, located northeast of the Wharf Operation. The facility was reclaimed in 1993 by the owner at the time. Ongoing monitoring took place and in 2014, selenium concentrations measured in the water samples began changing. Selenium is naturally occurring and present in certain types of minerals.

Due to the potential risks associated with selenium, Wharf initiated additional monitoring and began evaluating possible solutions to confirm the source of the selenium and subsequently identify possible corrective actions. Regular engagement with the regulators and the community took place and is ongoing.

In 2023 Wharf partnered with a reputable water treatment firm with demonstrated experience in treating selenium to complete a pilot scale demonstration of a process to treat and remove selenium from False Bottom Springs water. After completing a bench-scale evaluation, a mobile treatment unit was brought on site of False Bottom Spring. The project’s pilot phase involved rapid deployment, start-up, and continuous operation of the unit using a process of combining ion exchange and electrochemical reduction to selectively remove selenium from legacy mining influenced water. With the successful outcomes from the pilot treatment, full-scale implementation is planned to advance in 2024 with commissioning in 2025.



## Best Practices in Protecting Water Resources



- 1. Precipitation** – adds water through surface runoff and infiltration, understanding patterns is important for monitoring as precipitation can mobilize pollutants. We incorporate diversion practices at each of our operations to direct freshwater to the watershed preventing contact with mined material
- 2. Biodiversity** – water resources are shared with ecosystems which is why our responsibility to monitor water quality and quantity is an important component to operations
- 3. Communities** – we build stronger relationships by involving community members and Indigenous knowledge into planning to collaboratively address watershed planning and proactively address concerns in the use of this shared resource
- 4. Water Sources** – maintaining the quality and availability of water through prevention of contamination and responsible use is critical and incorporated into all mine lifecycle phases, including post-closure planning
- 5. Tailings** – proper management is required to maintain tailings facility stability and integrity through sound governance and facility-specific design, construction, operation, maintenance and surveillance
- 6. Processing Facility** – requires large volumes of water for concentration and separation of materials with water recycling through the systems as a key priority to minimize withdrawal rates
- 7. Water Treatment** – necessary to prevent pollution, **PROTECT** water resources and downstream habitat and maintain regulatory compliance
- 8. Holding Ponds** – act as a key water management facility and **PROTECT** groundwater from contamination. Evaporation is minimized through the implementation of various controls and barriers are in place to prevent wildlife from entering
- 9. Controlled Release** – once treated, excess water is returned to the environment in a manner that prioritizes environmental protection
- 10. Monitoring** – a critical component of measuring compliance, also acts as an early warning system for potential hazards



# Minimizing Our Footprint Through Responsible Waste Management

## Reducing, Reusing, Recycling and Managing Waste

At Coeur, we identify, assess and control sources of potential pollution from waste and their impacts on human health and the environment. Responsible waste management is a key aspect of this. Each of our sites has comprehensive waste management systems in place to minimize exposures and meet the complex and robust regulatory requirements established by the U.S. Environmental Protection Agency (EPA), Environment Canada (EC) and Mexico's Secretaría del Medio Ambiente y Recursos Naturales (SEMARNAT), as well as state and provincial regulations and site-specific permits conditions. The site Environmental Manager is responsible for overseeing waste management. Waste management systems include waste classification, storage, shipment and disposal, training, record keeping and reporting, as described below. We also actively seek opportunities to

expand our waste stewardship practices including reduction, reuse and recycling. See the Waste Management at Palmarejo case study as an example.

### Waste Classification

The regulations for waste classifications vary by federal jurisdiction. Waste classification requires accuracy as it is a determining factor on how it is managed, stored and disposed of. If waste meets the hazardous waste criteria in its jurisdiction, we have key responsibilities to carry out the actions noted above. If the waste material or stream is not classified as hazardous, the material is to be handled based on the pre-determined site-specific system of reuse, recycling or safe disposal.

### Storage

Under our established systems, waste is stored in designated areas based on its hazard classification and in designated temporary locations as it is being generated. Hazardous waste is stored in areas with secondary containment and protected from contact with precipitation. Secondary containment is a standard operating practice used to prevent materials from releasing to the environment if the primary containment fails. Storage areas are controlled to limit access to hazardous materials to employees who are trained and meet minimum qualifications. Regular inventories and internal inspections of these areas are to take place. Inspectors look for general housekeeping, labels (presence and completeness), date of generation,

separation and placement, container type and integrity, and check that lids and seals are secured. These inspections are an important management tool to prevent unintended releases of liquids and vapors, protecting the environment and human health.

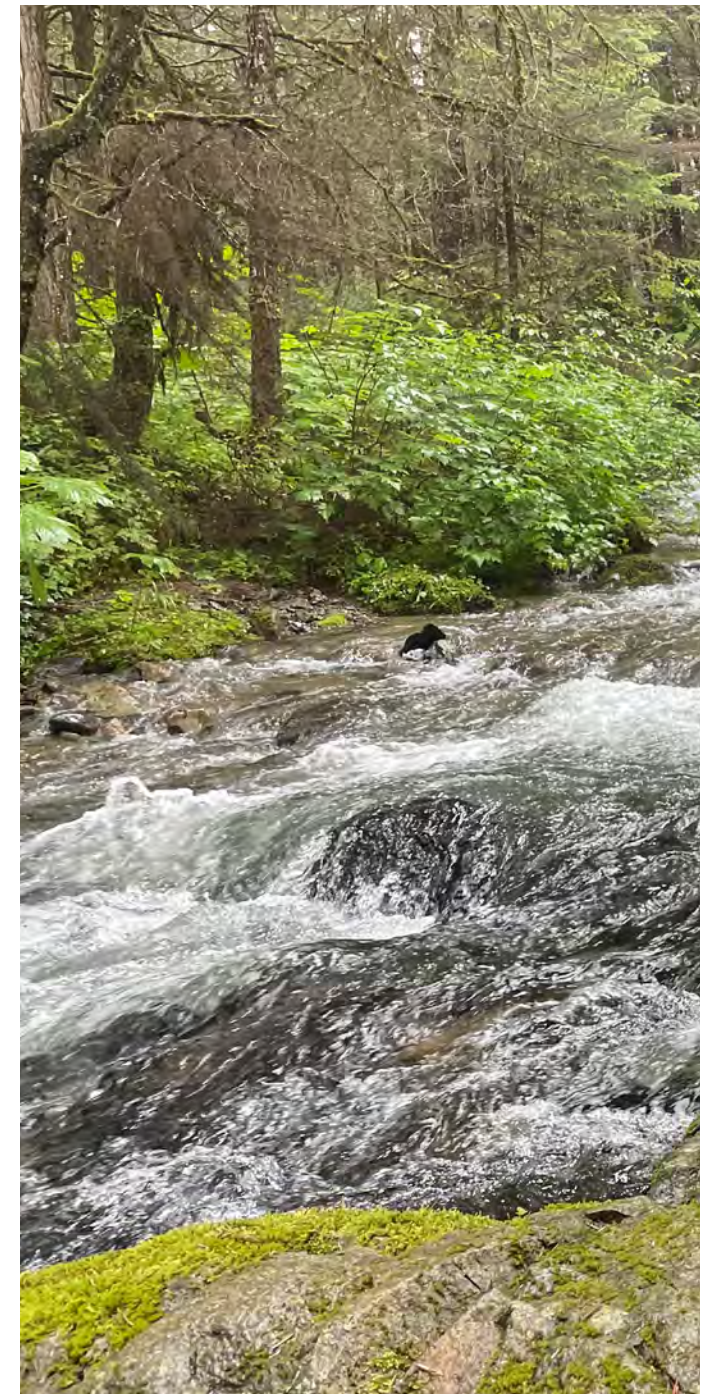
Other management practices include protocols to help:

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

### Shipment and Disposal

Waste management does not end when it leaves the site. The sites' waste management plans outline each waste type (e.g. oil, antifreeze, solvents, grease, batteries, and tires) and waste disposal requirements.

Hazardous wastes are shipped off site to appropriate facilities in accordance with the applicable requirements. Shipments are accompanied by a hazardous waste manifest and the appropriate forms, where applicable.



## Training

Each employee and vendor that works on our sites receives environmental training on an annual basis that covers waste management and their role at site.

Employees with a more direct role related to waste management, such as on-site transportation, will also receive focused training based on the scope of their work and the exposure to the employee. Training for these employees can include safe handling and emergency procedures relevant to their responsibilities. Personnel involved in shipping hazardous materials and wastes, including preparing packages, signing/reviewing manifests and loading and unloading materials are also required to have training and specific certificates. Our environmental personnel with waste oversight receive periodic in-depth training from outside providers to stay current on rules and regulations, such as those included in the Resource Conservation and Recovery Act (RCRA) in the U.S., to meet compliance requirements and learn about best practices and emerging trends.

## Record Keeping and Reporting

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

## Waste Management at Palmarejo

Coeur Mexicana promotes sustainable development and environmental stewardship through the prevention and minimization of waste generation. Through the implementation of comprehensive waste management, the Palmarejo mine is achieving waste reduction.

Three types of waste are managed at Palmarejo: hazardous, special (non-hazardous) and municipal solid waste (domestic).

Hazardous waste reduction and management begins with a series of workshops with the maintenance and process plant departments to establish action plans that allow the reduction of hazardous waste and bolster best practices. Most employees participate in periodic waste and materials management courses and complete awareness training on various aspects of waste handling such as leak detection and preventative measures, as well as reporting on weekly monitoring indicators.

Special waste (non-hazardous), such as used tires, goes through a three-step process, identification, evaluation and disposal. In the case of used tires, the Palmarejo team proposed a plan to use the tires as soil stabilizers.

