



Policy Name:	Indigenous Peoples Policy
Department:	Corporate Responsibility
Last Updated:	May 2025
Last Reviewed:	May 2025

INDIGENOUS PEOPLES POLICY

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Scope

This Indigenous Peoples Policy (this “Policy”) applies to Coeur Mining, Inc. and each of its direct and indirect subsidiaries (collectively, the “Company” or “Coeur”).

All Coeur employees, contractors and suppliers are responsible for understanding and complying with this Policy.

Purpose

Coeur recognizes and respects the unique 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.

This Policy complements our Human Rights Policy and our Environment, Health, Safety and Corporate Responsibility Policy by outlining how we respect and engage with Indigenous Peoples.

Content

This Policy guides our approach to engage and partner with Indigenous Peoples across all phases of the mine life cycle including exploration, operation and closure.

This Policy is informed by the United Nations (UN) Declaration on the Rights of Indigenous Peoples and the International Council on Mining and Metals’ (ICMM) Indigenous Peoples and Mining: Position Statement, in the context of existing Canadian, U.S. and Mexican law and the associated commitments and roles that respective governments have towards Indigenous Groups.

Coeur is committed to identifying and understanding the needs of Indigenous Peoples who may be vulnerable to negative impacts and potentially excluded from positive benefits arising from our mining activities as laid out in Coeur’s Community Relations Guidance. We acknowledge Free, Prior and Informed Consent as an important process to achieve meaningful engagement with Indigenous Peoples. We aim to engage early in the planning process and continue through the life of mine to provide for inclusive dialogue and collaboration to inform decision making. Collectively, our employees and contractors work in a manner that strengthens the effective participation of Indigenous Peoples. Looking ahead, we are committed to appropriate engagement processes with affected and interested Indigenous Peoples and in jurisdictions where consultation is carried out by government authorities, we will seek to define and implement appropriate mechanisms to align engagement and consultation processes. Our objective will be to collaborate in an effort to obtain consent or acceptance by identifying and addressing affected Indigenous Peoples’ interests and concerns.

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Guiding Principles

To accomplish the purpose of this Policy, the Company acknowledges and upholds the following principles:

- Respect Indigenous interests, values and cultures;
- Identify and engage with affected and interested Indigenous Peoples that own or use land at or near where our sites are located;
- Seek to continually improve engagements with Indigenous Peoples;
- Where applicable and practicable, in conjunction with Indigenous groups, incorporate Indigenous knowledge, values and inputs into our permitting, operational and reclamation and closure planning;
- Create opportunities for Indigenous Peoples and communities by proactively sharing information on and making accessible procurement, employment and training opportunities;
- Provide a grievance mechanism accessible to Indigenous Peoples at each of our operations;
- Engage in transparent, ongoing two-way dialogue and be accountable for commitments that are made by the Company; and
- Facilitate employee, supplier and business partner awareness of this Policy and their involvement in its implementation.

All employees are expected to conduct themselves consistent with the commitments outlined in this Policy, as well as the Human Rights 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 further expect our suppliers and business partners to abide by the principles in this Policy.

Employee Reporting

Any employee with a concern regarding the application of this Policy should initially raise the concern with his/her supervisor. Concerns may also be communicated to Operations leadership, 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 anyone reporting, in good faith, a violation or potential violation of this Policy, and any supervisor intimidating or imposing sanctions on any employee for reporting a matter in good faith will be disciplined.

No Private or External Right of Action

This Policy sets forth internal commitments and responsibilities. The commitments and responsibilities set forth herein do not create or confer any new rights, substantive or procedural, for any third party or confer any right to any third party.

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Questions/Administration

Anyone with questions regarding this Policy are encouraged to reach out to the Senior Vice President and Chief Operating Officer, the Senior Vice President, General Counsel and Secretary, or the Director, Sustainability and External Affairs.

The Senior Vice President and Chief Operating Officer and the Senior Vice President, General Counsel & Secretary, under the oversight of the Chairman, President and Chief Executive Officer and the Environment, Health, Safety and Corporate Responsibility Committee of the Company's Board of Directors, are responsible for supervising and administering this Policy and programs concerning Indigenous Peoples.

Supporting Policies/References

[Code of Business Conduct and Ethics](#)

[Community Grievance Policy](#)

[Environment, Health, Safety and Corporate Responsibility Policy](#)

[Human Rights Policy](#)