

2021 ESG REPORT



Responsibility: Core to Modern Mining



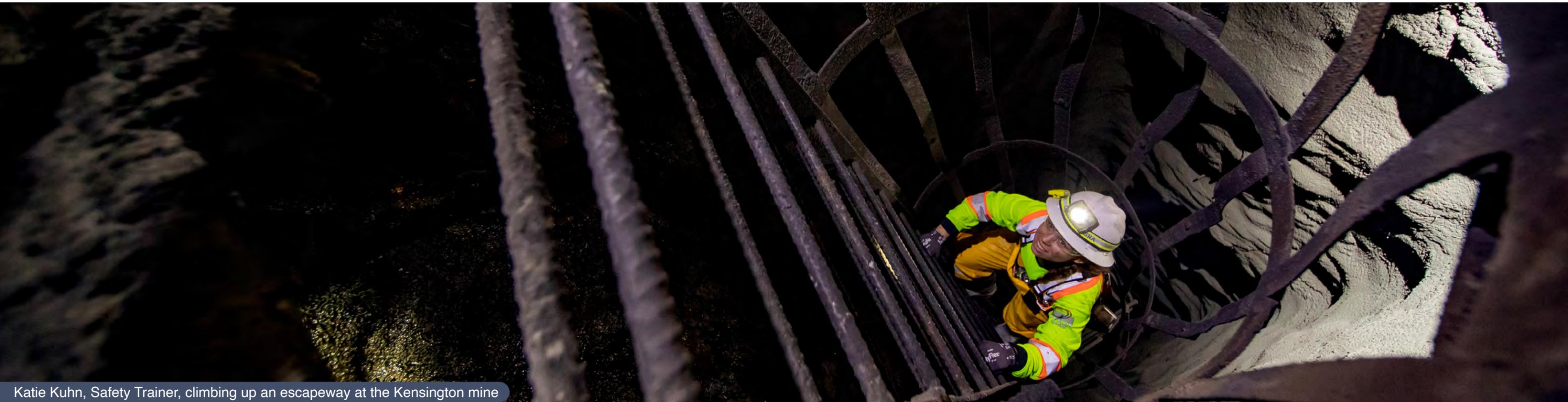
Cover photos:
Top left - Charlie Bencomo, Mobile Maintenance Technician, Coeur Rochester
Top right - Zoe Keach, Mine department, Coeur Rochester
Bottom - Maureen Lare, Sierra Lammers and Pete Strow, members of Coeur Alaska's Environmental team

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CAUTIONARY STATEMENTS

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. 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 material 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. 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 reduction targets, waste reduction goals, energy use reduction goals and community development. 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, silver, zinc and lead and a sustained lower price environment, risks relating to the COVID-19 pandemic, the uncertainties inherent in Coeur's production, exploratory and developmental activities, including risks relating to permitting and regulatory delays (including the impact of government shutdowns), 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 to which 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, and the Canadian securities regulators, including, without limitation, Coeur's most recent report on Form 10-K. 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.



Katie Kuhn, Safety Trainer, climbing up an escapeway at the Kensington mine

1 INTRODUCTION

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

Dear Stakeholders,

It is our pleasure to present Coeur Mining’s 2021 Environmental, Social and Governance (ESG) Report (previously called our Responsibility Report) to update you on the significant progress made across our ESG initiatives. From the Board of Directors to our front-line operators, our commitment to implementing leading ESG principles and practices remains integral to our business as we aim to reinforce Coeur’s position as an industry ESG leader.

During 2021, guided by our purpose statement, *We Pursue a Higher Standard*, we continued to advance and execute on our ESG focus areas. These included publishing our second annual Responsibility Report, establishing a cross-functional climate working group and making public an initial Greenhouse Gas (GHG) emissions target of 25% reduction in net intensity by the end of 2025. With the publishing of this report, we have strengthened our target to a 35% reduction in net intensity by the end of 2024^{1,2}. Underscoring the strategic importance of our climate initiatives, in 2022 we tied 20% of our annual executive long-term performance share award to achieving this updated GHG net intensity reduction goal. We also progressed on other climate-related initiatives including completing an initial climate scenario analysis and also continued to build on our human capital management commitment to a culture of safety and Diversity, Equity and Inclusion.