This project was approved by the State of Chihuahua in 2023. Evaluation and value analysis of non-hazardous waste includes what can be repurposed and cleaned for selling or donation. For example, to increase positive impacts and reduce waste, cubic totes are washed and donated to be used as storage for household and domestic water containers in local communities. This process is beneficial for site, the local communities near where we operate and the overall value chain. Proceeds and donations are provided to elders and other community members. The third step, if not able to sell or donate, is disposal. Municipal solid waste, different from special waste, is categorized into five types: organic, non-organic, plastic, paper and other. Depending on the type of domestic waste, contractors identify proper disposal by either compaction for easier transportation or selling and recycling of aluminum cans, plastic bottles and cardboard.

Additionally, an important effort taking place at site is the reduction of polyethylene terephthalate (PET) plastic bottles. To combat the harmful effects and amount of waste produced, the PET plastic bottle reduction effort consists of awareness training for employees and contractors about plastic reduction and installing 9-liter water dispensers around the mine site, as well as employee action of using reusable water bottles. Continuing in 2024, Palmarejo's goal is to achieve a waste reduction of five percent compared to 2023.





## Managing Mined and Mineral Waste Today for Tomorrow

There are two major categories of mined wastes that are generated through the process of mining and processing ore: the non-economic rock, or what is commonly referred to as waste rock, and the by-product of the ore after it has been processed for mineral extraction, referred to as tailings or spent material.

This section will describe Coeur's general profile and approach to managing waste rock and tailings. Additional information on our tailings facilities can be found in the [ESG Data Book](#).

### Tailings

Tailings are a waste byproduct generated as a result of processing material to extract the usable metals and minerals from the rock. Tailings will vary in composition based on the rock's chemical and mineralogical characteristics, the processing method used and the treatment that is applied to the tailings material before being placed in storage.

The storage of tailings and its associated facility design is evaluated technically during the early stages of mine planning. It considers the geochemistry of the material, the site's local topography and features, geotechnical constraints, climate, local community context and stakeholder input, other mine facility placement and long-term facility closure considerations.

Coeur's fundamental approach is to uphold zero harm principles. We have robust tailings management practices in place to maintain a low-risk tailings profile, which include:

- Following high standards of design, construction, and closure planning
- Applying rigorous operation, maintenance, and surveillance practices
- Maintaining low risk tailings management operations
- Engaging local communities and other public stakeholders
- Upholding governance controls
- Alignment with industry tailings management standards
- Maintaining standards and systems for emergency preparedness, including emergency response and post-emergency recovery

The Global Industry Standard on Tailings Management (GISTM), which launched in 2020, shares the same goal as us, zero harm to people and the environment through the safe management of tailings facilities. It is a comprehensive framework that establishes a minimum standard for six topic areas throughout the entire facility lifecycle – site selection, design, and construction, through management and monitoring to closure and post-closure. It also sets clear expectations around transparency and public disclosures.

In 2023, Coeur completed a comprehensive benchmarking assessment of our practices relative to the GISTM. This exercise provided greater insight into the work required to more fully align with the requirements of the standard. We anticipate that we will have most of the requirements implemented by the end of 2027 with a follow-up assessment in 2028.

We also began building the formal tailings governance framework for the Company. We formally named an Accountable Executive (Chief Operating Officer, Mick Routledge), published a formal Tailings Management Policy, and established a multi-disciplinary Coeur Tailings Task Force. We look forward to sharing our continued progress against voluntarily implementing the GISTM. The [ESG Data Book](#) includes updated disclosures, aligned with the GISTM.





### Impounded Tailings

Dam technology is one of the more common ways to store tailings. Tailings embankments are designed to suit specific site conditions, environmental considerations and engineering requirements. Three common types are downstream, centerline and upstream designs. Each has a different construction methodology with the downstream method statistically considered the most stable among construction types<sup>viii</sup>. Coeur has three tailings facilities with retaining structures all constructed using the downstream method. As the tailings are deposited, the dike may require a raise in elevation to increase the facility’s capacity over time which involves building the dam wall downstream of the deposited tailings. Each facility has its own operations maintenance and surveillance (OMS) manual outlining facility specific monitoring requirements and practices and describes roles and responsibilities.

Impounded tailings facilities are: Final Tailings Disposal (FTD) Dam, Palmarejo; Tailings Treatment Facility, Kensington; Tailings Storage Facility, Golden Cross

### Brownfield Pit Tailings Storage

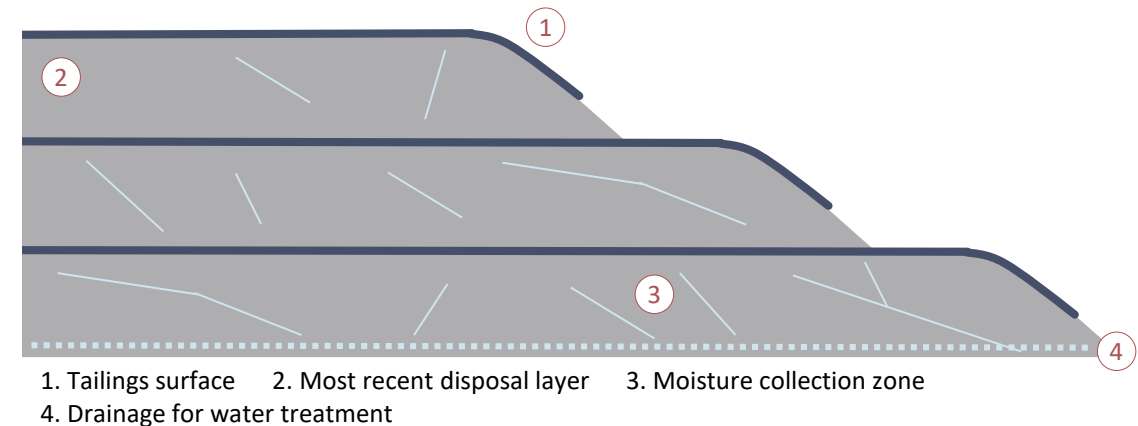
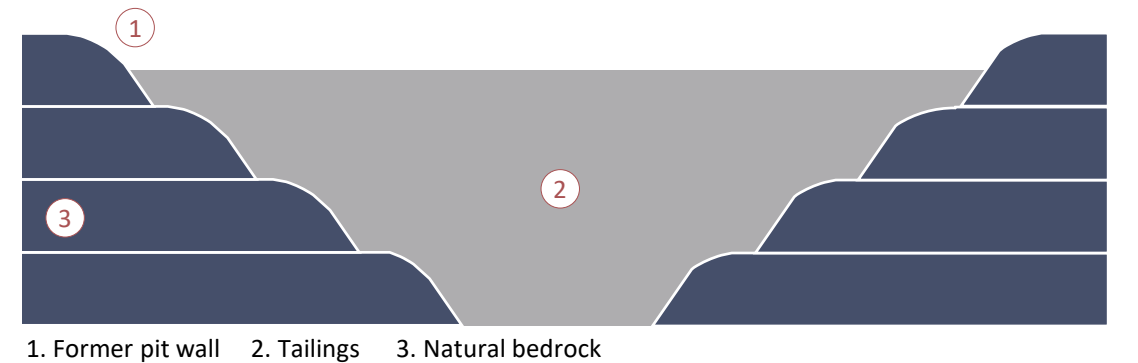
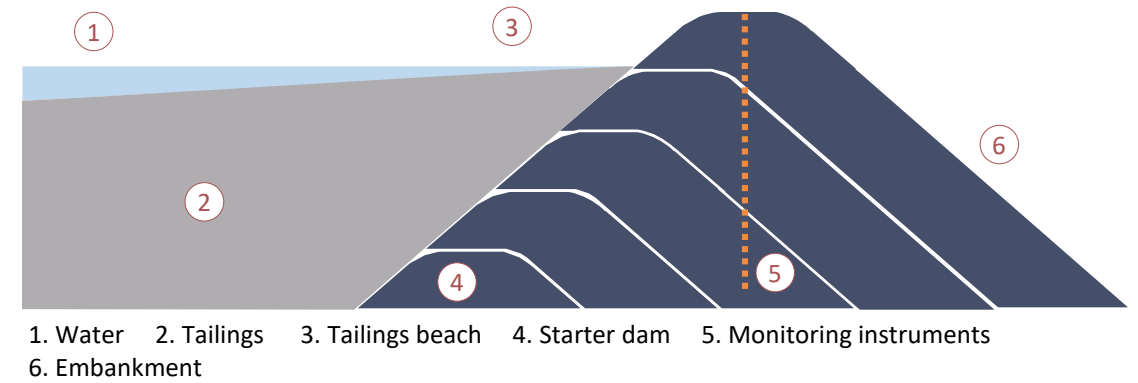
A surface mine that has been depleted of ore may be an ideal location to place tailings material. Using a brownfield as an alternative location to place tailings avoids impacts to undisturbed land. At Palmarejo, the historic Rosario and Tucson pits, where mining has ceased, were identified as an opportunity for tailings deposition and was extensively studied beginning in 2017 through to 2021 to arrive at a decision for in-pit tailings placement as the existing facility (FTD) approached its capacity limit. The new facility consists of a thickened tailings plant that recovers water from the tailings slurry prior to the final deposition ultimately reducing the volume required to store the final tailings and improves the overall site water efficiency.

Pit tailings facility: High Compression Thickened Tailings (HCT), Palmarejo

### Stacked and Compacted Tailings Storage

Filtered tailings are stacked and compacted in a heap that is engineered and designed considering various factors to enhance stability. Tailings are thickened to remove excess water before stacking them in a designated area. Similar to the water recovered for the pit tailings described above, this reduces the volume and area needed for storage and increases water efficiency for the operation. Silvertip’s Tailings Rock Storage Facility (TRSF) stores non-acid generating mine waste rock and dry-filtered tailings on an engineered double-sided textured linear low density polyethylene (LLDPE) liner. Since 2020, no tailings have been stacked in the facility after we suspended active mining operations. The facility receives some waste rock as we continue to explore the underground. The facility is actively managed by a Responsible Tailings Facility Engineer employed by Coeur and has a designated Engineer of Record and a Senior Independent Tailings Reviewer.

