

Policy Name:	Human Rights Policy
Department:	Executive/HR/Operations
Last Updated:	May 2025
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HUMAN RIGHTS POLICY

Scope	2
Purpose.....	2
Content	2
Guiding Principles.....	2
Employee Reporting	3
Questions/Administration	3
Supporting Policies/References	4

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Scope

This Human Rights Policy (this “Policy”) applies to Coeur Mining, Inc., and its direct and indirect subsidiaries (collectively, the “Company” or “Coeur”). All employees, contractors and suppliers of the Company are responsible for understanding and complying with this Policy.

Purpose

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 affected by our operations. We do not tolerate any human rights abuses at our operations, with our business partners, or within our supply chain.

Content

Coeur respects the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts, including, but not limited to, Indigenous people, women, children, people with disabilities, and LGBTQ+ people. We do not tolerate child labor or forced labor of any kind. We believe that workers deserve a fair and living wage and respect our employees’ voluntary freedom of association. We engage with local communities, Indigenous people, government agencies and other stakeholders to identify, understand and address potential impacts of our operations on human rights, including access to water.

We strive to comply with applicable laws and regulations and develop and implement programs to facilitate compliance with these obligations. This Policy was informed by, and we endeavor to act in accordance with, the International Bill of Human Rights, the Universal Declaration on Human Rights, the UN Voluntary Principles on Security and Human Rights, and the United Nations Guiding Principles on Business and Human Rights. All employees are expected to conduct themselves consistent with the protection of human rights, including but not limited to complying with this Policy, the Company’s Code of Business Conduct and Ethics, Equal Employment Opportunity Policy, Anti-Harassment Policy and other applicable Company policies and procedures. We expect our suppliers and business partners to abide by the principles in this Policy, and we verify respect for human rights as part of our supplier and business partner due diligence process.

Coeur is committed to responsible and ethical business practices and does not source gold or other minerals from conflict-afflicted and high-risk countries or areas.

Guiding Principles

To accomplish the purpose of this Policy, the Company strives to:

- Seek continual improvement in our human rights practices and performance;
- Promote diversity and inclusion in all its forms;

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- Provide competitive compensation and benefits programs compared to local, regional, or national markets;
- Proactively develop our people and create a robust pipeline of future leaders;
- Include human rights information in the Company's Code of Business Conduct and Ethics;
- Provide regular trainings on human rights as part of both annual ethics and compliance trainings and stand-alone trainings;
- Foster open and honest communication in all aspects of stakeholder relations;
- Establish long-term mutually beneficial relations with Indigenous communities;
- Contribute to the health and economic well-being of surrounding communities, from exploration through closure, by fostering mutually beneficial business and community partnerships;
- Provide management meaningful assessments of human rights considerations throughout the tailings facility lifecycle and identify potential risks;
- Provide a grievance mechanism for community members at each of our operations; and
- Facilitate employee, supplier and business partner awareness of this Policy and their involvement in its implementation.

Employee Reporting

Any employee with a concern regarding human rights should initially raise the concern with their supervisor. Concerns may also be communicated to Human Resources, Operations leadership, the General Counsel, or the third-party administered whistleblower hotline. Internal reporting is encouraged and will be addressed promptly by the appropriate parties. The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate or tolerate discrimination or retaliation against an employee or director for reporting a violation or potential violation of this Policy in good faith or cooperating with the Company's investigation of such reports, and any supervisor intimidating or retaliating against any employee for reporting a matter in good faith or cooperating with the Company's investigation of such reports will be disciplined.

Questions/Administration

Anyone who has questions about this Policy is encouraged to contact their local Human Resources Department.

The Senior Vice President and Chief Operating Officer and the Senior Vice President and Chief Human Resources Officer, under the oversight of the Chief Executive Officer and the Environment, Health, Safety and Corporate Responsibility Committee of the Company's Board of Directors, are responsible for overseeing this Policy and programs concerning Human Rights matters.

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Supporting Policies/References

[Indigenous Peoples Policy](#)