Our best-in-class corporate governance, overseen by our highly engaged, independent and diverse Board of Directors, helps ensure that material ESG considerations are fully integrated into our oversight and management processes. In

February 2022, to help further this integration into business planning and strategy, we designated executive accountability for ESG matters with the appointment of Casey Nault as our Chief ESG Officer. The Board’s Environmental, Health, Safety and Corporate Responsibility (EHSCR) Committee primarily oversees ESG activities and receives an update on progress of ESG initiatives at every meeting. In 2021, management’s discussions with the Board included, among other topics, our ESG materiality assessment results, climate strategy and scenario analysis, Diversity, Equity and Inclusion initiatives and progress, engagement with, and responsibilities to, local communities (including indigenous communities), health and safety performance, tailings governance and key investor and stakeholder priorities.

Our commitment and focus is reflected in the recognition and awards we receive. Coeur continues to be recognized by numerous global, national and local organizations for its leadership in corporate responsibility, notably the U.S. Centers for Disease Control’s National Institute of Occupational Safety and Health, or NIOSH, which awarded Coeur its 2021 Mine Safety and Health Technology Award for its COVID-19 response and mitigation plan.

Coeur’s status as the only precious metals mining company to sign the CEO Action for Diversity & Inclusion pledge continues to drive concrete action toward fostering a more diverse and inclusive workplace. In 2021, Coeur saw meaningful increases in the percentage of women employees overall and non-white employees in the U.S. and Canada. We continue to grow our “Day of

Understanding” program, partner with organizations such as Women in Mining and the National Society of Black Engineers and are also proud to continue to provide career opportunities to current and former U.S. Military personnel under our Coeur Heroes program, more than 100 of which are currently working across the Company.

As we look ahead, we recognize we have the unique opportunity to supply the raw materials necessary for a modern, lower carbon future. This includes the silver and gold that is used in technologies spanning healthcare, environmental,

electrification, renewable energy, defense and other areas. As we work to supply these critical metals for the present and future needs of our society, Coeur is committed to minimizing our environmental footprint while making a positive impact on the communities near where we operate.

On behalf of the Board, the management team and our more than 2,100 employees, thank you for your support as we continue to grow a responsible and resilient organization. We look forward to continuing to share details about our progress, practices and goals in a transparent way.



Mitchell J. Krebs
President & CEO




J. Kenneth Thompson
Chair, Environmental, Health, Safety and Corporate Responsibility Committee of the Board of Directors



ABOUT US

Coeur Mining, Inc. is a U.S.-based, well-diversified, growing precious metals producer with four wholly-owned operating mines: the Palmarejo gold-silver complex in Mexico, the Rochester silver-gold mine in Nevada, the Kensington gold mine in Alaska and the Wharf gold mine in South Dakota. In addition, the Company wholly owns the Silvertip silver-zinc-lead development project in British Columbia and has interests in several precious metals exploration projects throughout North America, including the Sterling and Crown exploration properties north of Las Vegas.

Coeur’s strategy is to be a well-diversified, growing precious metals producer with a focus on generating sustainable, high-quality cash flow and returns from a North American asset base. We employ approximately 2,100 people.



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

PURPOSE STATEMENT

At Coeur, *We Pursue a Higher Standard* by striving to uphold our core values:

- Protect** – Our people, places and planet
- Develop** – Quality resources, growth and plans
- Deliver** – Impactful results through teamwork

Coeur strives to integrate sustainable operations and development into our business decisions and strategic goals. We proactively conduct our business with a focus on positively impacting the environment, as well as the health, safety, and socioeconomics of our people and the communities near where we operate. Our efforts cover ESG factors integrated across our business that demonstrate how we responsibly operate and our ability to endure for the long-term and can be simply stated as: “Protect, Develop and Deliver.”

Throughout this report, see how our purpose statement, *We Pursue a Higher Standard*, defines our culture, what it means for our people and how it influences our everyday actions and decisions.

PRECIOUS METALS IN THE MODERN WORLD

Coeur Mining is a key contributor to the supply of gold and silver, providing essential minerals for a modern, lower carbon future. Precious metals mining has been recognized as an essential industry in every jurisdiction where we operate. With ongoing disruptions to global supply chains and elevated geopolitical tensions, having a secure domestic mining industry is now more important than ever. 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 minimizing our environmental footprint while making a positive impact on the communities near where we operate.