Stacked and compacted tailings facility: Tailings Rock Storage Facility (TRSF), Silvertip





Tailings Storage Facility Key Metrics

	Palmarejo		Silvertip	Kensington	Golden Cross
Facility Name	Final Tailings Dam	High Compression Thickened Tailings	Tailings Rock Storage Facility	Tailings Treatment Facility	Tailings Impoundment
Date of Initial Operation	2010	2023	2018	2010	1992
Status	Active	Active	Active	Active	Inactive
Construction or Raise Methodology	Downstream	In-pit	N/A	Downstream	Downstream
Deposition Method	Impounded Tailings Slurry	Pumping of thickened tailings with reduced water	Stacked and compacted	Impounded Tailings Slurry	Impounded Tailings Slurry
Hazard Potential Classification	Classified for design as High <sup>ix</sup>	TBD	Failure Consequence Classification of Low <sup>x</sup>	Class II (Moderate) Hazard Potential <sup>xi</sup>	Under determination based on recent New Zealand regulation <sup>xii</sup>

Waste Rock

All mined rock that is not classified as ore is considered waste rock. Managing this waste is an important part of our business. Waste rock is further sub-classified according to its geochemical characteristics and placed into two categories, potentially acid generating (PAG) or non-potentially acid generating (NPAG). This is a factor of the concentration of sulfur. Acid Rock Drainage (ARD) is acidic water that is formed when pyrite (an iron sulfide) is exposed to and reacts with air and water.

Each site has a waste rock management plan that outlines the requirements on how to classify the material and how to store and manage waste rock to prevent ARD.

For Coeur, ARD has been identified at only two small, isolated areas at Kensington and Wharf. The ARD source at Kensington is a natural bedrock source called graphylic phyllite that was exposed during construction of the tailings impoundment and most recently during the construction of the tailings back dam in 2023. Material excavated from this source during construction is stored temporarily in lined containment cells and is 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. Outside of those two instances, ARD is not predicted to occur at any of our active mining areas due to stringent material management practices adopted across each of our mines.



# Expanded Operations and Long-Term Environmental Stability at Coeur Rochester

In the fourth quarter of 2023, Coeur announced the completion of the Rochester expansion project. This announcement marked the culmination of the Company’s largest expansion project in history, a transformational project that, once fully ramped up, will position the Rochester mine as North America’s largest open pit heap leach operation and the largest source of American-produced and refined silver.

The project began with the permitting process in September 2015 and the state notice to proceed in September 2020. The Coeur team approached the expansion project with the environmentally sound and socially responsible mining practices that Coeur is known for, avoiding compromising the surrounding communities’ long-term environmental stability and viability.

Before the start of land disturbing activities associated with the expansion project, a comprehensive approach to risk identification, stakeholder understanding and an extensive inventory of physical environmental conditions of the area’s natural environment was completed. Approximately 30 environmental baseline focus areas were identified, and the results were incorporated into the mine’s expansion plan.

A few unique examples of Coeur’s environmental and social protection measures that were implemented during the expansion development process include:

- A first-of-its-kind agreement with Crawford Ranch, LLC, to **PROTECT** critical sage grouse habitat while continuing environmentally responsible mining practices and the expansion of the Rochester mine. This agreement commenced in 2020 and was the first project agreement between a mine operator and a private landowner to secure conservation credits under Nevada’s Conservation Credit System. Coeur Rochester committed to providing full funding to preserve and enhance over 3,000 acres of vital greater sage grouse habitat in Elko and Humboldt counties for 30 years.
- Additional wildlife measures were implemented, including maintaining two wildlife guzzlers to supply water to wildlife, burying process lines to minimize any exposure and covering water storage facilities to prevent harm to wildlife. The Rochester team also launched a voluntary wildlife monitoring program for sensitive species and conducts concurrent reclamation to accelerate habitat regeneration.

- The Rochester mine operates in an area with limited water resources. The project acquired additional water rights without public opposition. The project was the first mining project in Nevada to acquire senior water rights for future pit lake evaporation losses. During the process, several environmental protection measures were implemented to address potential stakeholder concerns regarding water quantity or quality. Rigorous monitoring was conducted using over 50 monitoring wells and 120 regional sites to **PROTECT** water resources and maintain quality standards. Extensive groundwater modeling was conducted to measure the project’s influence on groundwater. A mine water conservation plan was implemented to conserve water further. Additionally, Coeur Rochester entered into a Well Guarantee Agreement with the

Lovelock Meadows Water District to **PROTECT** the Lovelock community’s water supply further.

Rochester’s expansion project is expected to extend the life of mine to 16 years. Continuing Coeur’s commitment to the long-term viability and positive impact we aim to have on the communities surrounding our mine sites, the Rochester team will continue to consult with local communities, regulatory agencies and stakeholders throughout the life of mine to meet the evolving needs of our stakeholders and account for long-term environmental stability and promote community well-being.



**Analyst references in this section**

SASB EM-MM-320a.1, GRI 2-23, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10, GRI 404-2  
Sustainable Development Goals: 3, 5, 10



# People

**Emilie Schouten, SVP and Chief Human Resources Officer**

“At the heart of our operations is a commitment to inclusivity and the well-being of every individual. Safety is more than a priority, it is a core principle that guides every decision. Through innovative human capital practices we work to build a workplace that prioritizes empowerment, ownership and courageousness. It is Coeur’s mission to create a work environment where everyone thrives, because our success is built in the growth of every individual at Coeur.”

## Centered on Total Worker Health

Since 2022, Coeur’s Total Worker Health program has integrated occupational health with primary health and wellness. This program was furthered through mental health education training in partnership with Lyra Health.

## Biennial Culture Survey

Saw strong engagement with 84 percent of our total workforce participating and 70 percent favorable results, providing action areas for further improvement.

## Integrating Health and Safety Throughout Procurement

Developed and adopted formal contractor safety management policy and standards that cover vendor pre-engagement through to post project review.

## Committed to Fair Pay

Our average employee earns more than 40 percent above the average employee in their local markets according to industry benchmarking.



# Oversight and Approach

## Forward Looking Approach

**Safety:** We aim for zero harm and to maintain total reportable injury frequency rate of 0.46 and carry-out 5,500 purposeful Leadership in the Field (LIF) interactions.

**Total Worker Health:** Increase year-over-year employee engagement with Lyra through program awareness.

**Inclusion:** Measure progress on actions identified through the culture survey.

**Strategic Human Capital Investment:** Increased focus on skilled trades, retention of newly hired talent, and Rochester workforce post-expansion.

**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.

At Coeur, we aim to maintain and strengthen a people-centric focus that is inclusive and safe. By fostering an inclusive culture, we believe employees are more likely to actively engage in safety initiatives, share valuable insights, and collectively contribute to a safer work environment. 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 aim to **DELIVER** high-quality jobs and career opportunities to our local communities and educate the next generation about careers in mining and at Coeur. Learn more about these initiatives in the Community and Indigenous Peoples section of this report.

We believe it is important to prioritize inclusion as the foundation of our culture and approach to Diversity, Equity, and Inclusion (DEI) efforts while seeking to provide equal employment opportunities. In our pursuit of meaningful progress, we have determined that inclusion precedes diversity, encapsulating our belief that a truly diverse workforce thrives only within an inclusive culture. Understanding that metrics can sometimes dilute the essence of a mission, we approach DEI with a strategic focus on cultivating an inclusive environment. While diversity in hiring remains integral, our attention is towards the critical aspect of inclusion, so our workforce not only reflects diversity but flourishes within a culture that fosters a sense of belonging and equity. To effect this change, we are anchoring our strategies in the transformation of the talent pipeline. Simultaneously, we are dedicated to enhancing retention rates, recognizing that fostering a sustained sense of belonging, inclusion and engagement is essential for sustained success.

Board oversight of human capital, including health and safety and diversity, equity and inclusion efforts, is achieved through the EHSCR and the Compensation and Leadership Development (CLD) Committees.

**Awards:** Six members of the Coeur Rochester team were awarded Safety Awards from the Nevada Mining Association

Coeur Silvertip was awarded the Small Underground Mines Safety Award by the Government of British Columbia





# Safety and Health Management Systems and Principles

Coeur’s health and safety practices and standards are governed by our Environment, Health, Safety and Corporate Responsibility Policy. This policy is based on the belief that all losses are preventable, and that a total commitment from all personnel is necessary to **PROTECT** their own safety, as well as the safety of those around them. At Coeur, we define a safe day at our mine not as a day without injury, but as a day without exposure to potential harm.

## Risk Management

Central to our approach in total worker health and vendor management is a formal risk management strategy designed to identify, assess, and mitigate various health and safety risks, with the intent of safeguarding everyone’s well-being.

The impairment risk associated with mental health, fatigue management, musculoskeletal disorders, substance abuse, chronic pain management, financial health, and occupational medical surveillance continues to place pressures on our employees and their families, but we have made great inroads towards addressing those impairment risks.

### Improvements

- Executed a year-long campaign on mental health, in coordination with human resources, and Lyra Health
- Developed 2024 campaign strategy for musculoskeletal disorders in coordination with human resources and Hinge Health
- Piloted a health fair at Wharf, for broader implementation in 2024
- Enhanced industrial hygiene (IH) oversight capabilities by partnering with a third party to **DELIVER** IH sampling and program development
- Completed silica exposure assessment and defined areas of improvement

For an overview of our approach to overall risk management, see the Governance section of this report.

## Investigation

With the support of InterSafe, Coeur has been utilizing the Essential Factors™ investigation methodology for its major events. This model applies eight steps to material investigations related to health, safety and environmental-related incidents and near miss events. The methodology focuses heavily on using a multifactorial ergonomic model to understand the people, equipment and environmental factors directly and indirectly associated with the investigation. The model’s success is underpinned by its focus on the scientific principles of observations, data collection, hypothesis forming and testing and its multifactorial analysis process.

