



Policy Name:	Environment, Health, Safety and Corporate Responsibility Policy
Department:	Human Resources/Operations
Last Updated:	February 2026
Last Reviewed:	February 2026

ENVIRONMENT, HEALTH, SAFETY AND CORPORATE RESPONSIBILITY POLICY

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Scope

This Environment, Health, Safety and Corporate Responsibility Policy (this “Policy”) applies to Coeur Mining, Inc. and its direct and indirect subsidiaries (collectively, “Coeur” or the “Company”).

Purpose

The purpose of this Policy is to provide guidelines to further Coeur’s commitment to protecting the environment and to protecting the health and safety of its employees during all Company operations. This Policy is intended to comply with all applicable federal, state and local laws and regulations. This Policy is designed to help create an incident- and injury-free working environment and eliminate exposure to intentional or accidental hazards to the Company’s personnel, visitors, the environment or the public.

Content

Coeur has the highest regard for environmental stewardship, protecting employee and community health and safety and fostering valuable stakeholder relationships. The Company will comply with applicable environmental laws and regulations, health and safety laws and safe work practices, and develop and implement programs to drive compliance. Coeur believes “a safe mine is a productive mine” and manages all sites under the principle that all losses are preventable. Each employee has the responsibility to protect the environment and their own safety, as well as the safety of those around them.

The Company strives to integrate sustainable development into the business decisions, goals and operations at each of its business locations. Coeur’s goal is to meet the needs of the present without compromising the ability of future generations to meet their own needs. The Company proactively conducts its business with a focus on the impacts to the environment, health and safety, society and the economy of the communities in which we do business.

Guiding Principles

To accomplish the purpose of this Policy, the Company will:

- Develop and implement management systems to seek continual improvement in our environmental, health, safety and community engagement performance;
- Provide its managers and supervisors at each operation with the authority and resources necessary to carry out its site-specific environmental, health, safety and corporate responsibility practices;
- Design and operate our facilities to protect the environment, our employees and our stakeholders;
- Conduct environmental, health and safety audits of operations and activities to monitor compliance and to reduce liability, improve profitability and document findings and progress;

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- Encourage and be involved in the development of reasonable environmental, health and safety legislation and regulations;
- Conduct appropriate research to develop more effective methods for protecting the environment, employee safety and public health;
- Consult with stakeholders on environmental, safety, and health matters and periodically provide updates to stakeholders on these topics;
- Develop, obtain and disseminate pertinent information to our employees and alert them to environmental, health and product safety trends and problems;
- Foster open and honest communication in all aspects of stakeholder relations;
- Contribute to the health and economic well-being of surrounding communities, from exploration through closure, by fostering mutually beneficial business and community partnerships;
- Establish accountability for all employees to exert leadership and commitment to continual improvement in environmental awareness, health and safety excellence and beneficial and lasting community relations; and
- Ensure employee awareness of this Policy and their involvement in its implementation.

Employee Reporting

Employees with a concern regarding environmental, health, safety and/or corporate responsibility matters should initially raise the concern with their supervisor. Concerns may also be communicated to the Executive Vice President and Chief Operating Officer or Executive Vice President, General Counsel and Secretary. 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 potential violation of this Policy in good faith, and any employee intimidating or retaliating against an employee for reporting a matter in good faith will be disciplined.

Questions/Administration

Employees with questions about this Policy are encouraged to contact their local Human Resources Department.

The general supervision and administration of this Policy is the responsibility of the Executive Vice President and Chief Operating Officer, the Executive Vice President, General Counsel and Secretary and the Executive Vice President and Chief Human Resources Officer.

Supporting Policies/References

N/A