Contributing to a Sustainable Future



Solar Panels



Electric Vehicles



Trending Electronics



Medical Devices



Kenan Sarrat, Chief Geologist, Coeur Wharf

AWARDS & RECOGNITION

- Coeur Mexicana named Socially Responsible Company by Mexican Center for Philanthropy (Cemfi)
- Corporate Secretary: Short listed as a finalist for: Best proxy statement (mid-cap), Best compliance and ethics program (small to mid-cap), Best ESG reporting (small to mid-cap)
- S&P Global Platts Global Metal Awards: Emilie Schouten Rising Star Individual Award and Mitch Krebs, Finalist for CEO/Chairperson of the Year
- National Institute for Occupational Safety and Health (NIOSH): Mine Safety and Health Technology Innovations Award
- The American Exploration and Mining Association, AEMA: Platinum Award for Corporate Excellence
- Crain's Chicago Notable Leaders in Human Resources, Emilie Schouten, SVP Human Resources (second year in a row)



Jay Gear, VP. Environmental and Permitting and Adam Gregor, Director, Health, Safety and Loss Control accept NIOSH award

ESG OVERSIGHT

The Board of Directors oversees ESG-related strategies, issues and risks. In February 2022, we formally designated executive accountability for ESG strategy and initiatives with the appointment of Casey Nault as our Chief ESG Officer. Under Casey's leadership, responsibility for ESG is integrated across the organization.

ESG across the organization

<p>BOARD</p>	<ul style="list-style-type: none"> • Full Board: receives regular updates on progress and priorities of our ESG initiatives • Environmental, Health, Safety and Corporate Responsibility Committee: primarily oversees ESG-related strategies, issues and risks • Nominating and Corporate Governance Committee: oversees corporate governance matters including Board succession planning and diversity • Compensation and Leadership Development Committee: oversees human capital management and executive compensation, including ESG-related incentive compensation measures • Audit Committee: oversees compliance and ethics programs and policies, including Code of Business Conduct and whistleblower hotline
<p>SENIOR MANAGEMENT</p>	<ul style="list-style-type: none"> • CEO & President: approves and recommends ESG strategy, goals and targets to the Board and communicates ESG progress to internal and external stakeholders • SVP, General Counsel and Chief ESG Officer: broad executive accountability for ESG strategy and initiatives and corporate governance • SVP and Chief Operating Officer: responsible for ESG performance at the operations, including environmental, health and safety • SVP, Human Resources: responsible for human capital management and DE&I strategy and initiatives • SVP and Chief Financial Officer: responsible for capital allocation, including incorporating ESG factors into strategy and planning
<p>CROSS FUNCTIONAL TEAMS</p>	<ul style="list-style-type: none"> • ESG Executive Committee: key business leaders oversee the ESG strategy, including goals and targets • Climate Working Group: leads climate strategy including scenario analysis and integration into business planning
<p>SITE-LEVEL</p>	<ul style="list-style-type: none"> • Site Managers: input into strategy, responsible for implementation and tracking and internally reporting data • Site Energy Leads: responsible for identifying, quantifying and implementing energy management improvements

ESG MATERIALITY

In 2021, we conducted our periodic ESG materiality assessment through engagement with internal and external stakeholders (community partners and investors). This year's assessment incorporated a risk/opportunity lens as well as double materiality³ - topics stakeholders believe have the highest potential impact on Coeur and those on which Coeur could potentially have the biggest impact. Within the process we also accounted for factors that peers, third-party ratings and other industry stakeholders consider material. Our Board of Directors and EHSCR Committee were informed of the process and reviewed the results which are now informing strategic decisions and tactical plans to mitigate risk, identify areas of opportunity and effectively allocate time and resources.

Furthermore, our assessment of double materiality is dynamic. Reviewing Coeur's material topics has been incorporated as an ongoing agenda item with the ESG Committee as a useful process to reevaluate our most material topics and help identify emerging and expected developments.

The below represents the topics that are considered most material by stakeholders with respect to ESG-related matters:



Environment

- Climate Change
- Greenhouse Gas Emissions
- Site Expansion, Reclamation & Closure
- Tailings
- Water



People

- Diversity, Equity & Inclusion
- Employee Training & Development
- Living Wage
- Workforce Health & Safety



Communities

- Human Rights
- Local Supply & Hiring
- Local Community Development & Engagement



Governance

- Anti-bribery & Anti-corruption
- Board Diversity
- Board ESG Oversight
- Ethics & Compliance
- Sustainability Integral to Company Strategy

In this report we have mapped to the SASB reporting framework for the Metals and Mining Industry, the TCFD recommendations, the United Nations Sustainable Development Goals (SDGs) and have incorporated elements of the Global Reporting Initiative (GRI). As *We Pursue a Higher Standard*, we will actively work to improve and enhance our processes and disclosures.