Coeur has identified a range of lead investigators across our organization that supports our leadership with uniformly applying the model. Over the past two years, the organization has seen a significant improvement in control effectiveness, a focus on more robust engineering controls and a reduced focus on administrative controls. Lastly, the framework will support the development of a culture of learning from incidents, emphasizing proactive measures to control undesired events in the future rather than assigning blame for the past.

To accomplish safety at our sites and for our people, we are guided by the following principles:

### Management Systems and Practices:

- **DEVELOP** and implement management systems and practices for continual improvement.
- Establish accountability for all employees.
- Conduct health and safety audits to confirm compliance, reduce liability, and document findings and progress.

### Facility Design and Operation:

- Design and operate facilities with a focus on protecting employees and the environment.

- Conduct appropriate research and consult with stakeholders to **DEVELOP** more effective methods for promoting employee safety and public health.
- **DEVELOP**, obtain, and disseminate pertinent information to employees, alerting them to health and product safety trends and issues.

### Responsibility:

- Encourage and be involved in the development of reasonable legislation and regulations.
- Foster open and honest communication in all aspects of stakeholder relations.



### Exposures are Reduced, Controlled or Eliminated

Our health and safety strategy is centered around ten programmatic elements. These foundational elements emphasize our commitment to consistently elevate the maturity of our safety and health culture, helping lead towards a work environment free from uncontrolled exposures to ourselves and others. The realization of a safety-conscious workplace relies on the elimination of exposure and vulnerability.

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

*Coeur is part of the National Mining Association and has implemented the CORESafety initiative, an industry-wide health and safety management system.*

Programmatic Element	Description	2023 Progress
<b>Critical Risk Management (CRM)</b>	Applying a systematic approach to mitigating and controlling risk that has the highest potential for causing significant incidents within Coeur.	We enhanced our CRM program to better prioritize risk mitigation over symptom management. The concept of the “line of fire” has been eliminated as a recognized risk. Additionally, to maintain alignment across business units, we introduced environmental Critical Control Verifications (CCV), and their internal reception has been positive.
<b>Information Management</b>	Proper usage and future expansion of current H&S databases.	Transitioned to a decision-making approach grounded in data by leveraging leading indicators and data analytics for more informed and strategic business decisions. Transparency of performance measurements was heightened through dashboard development. Additionally, an innovation roadmap with a focus on advancing technology was developed.
<b>Process Safety Management (PSM)</b>	Have a mature program to manage the integrity of site-based processes that deal with the handling and control of events that have the potential to release hazardous substances or energy. This process will include a comprehensive Management of Change process.	An initial roadmap was developed for our PSM program using a baseline study focused on pre-startup safety reviews (PSSRs) at Limerick and pressure vessels.
<b>Total Worker Health</b>	Assurance of a workplace free of health hazards due to an effective establishment of a sustainable industrial hygiene program.	Coeur bolstered our total worker health program development by establishing a working partnership with the National Institute of Occupational Safety and Health (NIOSH) We also launched a mental health annual campaign supported by Lyra Health. See Well-Being section of this report for more information.
<b>Communication and Reporting</b>	Use effective communication and reporting methods that allow for company transparency, program progression, and safety culture through all levels.	We streamlined reporting by integrating Essential Factors™ into our Environment, Health, Safety and Quality System (EHSQ) software providing real-time taxonomy for increased ability to analyze. Moreover, Essential Factors investigations were successfully implemented for both significant incidents and general incidents, including near miss events, particularly focusing on high-potential events for health, safety and environment.



Exposures are Reduced, Controlled or Eliminated (cont'd)

Programmatic Element	Description	2023 Progress
<b>Training</b>	Apply learning techniques, knowledge, and resources to support our employees in displaying a health and safety competency within day-to-day activity.	Formal training programs were put in place for critical risk management and investigation processes, fostering ongoing alignment with InterSafe. See the Training and Development section of this report for more information on employee capacity building and development.
<b>Investigation &amp; Controls</b>	Establish a comprehensive investigation process that leads to a thorough understanding of incidents through root cause analysis. Process will ultimately lead to a risk control through the utilization of the hierarchy of controls.	Building on our company-wide implementation of the InterSafe Essential Factors™ investigation methodology in 2022, we have dedicated champions at each site to oversee its ongoing integration. Our efforts were directed at shifting towards control-based investigation findings to eliminate the human basis of fault. Ultimately, the InterSafe Essential Factors™ methodology was formally adopted as our primary investigation approach.
<b>Operational Risk Management (ORM)</b>	Establish an effective and sustainable risk assessment and control system throughout the organization. System will reduce all forms of business interruption including but not limited to operational, EHS, financial.	Coeur established a unified approach to risk management across our entire business, assigning dedicated resources to assist each operation individually. We successfully streamlined our existing risk register and plan to integrate an advanced business solution software in 2024. This integration would provide a singular source of truth for our risk profiles, enabling a shared understanding of risks across different disciplines within the organization. See the Governance section of this report for more information.
<b>Vendor Management</b>	Integrate contractors and visitors into our health and safety systems and managed to the same expectations as all Coeur employees.	We implemented a new vendor standard/program in collaboration with our supply chain and environmental teams. See the Governance section of this report for more information.
<b>Measurement &amp; Quality</b>	Balanced with leading and lagging indicators verified for quality through governance controls, scorecards show measure of success keyed to current performance vs short and long-term goals.	Throughout the year, we made strides in enhancing the measurement of leading and lagging indicators by incorporating insights gained from incident investigations. Our efforts also led to an increased capability to analyze incidents, thanks to the implementation of more detailed reporting inputs. Furthermore, we successfully elevated risk engineering scores by implementing targeted enhancements.



## Well-being

Our focus on total worker health continues to be a strong partnership between human resources and our health and safety teams. Our commitment begins with fostering an inclusive workplace culture that prioritizes mental and physical health. Our competitive compensation packages, inclusive policies, and supportive management contribute to overall employee satisfaction. We continually evaluate and enhance these components to sustain a positive work environment that aligns with our commitment to fair and responsible corporate practices.

Coeur continues to elevate its commitment to total worker health by building upon the foundation laid in 2022. The improvements in our health and safety program have bolstered our safety culture and have fostered increased engagement among both employees and contractors. We prioritize the proactive evaluation and management of total worker health risks, encompassing thorough assessments across vendors and employees. Coeur’s responsibility to total worker health is driven by our goal of fostering an exposure-free, illness-free, safe workplace for all.

Coeur’s Total Worker Health program integrates occupational health with primary health and wellness to promote a healthy work and home life for our employees and their families. In 2023 our efforts focused on mental health, industrial hygiene (IH) and occupational medical surveillance and initial assessments.

Mental Health Awareness	Industrial Hygiene	Initial Assessments
<ul style="list-style-type: none"> <li>Mental health education training – Lyra Health</li> <li>Employee and families home educational campaigns – Lyra Health</li> <li>Mental health month programming</li> <li>Mental health and site counselling sessions</li> <li>Mental health first aid certifications - 2024</li> </ul>	<ul style="list-style-type: none"> <li>Silica exposure assessments and control development</li> <li>Reorganization of program oversight, partnering with Chemistry and Industrial Hygiene (C&amp;IH)</li> <li>IH standard enhancement</li> <li>Sampling program completions</li> <li>Development of qualitative and quantitative assessments to inform sampling and exposure plans – 2024 C&amp;IH</li> <li>Control effectiveness plans – 2024</li> </ul>	<ul style="list-style-type: none"> <li>Wharf Health Fair - Partner support: Blue Cross Blue Shield, Vanguard, Lyra Health, Hinge Health, Monument Health</li> <li>Introduced Hinge Health with initial marketing campaign and program launch</li> <li>Primary care analysis</li> <li>Onsite medical facility reviews</li> </ul>

## Vendor Safety Management

We expect our vendors to meet and exceed our health and safety standards and become a partner with shared values and priorities. Each component of our vendor safety management process continues to mature as highlighted under advancements.

We communicate our expectations throughout the vendor management engagement processes from pre-qualification to post project review.

## Advancements

- Adoption of vendor safety management standards
- Implementing a third party contractor qualification management system
- Engagement of health and safety professionals our contract reviews, building awareness into upcoming contractor engagements
- Implementation of bridging document process for major projects, aligning expectations of health, safety and environmental standards

## 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 of relevant plans. In addition, every site has an emergency response team (ERT) whose members receive at least two trainings per month to strengthen their skills.

Many 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. Our Rochester and Kensington teams annually compete in mine rescue competitions, testing their capabilities in simulated scenarios. Our Kensington team placed 1st in first aid, 2nd in field and 3rd in ropes at the central mine rescue competition held in Kellog, Idaho.



### Safety Performance, Metrics, and Targets

We evaluate our health and safety program management and effectiveness by defining and measuring strategic leading and lagging indicators. Coeur prioritizes inspections as a key mechanism to sustaining safety, mitigating risks, and assessing performance and reliability, all of which are crucial for long-term success. We take pride in leading our workforce towards a proactive safety culture by performing Critical Control Verifications (CCVs) and Leadership in the Field (LIF) interactions. In 2023, we completed 15 percent more CCVs than the previous year and maintained approximately the same quantity of LIFs interactions. In addition, upon inspection, 99.4 percent of our controls met our quality standard. We also continue to emphasize the importance of near miss and hazard reporting and successfully maintained a high level of employee identified hazards with more than 3,200 records proactively reported and corrected across the Company throughout the year. In 2023 we further optimized our near miss reporting to distinguish health and safety near misses from environmental in order to conduct more precise analyses. Because of this change, the year-over-year data prior to 2023 is not comparable. See the Environment section of this report for more information.

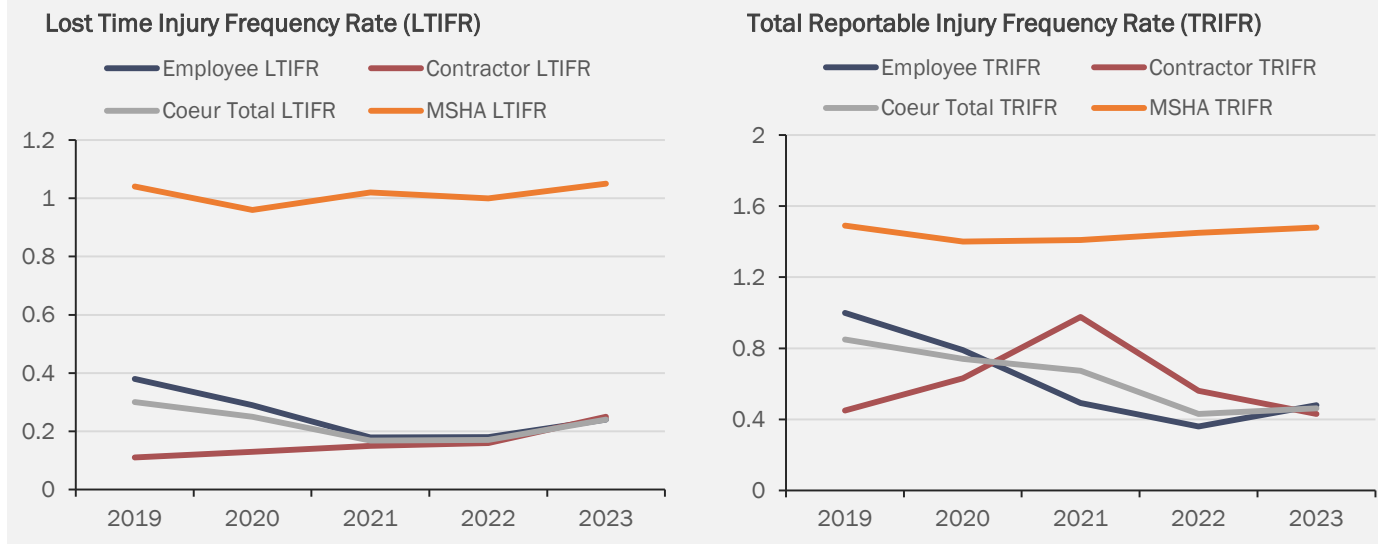
In 2023 we maintained 346 injury-free days; however, we observed a modest increase in our TRIFR and LTIFR since the previous year and believe that one injury is too many. In our *Pursuit of a Higher Standard*, our analysis revealed opportunities for improvement to reverse the recent increase in our injury rates, including to address an increased risk due to the onboarding of more than 800 contractors primarily at our Rochester expansion and improve controls or systems.

Additional mitigation plans include:

- Revisiting the safety systems we have in place and providing additional guidance and awareness training to employees
- Reinforcing safety culture and leadership amongst all employees and vendors
- Conducting InterSafe training refreshers focused on risk and exposures and fostering a strong understanding of essential and contributing factors and mitigation plans
- Creating and deploying a stop work card where every employee is empowered to stop work if they are feeling uncomfortable or unsafe with the task at hand

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

### Safety Performance Data



Mine Safety and Health Administration (MSHA)



# Building an Inclusive Culture Focused on Excellence

## Inclusion

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

We believe that our inclusion efforts are differentiating us both within and outside of our industry. More specifically, we are holding important discussions about bullying, bystander intervention, inclusion and overall mental wellness, with the goal that every one of our employees feels respected and included. We take a vocal stance against discrimination and harassment with a strong policy supported by active programs to prevent occurrences. This is not merely an initiative; this is who we are at Coeur.

As discussed in the 2022 report, in addition to measuring diversity, we have developed an inclusivity index as a means to proactively measure, assess and monitor employee sentiment over time and by location. The inclusion index is informed by a set of questions that are included in the anonymous

culture survey which serves as an indicator to help leadership understand if diverse perspectives are valued. Questions are scientifically formulated by a third party and are structured to help us understand if employees feel as though they can achieve a healthy work-life balance, if they can speak up, if they feel part of their team, among others. Data are compiled and analyzed to help inform where more action is needed. These actions are aimed at retaining and growing our talent over the long term. The 2023 inclusivity index showed improvement in female inclusion perceptions since 2021.

Internal programs and external partnerships are key to advancing our inclusion initiatives. For

example, the CEO Action for Diversity & Inclusion external initiative which we have participated in since 2019 supports us in collaborating with member signatories and has provided us with access to information and practical tools that help us in our journey. Since 2019, we have held an internal annual event, Days of Understanding, in recognition that diversity and inclusion are multifaceted and subjects that require open and honest dialogue. This is an online event hosted by our CEO and provides a platform for participants to gain a greater awareness of each other's experiences and perspectives.



Our Coeur Heroes program has provided over 85 career opportunities to current and former U.S. military personnel. Our partnerships with organizations like the National Society of Black Engineers, Women in Mining and the HR Mining Forum are providing further avenues for recruiting talent. Coeur continues to partner with elementary schools to engage students at an early age and provide insight to the various careers in mining. Through our partnerships we have welcomed interns and have sponsored events such as summer Reading Playoffs.

In addition to our voluntary disclosures located in the [ESG Data Book](#), our 2022 [U.S. Equal Employment Opportunity](#) disclosures ([EE0-1](#)) are available on our website.

## Culture

Creating and fostering an inclusive culture where we can respond to challenges, grow our people and keep them engaged, ethical, safe and proud is a priority for Coeur. We strive for continuous improvement and collaboration by engaging all levels of the workforce, including hourly and salaried employees. In 2023, we invited all employees to participate in our culture assessment by completing an anonymous survey. 84 percent of our total workforce participated, exceeding industry benchmarks and improving significantly over the 64 percent participation in our original survey in 2019. 2021 was our most successful participation rate at 93 percent and we will continue to encourage our employees to participate by building trust through deliberate action.



Feedback from the 2023 survey was reviewed by the management team and our Board. Overall, the results were 70 percent favorable (employees either strongly agree or agree with a positive multiple-choice statement). This is a drop from the 75 percent internally measured in 2021 but above the benchmark of industrial companies, which was 68 percent for 2023.

Leadership at each of our locations facilitated cross-sectional round-table discussions to gain additional insight into the feedback. As a result of what we learned through the culture survey and these round-table discussions, in 2024, we will focus on the development and execution of action

plans to respond and show our employees that we are committed to improvement. The action plans will focus on enabling a culture of proactive behaviors, increasing levels of accountability, increasing communication, continuing to implement robust career growth strategies for employees that may have felt unsupported and taking the time to celebrate successes and rewarding and recognizing individual and team performance. The areas which were favorably responded to include employees feeling safe when performing their job, knowledgeable, able to report misconduct or unsafe circumstances, and committed to minimizing impact to the environment.

### Favorable Survey Topics

I feel safe performing my job.

I feel effectively trained to be safe at work.

If I observe misconduct, I know how to report it.

My site/office is committed to minimizing its impact on the environment.

If I see something unsafe, I am comfortable saying something.





## 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 including our pipeline programs, leadership training, tailored development plans and executive assessments, as examples.

All employees and contractors with mining exposure undergo comprehensive training at onboarding. Our safety training is ongoing and is designed to go beyond the minimum requirements and incorporate specific and customized content, based on the scope of work of the employee. In 2023 we spent over 38,889 hours of training at all levels of the organization, including contractors and corporate employees who may not regularly visit sites.

IMPACT leadership training is unique in its reach of employees and has been in place since 2018. Each cohort is made up of a cross-section of approximately 20 participants from different locations and functions. Exposure to differing perspectives adds diversity of thought while sharing similarities of challenges. IMPACT is an 18-month commitment by an employee with four separate, off-site sessions that help the leader grow through a process of understanding the self, team, safety and culminates with a broader understanding of the business. Each participant is assigned a senior mentor who is responsible for regularly meeting, guiding and cooperatively working with the IMPACT participant to complete the goals and objectives set during the first session.

The success of IMPACT is measured by each individual's goal being met upon graduation and mentor and direct reports' feedback. The cooperation and energy in the working relationships built between leaders from different sites has surpassed the expectations set during the development of IMPACT. Leaders are connecting frequently to make their workgroup, operations and the Company better.