Stephanie Jaramillo, Senior Safety Coordinator at the Rochester mine

GOALS AND TARGETS PROGRESS

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

2021 Goals/Targets	Status	Commentary
 People: Maintain Coeur as an employer of choice		
Safety: 7.5% reduction in three-year trailing average TRIFR		Achieved. We achieved a 12% decrease in 3-year trailing average. Please see the Safety section for the discussion.
Culture: Increase employee participation in the culture survey by 10% in 2021 vs. 2019		Achieved. We achieved a 30% increase in participation due to efforts to make the survey accessible to all employees.
Diversity:		
• Increase diversity of employee population by 3% in 2021		Partially achieved. We experienced a 2% increase but continue to prioritize diversity within our human capital strategy. Please see the Diversity section for more on our initiatives.
• Decrease voluntary turnover among diverse employees y-o-y		Not achieved. We saw a 1.5% increase due in part to industry challenges around staffing. Please see the People section of the report.
 Environment: Improve the overall impact that Coeur has on the environment and reduce costs to Coeur over time		
GHG emissions: 25% reduction in net intensity by end of 2025 compared to base-year ²		In progress. We saw a slight increase year-over-year as projected. Please see the Climate section for the discussion.
Climate change: Conduct a climate scenario analysis considering a 1.5-degree scenario		Achieved. Please see the Environmental section for the discussion.
Permit discharge exceedances: 7.5% reduction in three-year trailing average of permit discharge exceedances		Achieved. We achieved a 19% decrease in the three-year trailing average. Please see the Environmental section for the discussion.
Significant spills: 7.5% reduction in three-year trailing average of significant spills ⁴		Not achieved. We saw an 11% increase in the three-year trailing average. Please see the Environmental section for the discussion.
Tailings: Complete a comprehensive self-assessment against the Global Industry Standard on Tailings Management		Achieved. Please see the Environmental section for the discussion.
 Communities: In partnership with communities, contribute to mutual long-term prosperity		
Community impact: Implement designated 2021 milestones of our community relations vision and strategy plan, including all locations:		Achieved. Please see the Community section for the discussion.
• conducting a risk and impact assessment		
• developing or enhancing stakeholder engagement plans		
 Governance: Maintain best-in-class governance		
Board diversity: Maintain at least 50% of independent directors as being diverse		Achieved. Diversity of independent directors is 50%.
Ethics & Compliance: 95% employee participation rate in four in-person/virtual ethics & compliance-related trainings		In progress. This goal is in progress due to timing of trainings at the end of the calendar year.

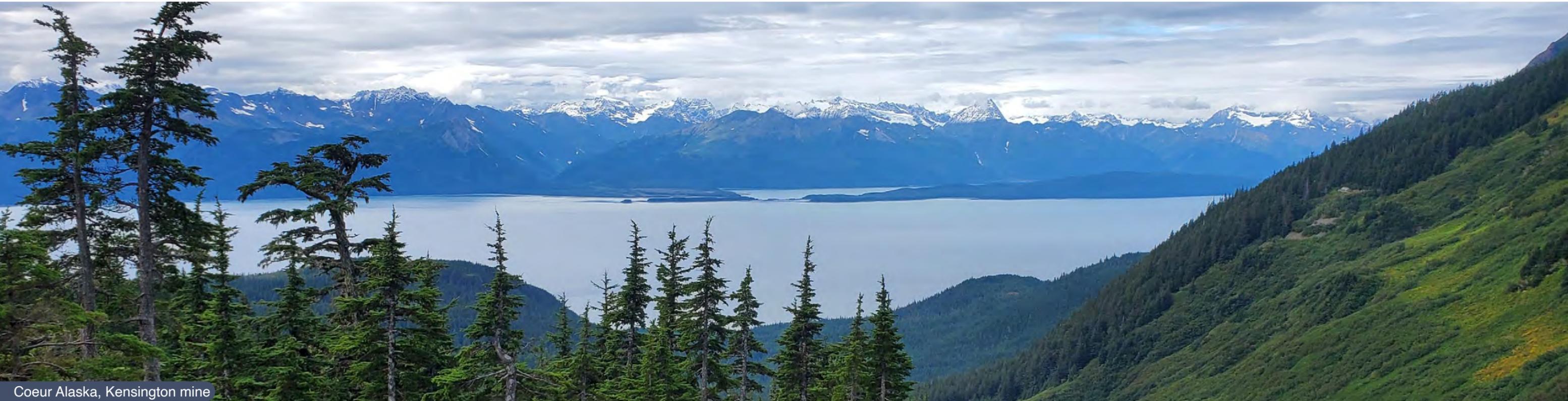
2022 Goals/Targets
 People: Maintain Coeur as an employer of choice
Safety: 7.5% reduction in three-year trailing average TRIFR
Diversity:  Establish and roll out inclusion index with piloted adoption across all locations by end of 2022
 Environment: Improve the overall impact that Coeur has on the environment and reduce costs to Coeur over time
GHG emissions: 35% reduction in net intensity by end of 2024 compared to base-year ^{1,2}
Permit discharge exceedances:  Sustain low incident frequency, 2 or less events in 2022 (0 events in 2021)
Significant spills:  Reduce significant spill events by at least 50% y-o-y (14 events in 2021)
 Communities: In partnership with communities, contribute to mutual long-term prosperity
Community impact:  All mines implement community grievance process
 Governance: Maintain best-in-class governance
Board diversity:  Increase the number of female directors by the 2023 Annual Meeting of Stockholders