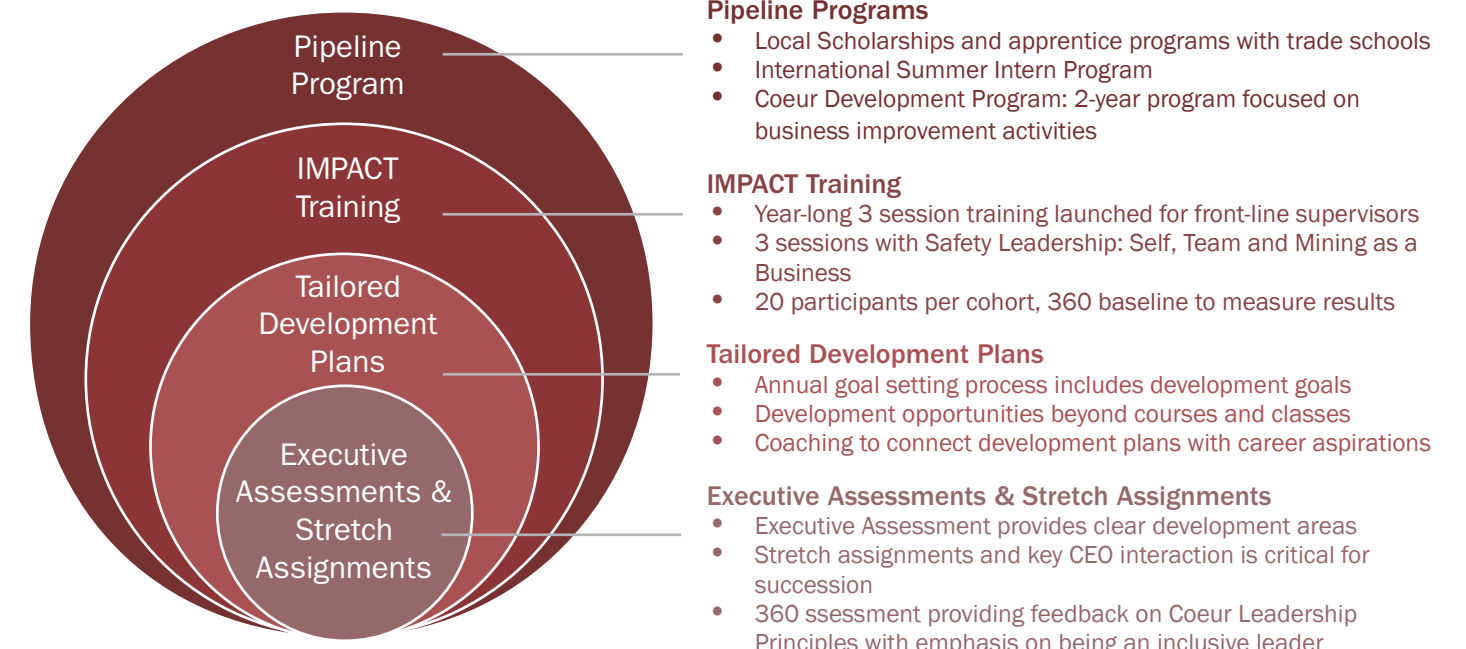


This training creates a learning environment where these leaders are encouraged to think outside-the-box, to reach across to their peers and mentors and embrace diversity of thought. The training provides self-discovery, communication and accountability, and is a cornerstone of Company culture. To date, we have had 170 IMPACT graduates.

In 2022 Coeur launched Advanced IMPACT training (AIT) to continue our culture of training. 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 throughout the year to work on true business case studies sponsored by Coeur executives. New candidates are being assessed for the next cohort in 2024.

On an individual basis, Coeur's employee-specific career growth and development programs are a critical component to retaining and bolstering talent. We leverage progression ladders, a tool that allows people leaders to have discussions with their employees and plan their progression, no matter where they contribute within the Company's organizational structure. The tool outlines key leadership principles and competencies to support the development of a professional growth strategy.

In 2023, the Executive Leadership Team continued engaging with an external professional coach to create group and individualized development plans and provide feedback as a leadership team. Individual development plans for each executive are shared with the Board and help inform personal performance metrics in the annual incentive plan. Using internal leadership principles as a guide and measure, individual and team accomplishments reflected how well the team led overall.





## Preparing the Next Generation of Miners



Coeur's longstanding internship program provides a dynamic and impactful summer experience across our U.S. sites that presents a unique pathway to gain valuable skills, work alongside industry leaders and contribute to the Company's success. The mutually beneficial program focuses on hands-on experience for the students and provides fresh perspectives and skillsets to Coeur.

Throughout the summer, site-based interns supplement their classroom education with hands-on projects and collaboration with various Coeur departments to expand and **DEVELOP** their skillsets, and their areas of focus ranging from environmental, geology and metallurgy, health and safety and supply chain. Working closely with their assigned department teams, interns participate in day-to-day activities, contribute to meaningful projects underway and volunteer in local community events alongside Coeur employees. Over the course of the summer, each site's group of interns brainstorms ideas and creates a project proposal under the guidance of their managers and teams, focusing on an area of business improvement. Working across departments and within their group, interns tackle complex and rewarding projects that are presented to Coeur's corporate leadership teams at the intern summit, held at the end of the summer at Coeur's headquarters. During the summit, interns also gain exposure to senior leadership across departments and learn about different career paths in the mining industry.

In 2023, 12 interns from the Kensington, Rochester and Wharf mines presented their business improvement proposals on plastic bottle waste reduction, hazard reporting improvements and solutions to collapsing drill holes. As a result of their exceptional work and impact throughout the summer, two rising college senior interns received offers of full-time employment post-graduation.

*"I had so much fun! The people I worked with were so inclusive and helped me learn so much. I also loved the interns I got to work with and the project we did."*



### Equity

We are committed to paying a fair, living wage to our employees. Our average employee earns more than 40 percent above other employees in their local markets according to general industry benchmarking, ranging from approximately 15 percent up to over 50 percent above market, 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 at least annually for all positions by gender and race for similar jobs to drive equitable pay practices and consistent application of our compensation policies.

As part of this compensation review, we complete a semi-annual pay equity review for salaried employees. This process consists of reviewing annual salaries against mining and general industry market data and for pay equity purposes across the same job titles with an emphasis on gender and race while also paying competitively within the industry. In addition, we conduct periodic audits of the assignment of hourly step rates (tech levels) which allows us to confirm these assigned hourly pay levels are fair and accurate assessment of experience, certifications, and demonstrated skills and abilities with a focus on building skills for career advancement. Overall, Coeur remains competitive in the market utilizing annual reviews and adjustments while striving to advance growth opportunities.

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 seek to 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 percent of U.S. employees are enrolled in our medical benefit plan, and over 90 percent of U.S. employees contribute to the 401(k) plan with a company contribution match up to 6 percent.

**Our average employee earns more than 40 percent above the average employee in their local markets according to industry benchmarking.**





# Communities

**Valérie Maltais, Director of ESG, Community and Government Relations**

“We recognize that our success is intertwined with the well-being of the communities and Indigenous Peoples where we operate. We are committed to meaningful collaboration, transparency and respect throughout all stages of the mine lifecycle. We aim to positively contribute to local communities and economies by prioritizing local hiring and procurement practices, supporting the youth and non-profit organizations, increasing our understanding of traditional knowledge and being an active participant in local community priorities that are aligned with our values.”

## »»» Active Engagement with Indigenous Peoples

Silvertip held nine Environmental Technical Working Group (ETWG) meetings to maintain dialogue on key environmental topics with our Kaska and Tahltan partners.

## »»» Audit of Our Policies

Carried out an internal audit of our Indigenous Peoples Policy and Community Grievance Policy which produced recommendations to enhance shared value.

## »»» Involvement in Local Development

Finalized a partnership between Coeur Mexicana, a local ejido and the city council of Guazapares to support three school infrastructure projects.

## »»» Hiring a Local Workforce and Building Capacity

Saw 50 percent of our total employee population from local communities with 41 percent of our new hires being local.



# Oversight and Approach

## Forward Looking Approach

**Risk Management:** Enhanced social risk management integration and increased use of system tools for stakeholder identification and commitment tracking.

**Indigenous Engagement:** Ongoing and enhanced engagement with Indigenous partners to increase shared value and through participation to meet the commitments in place.

**Community Relations Management Plan Guidance:** Carry-out a comprehensive review of the guidance to include new policies and GISTM requirements and support site-specific coordination and implementation.

**Tailings:** We aim to meaningfully engage with our communities of interest and Indigenous partners at all phases of the tailings facility lifecycle. We intend to work with our sites to identify key stakeholders and Indigenous Peoples and train our employees to effectively engage on this topic.

Coeur’s approach to community relations is to build strong relationships with partner communities, local stakeholders and Indigenous Peoples, contributing to mutual long-term prosperity. The SVP General Counsel and Chief ESG Officer, under the oversight of the CEO, and the EHSCR Committee are responsible for setting and overseeing that we effectively engage with communities and Indigenous Peoples and manage social risks along with community impact and benefit to maintain a social license to operate. The implementation is carried out at the site under the direction of the general managers. Coeur has an Indigenous Peoples Policy and Community Grievance Policy. The policies can be found on our website, under the Responsibility page.

Formal corporate guidance and systems support a consistent approach across the Company while providing flexibility for each site to tailor their management plans in a way that is most meaningful to delivering shared value through collaboration and by building long-term relationships founded on trust. Each site has a dedicated community relations lead that oversees the ongoing development and maintenance of site community relations management plans and is responsible for implementing initiatives that contribute to long-term economic prosperity and positive relationships with the communities. These leads monitor and report quarterly metrics that help measure program progress, successes and challenges.





# Building Relationships with Indigenous Peoples

Coeur 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 lifecycle including exploration, operation and closure.

Silvertip and Kensington have formal agreements in place with Indigenous Peoples. The agreements outline 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

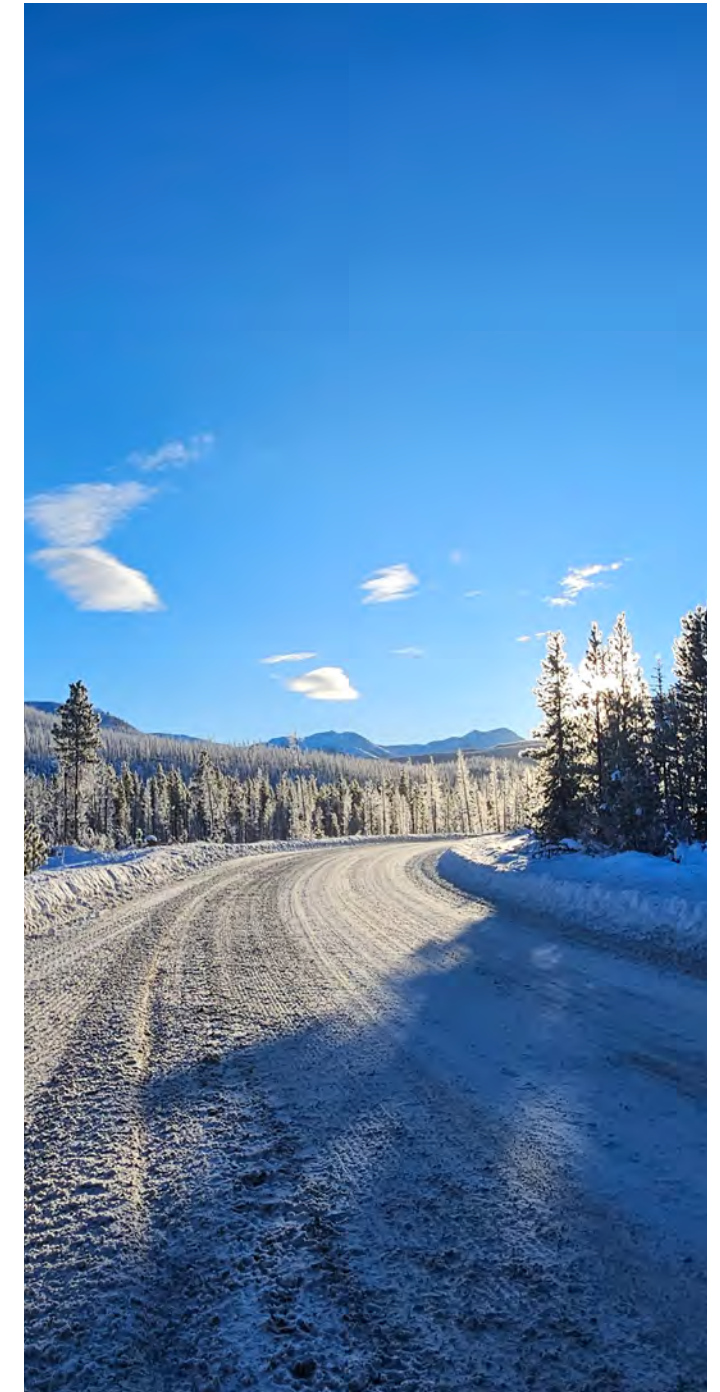
The Silvertip exploration project is located on Kaska and Tahltan First Nations traditional territories. Coeur Silvertip has a Socio-Economic Participation Agreement (SEPA) with the five Kaska Nations, which has been in place since 2013 and entered into an Impact Benefit Agreement (IBA) with the Tahltan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

The Community Relations and Environmental and Permitting teams hosted nine Environmental Technical Working Group (ETWG) meetings, and two Silvertip Monitoring Committee (SMC) meetings in 2023. Silvertip also hosted a site tour for ETWG members in July 2023. The ETWG is composed of Kaska, Tahltan, and Silvertip environmental specialists. The ETWG is a forum for Indigenous groups and Coeur specialists to discuss Silvertip environmental activities and to collaborate in developing and refining regulatory applications and plans. The ETWG reports out to the SMC. The SMC is composed of ETWG members and B.C. mining and environmental regulators.

## Kensington

Coeur Alaska has a Memorandum of Agreement (MOA) with the Berners Bay Consortium (BBC), which represents three Alaska Native corporations in Southeast Alaska. The BBC and Coeur Alaska, Inc. entered into the MOA 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. Examples of the successful partnership is through essential services such as transportation, security, construction, catering and housekeeping that are provided through BBC members and their partners. Coeur Alaska reports annually on its progress against commitments made.

Under the agreement, Coeur Alaska promotes several training opportunities through the BBC that lead to full-time employment upon successful completion and sends monthly notices on job openings. In 2023, Coeur Alaska increased its workforce composed of BBC members to 24.8 percent from 17.4 percent the previous year. Coeur Alaska continues to explore options to hire new and retain existing BBC member employees and contractors.





## Collaborating with the Broader Community



It has been the standard practice at Kensington to solicit and consider stakeholder input in the planning and operational processes for social, economic, and environmental aspects of the mine. Through the Kensington Community Advisory Group (CAG) we recognize the benefits of collaboration for both the communities and the Company.

The CAG was established by Coeur Alaska as a collaborative effort between the Company and its stakeholders. The two-way engagement with our communities is an important focus for Coeur's operations. Annual meetings with the CAG provide an opportunity for proactive engagement across the community to share information related to Kensington's attention to safety, operations, human resources, environment, community outreach and community giving. These meetings also provide an avenue for community members to bring suggestions or concerns for discussion.

The mission of the CAG is to receive fresh insights, ideas and recommendations to assist in remaining responsive and accountable to commitments to the region, to local and Alaska Native hires, and to give community input on social, economic, environmental, civic and philanthropic issues and opportunities.

CAG meetings are led by Kensington's General Manager with involvement from the human resources, environmental and community relations departments. The CAG comprises a balance of highly supportive and engaged community members representing municipal, environmental, business, educational, human services/charitable, and Alaska Native constituencies. Most members are individuals whom Kensington engages with regularly outside of CAG. Impactful outcomes can be seen in the widespread support from CAG and members of the public during permitting and obtaining a favorable Record of Decision from the U.S. Forest Service in 2021.

# Community Engagement

In 2023, our U.S. and Canada sites achieved program milestones of completing an internal audit on the status of implementation and awareness of the Community Grievance Policy. A formal system is in place that helps sites track commitments, engagements and/or grievances raised by stakeholders, the associated follow-up actions, status and the resolution. The system provides visibility to both site and corporate leaders on trends and emerging issues and allows sites to more effectively respond to community and Indigenous concerns.

During the year, we also audited compliance at four sites with the Indigenous Peoples Policy, which provides guiding principles to foster our commitment to identifying and understanding the needs of Indigenous Peoples who may be vulnerable to negative impacts and potentially excluded from positive benefits arising from Coeur's mining activities. The policy underscores Coeur's dedication to promoting transparent and honest two-way communication while building enduring, mutually beneficial relationships with local Indigenous communities. The objective of the internal audit was to evaluate the design and operation of the controls implemented by management and their alignment with guiding principles established in the Indigenous Peoples Policy.

The outcomes of the Internal audits and subsequent action plans aim to enhance the operational effectiveness of the grievance mechanism, its ability to address external concerns properly and promptly and the overall implementation of the policies. Actions and changes will be reflected in updates to corporate guidance and site management plans and systems and the development of a local hire and Indigenous peoples procurement standard in 2024.





### Key Site-level Accomplishments

**Rochester:** Rochester focused on continued dialogue with key external stakeholders such as investors, government officials and university groups by inviting them to the site for tours to highlight the project and hear their questions and concerns. In December, we hosted the U.S. Department of the Interior, the Bureau of Land Management, the Nevada Mining Association and the American Exploration & Mining Association. This group visited the Rochester mine and many witnessed how regulations affect the operations from permitting through to reclamation while hearing about how we proactively engage with our community partners.

**Palmarejo:** A tripartite participation agreement was signed between the local ejido, the city council of Guazapares and Coeur Mexicana to support three school infrastructure projects in 2023. Coeur made a financial contribution upon completion of the construction of bathrooms in a primary school in the community of Puerto Chiquito, the installation of a roof at “Primo Verdad” primary school, and the development of a multipurpose court for the Guazapares community.

**Silvertip:** Since late 2022 Silvertip representatives have been working with First Nations, miners and the Mining Industry Human Resources Council to **DEVELOP** mining career awareness presentations for high school students. Silvertip and partners will present these materials in 2024.

**Kensington:** In 2023 Kensington conducted several key stakeholder tours, including students from the Alaska Resource Education’s Powerful Opportunities for Women in Resources program, the Department of Education, Senators and leadership from statewide industry organizations. Additionally, to demonstrate our commitment to environmental stewardship and protecting recreation, cultural and historic areas and important ecosystems to the community, we established relationships with the Southeast Alaska Land Trust conservation group.

**Wharf:** After an extensive period of community engagement and formal public consultation, the South Dakota Board of Minerals and Environment (BME) unanimously approved Wharf mines’ Boston Expansion in July 2023, which added certainty and operational flexibility to its life of mine.

Looking forward to 2024, community milestones include evaluating how to measure and demonstrate community impact more holistically and to further strengthen the community relations management plans and systems and ongoing risk management.

Another way we actively contribute to long-term community and economic development is through partnerships, employee volunteerism and financial contributions to support local charitable causes. 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 regular stakeholder engagement process that works with communities to identify meaningful ways to address their needs and long-term priorities.

Community involvement at Coeur includes hosting events, supporting educational activities for all ages, and key stakeholder site tours. A key component to engagement and outreach is engaging with the next generation of miners through trade and technical school sponsorships and internships. For example, Kensington has recently increased engagement and mining education for youth through events catering to science, technology, engineering, arts and math and the mining careers falling under those categories, utilizing hands-on activities to facilitate

better engagement and interaction at events. 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 is intended to sprout a diverse local workforce across our locations. In addition to trade schools, we partner with local schools, local and national universities and other mines and organizations. Through these partnerships, we **DEVELOP** and provide education about the mining industry and its role in the economy and the climate transition as well as relevant skills training to get them through the door. In 2023 we provided 157 scholarships across our locations.

In 2023, 50 percent of our total employee population was from local communities and 41 percent of our new hires were local. We provided 74 apprenticeships and internships across our locations in 2023.





Examples of our educational partnerships:

Location	Partner	Initiatives	2023 Impact
<b>Chicago</b>	<ul style="list-style-type: none"> <li>• Various U.S. universities</li> <li>• Greater Chicago Food Depository</li> <li>• The Morton Arboretum</li> <li>• Cradles to Crayons</li> <li>• By The Hand Kids Club</li> </ul>	<ul style="list-style-type: none"> <li>• Internship Program</li> <li>• Purchased and deployed a 3D Printer for after school programming</li> <li>• Interactive mining activity for youth aged 7-12</li> <li>• Summer reading play offs</li> </ul>	<ul style="list-style-type: none"> <li>• 13 interns across U.S. locations</li> <li>• Volunteers contributed to repacking food to provide 6,592 meals</li> <li>• Partnered with Chicago Region Trees initiative as volunteers to plant trees and native plants in Chicago’s neighborhoods</li> <li>• Volunteers packed essential items for local children in Chicago</li> <li>• Supporting various educational and youth well-being programs</li> </ul>
<b>Kensington</b>	<ul style="list-style-type: none"> <li>• University of Alaska</li> <li>• Juneau Economic Development Council</li> </ul>	<ul style="list-style-type: none"> <li>• Coeur Alaska Kensington Gold Mine Environmental Science Award (Endowment)</li> <li>• Mobile Maintenance Trainee Program (2-year program)</li> <li>• Mining and Petroleum Training Service Program (MAPTS)</li> <li>• Trades Camp</li> </ul>	<ul style="list-style-type: none"> <li>• Over \$750,000 contributed to endowment since 1991</li> <li>• 2 trainees in initial cohort program in 2022. One completed program in 2023 and started full-time position</li> <li>• 4 MAPTS graduates in 2023 trainees completed program and were hired upon graduation</li> <li>• Hosted “Mining Day” for a week-long camp for grades 8-10</li> </ul>
<b>Palmarejo</b>	<ul style="list-style-type: none"> <li>• Ejidos</li> </ul>	<ul style="list-style-type: none"> <li>• Apprenticeship Program</li> <li>• Teach computer classes to local community schools</li> <li>• Urban waste management training</li> </ul>	<ul style="list-style-type: none"> <li>• Hosted 59 apprentices</li> <li>• 21 computer classes were taught, with participation from 11 primary and secondary school children from the community of Palmarejo</li> <li>• Training provided to 137 primary school students from 3 schools in the communities of Palmarejo, Guazapares and San Jose</li> </ul>
<b>Rochester</b>	<ul style="list-style-type: none"> <li>• Lowry High School</li> <li>• Pershing County High School</li> <li>• Great Basin College</li> <li>• Various Nevada schools</li> <li>• Lovelock Paiute Tribe</li> </ul>	<ul style="list-style-type: none"> <li>• Scholarship Program</li> <li>• Skilled Trades Program</li> <li>• Summer student program</li> <li>• Delivering meals and goods during holidays</li> </ul>	<ul style="list-style-type: none"> <li>• 10 graduating seniors were the recipients of Coeur Rochester’s \$1000 scholarship</li> <li>• 4 graduating seniors were the recipients of Coeur Rochester’s \$1000 scholarship</li> <li>• 8 skilled-trade interns sponsored</li> <li>• 9 summer student program interns</li> </ul>
<b>Silvertip</b>	<ul style="list-style-type: none"> <li>• Tahltan Central Government</li> </ul>	<ul style="list-style-type: none"> <li>• Provided bursaries (scholarships) to Tahltan students and members who are pursuing or currently enrolled in academic, trades and community development training</li> </ul>	<ul style="list-style-type: none"> <li>• Over 12 scholarships awarded in 2023</li> </ul>
<b>Wharf</b>	<ul style="list-style-type: none"> <li>• South Dakota School of Mines &amp; Technology</li> <li>• Western Dakota Tech</li> </ul>	<ul style="list-style-type: none"> <li>• Women in Science Conference</li> <li>• SkillsUSA South Dakota</li> </ul>	<ul style="list-style-type: none"> <li>• Developed and led interactive STEM activities for over 800 7th graders</li> <li>• Coeur Wharf partnership and sponsorship in hosting skills competition and providing information on careers in mining</li> </ul>



## Volunteering and Investing

We also engage local communities through employee volunteering and investment. Wharf is a strong supporter of their local United Way chapter. They provide financial support and volunteer throughout the community through annual Days of Caring. During United Way’s 2023 Month of Caring, Wharf focused their volunteer efforts on maintenance repairs at the Boys and Girls Club, Handley Recreational Center, the Northern Hills Day Care and assisting local residents with home repairs. Rochester joined other local businesses and partnered with the Bureau of Land Management for BLM Cave Days, a day of fun-filled educational activities and learning about local history including early mining, agriculture and local tribal culture. Rochester employees also volunteered by supporting a roofing project and assisting with the relocation of the Native American Exhibit to a new, enhanced location at the Marzen House Museum. In addition, managers across the organization are encouraged to and sit on community boards offering time and expertise to impactful organizations.

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 granted \$20,000 in 2023 to the areas of community development, education, arts and culture and health. Wharf continues to contribute to the fund annually with the goal to grow it to \$2 million by mine closure. The fund was valued at \$619,407, as of December 31, 2023.

Palmarejo engages with five ejidos located in 18 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 we have in place with them provide for rent to be paid for land use as well as support for these communities through scholarships, elderly care and other activities. In 2023, 110 scholarships were awarded to children and grandchildren of ejidatarios of the Chinipas, Agua Salada, Palmarejo and Guazapares ejidos and financial support was provided for older adults in the ejidos, benefiting 150 people.

With the support of the Faculty of Agrotechnological Sciences at the Autonomous University of Chihuahua, six training workshops on the production of Chiltepin chili were given to a group of people from the Chinipas community with a participation of between 40 to 60 people. Coeur Mexicana provided all the necessary materials for the workshops and started chili production in the community, in addition to, through a collaboration agreement with the university, paying for the training provided. In 2024, the second stage of the Chiltepin project is scheduled and will consist of forming a cooperative for its commercialization, extending the lasting impact for the Chinipas community members.

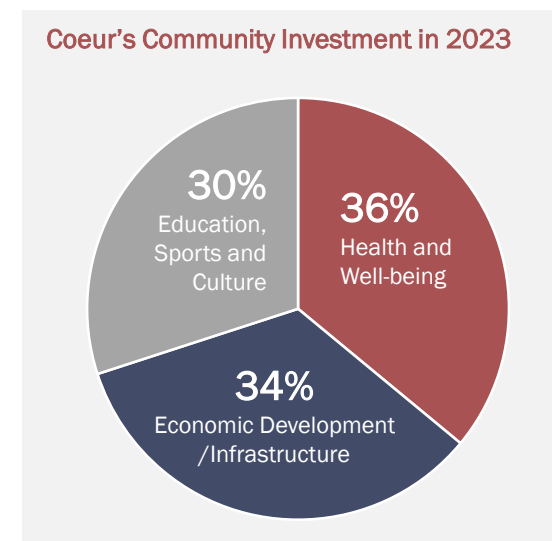
Continuing for the second year, Coeur Mexicana employees taught Microsoft Word and Excel computer classes to local groups of children three days a week. In 2023, 21 computer lessons were taught with the participation of 11 primary and secondary school children from the community of Palmarejo.

Silvertip enhanced the scope of its community support to include small financial donations and in-kind contributions to local wellness and recreation programs, hockey teams, a volunteer-run ski hill, as well as a seniors’ center and women’s shelter. In 2023 Silvertip environmental and site services teams directed refundable container deposits and revenue from recyclable materials, like scrap metal and bottles, to a community support account to support local communities. For the third year, Silvertip raised money and awareness about the importance of reconciling with Indigenous Peoples and DEI on Canada’s National Day for Truth and Reconciliation. In addition, Silvertip hosted events on Canada’s Indigenous Peoples’ Day, and National Day for Truth and Reconciliation – Orange Shirt Day.

# Responding to Communities

Coeur remains vigilant in reviewing opportunities to facilitate the consideration of community, stakeholder, and Indigenous People concerns and ideas throughout the mine lifecycle. In 2023, we received three formal grievances. Kensington received a communication from a neighbor who had concerns about refuse that was left behind at an employee pickup location. At Rochester, a formal request was received from a community member seeking an update on a specific restoration project underway. At Silvertip there was a concern raised regarding traditional knowledge sharing. In each circumstance, the concern was logged, escalated to the appropriate internal representative and responded to with the objective of full resolution.

The findings from the internal audit reviews of the system in 2023 will guide actions to increase the operational effectiveness and reinforce training and overall awareness of the system.





# Endnotes

- <sup>i</sup> Information and data in the Contributing to Economic Resilience sub-section of this report are retrieved from the Silver Institute website. <https://www.silverinstitute.org/silver-supply-demand/>
- <sup>ii</sup> References to “materiality” in this report should not be construed as a characterization of the financial materiality or impact of that information with respect to our company.
- <sup>iii</sup> Active participation through board memberships, committees, working groups and contributions.
- <sup>iv</sup> Corruption perceptions index by Transparency International - 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. <https://www.transparency.org/en/cpi/2023>
- <sup>v</sup> The boundary of this data excludes the Golden Cross reclaimed mine in New Zealand.
- <sup>vi</sup> 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.
- <sup>vii</sup> In 2023, the Base Year GHG Intensity was restated to be 14.21 kg CO<sub>2</sub> e/ton processed. Coeur’s 35 percent net intensity reduction goal applies to this restated Base Year intensity; therefore, the goal to achieve this reduction is a net intensity target of 9.24 kg CO<sub>2</sub> e/ton processed. Prior to restatement, the Base Year GHG Intensity was 14.28 kg CO<sub>2</sub> e/ton processed and the net intensity target was 9.28 kg CO<sub>2</sub> e/ton processed.
- <sup>viii</sup> A new look at the statistics of tailings dam failures; Engineering Geology Volume 303, 20 June 2022, 106657
- <sup>ix</sup> Classified for design as “High”, per Canadian Dam Association (CDA) 2007 guidelines.
- <sup>x</sup> Failure Consequence Classification of “Low” for loss of life, environment and cultural values and infrastructure and economics; per Canadian Dam Association (CDA) Dam Safety Guidelines.
- <sup>xi</sup> Class II (Moderate) Hazard Potential, per Alaska Department of Natural Resources (ADNR) Dam Safety Regulations.
- <sup>xii</sup> Formerly low to medium, per prior New Zealand Dam Safety guidelines.



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