MEMBERSHIPS & COLLABORATIONS

Coeur believes in being an active member and partner to industry groups and other organizations, including participating in strategically significant initiatives alongside our peers. Our memberships reflect our core beliefs while strengthening our ESG efforts and our desire to help set and learn best practices. Below are some examples of the Company’s memberships and collaborations that further our ESG strategy.

<p>CEO Action for Diversity & Inclusion</p> 	<p>In April 2019, our President & CEO, Mitchell J. Krebs, signed the CEO Action Pledge as a commitment to advance diversity and inclusion within the workplace. Since then, we have participated in collaborative initiatives with member signatories and have increased internal training and conversations around diversity, equity and inclusion. Please see the People section for more information.</p>
<p>CORESafety® Certification</p> 	<p>Since 2017, Coeur has been certified by CORESafety®, meaning that Coeur meets the designated health and safety standards outlined by the National Mining Association. Recertifications are required every three years, and Coeur completed a full external audit for the latest recertification in 2021. Adam Gregor, Director, Health, Safety & Loss Control, is a member of the NMA CORESafety advisory board.</p>
<p>Global Reporting Initiative (GRI) Mining Sector Standard Working Group</p> 	<p>Late 2021, Korie Hickel, Director, ESG, Community & Government Relations was named to the GRI Mining Sector Standard Working Group. The group is tasked with the development of a Sector Standard for mining. We see this as an exciting opportunity to help enhance the sector’s reporting and have an input into the issues that matter most for the sector.</p>

<p>International Cyanide Management Code</p> 	<p>In 2013, our Wharf gold mine in South Dakota became a signatory of the International Cyanide Management Code (Cyanide Code) and has successfully completed three subsequent recertifications with the latest full external audit and recertification completed in 2021. The Cyanide Code aims to improve the safe transport, storage and use of cyanide to protect human health and reduce the potential for environmental harm.</p>
<p>National Mining Association (NMA) ESG Task Force</p> 	<p>In 2020, our President & CEO was named Chair of the NMA’s newly created ESG Task Force which was formed to examine a wide range of ESG issues and policy positions, including climate, and to promote innovative solutions that enhance ESG performance amongst member companies. You can learn more about the Task Force’s work on the NMA’s recently published ESG webpage, https://nma.org/esg/.</p>
<p>North American Mine Closure Working Group</p>	<p>Coeur joined the North American Mine Closure Working Group in 2020. It is a consortium of mining companies with a formal charter and a shared goal to advance our industry’s approach and performance related to mine closure.</p>
<p>Sustainability Accounting Standards Board (SASB) Extractives Sector Standards Advisory Group</p> 	<p>Korie Hickel, Director ESG, Community & Government Relations is a member of the SASB Extractives Sector Standards Advisory Group to share expertise on sustainability topics impacting the extractives industry.</p>
<p>The Silver Institute</p> 	<p>As a member of the Silver Institute, Coeur supports increasing public understanding of the many values and uses of silver. Coeur has two active employees who serve as officers on the Silver Institute’s volunteer board and three employees who actively participate on the Sustainability Initiative steering committee.</p>



Coeur Alaska, Kensington mine



2 ENVIRONMENT



Katie Heazlett, Senior Environmental Coordinator, Coeur Rochester

OUR APPROACH AND PROGRESS

In 2021, Coeur completed an initial climate scenario analysis, including below 2°C scenarios

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

In 2021, the focus of our environmental program was to standardize best practices across sites, leverage knowledge sharing and enhance communication and existing processes. During the year we expanded our efforts to identify hazards, build controls and improve practices to prevent environmental incidents such as spills or exceedances. Key to this process is increased internal dialogue through both informal and formal

means: Leadership in the Field interactions, formal root cause investigations, toolbox talks and regular engagement between our environmental experts and front-line supervisors. We also have a commitment to consult external stakeholders on environmental issues. This increased conversation, knowledge and awareness helped us identify potential issues and implement corrective actions or best practices.

Additionally, we are focused on preventing issues by eliminating hazards and building systems with formal *trigger, action, and response* plans. One tool we are developing is company-wide dashboards on key environmental compliance risks to provide more transparency and visibility into these risks to ensure that they are assessed and mitigated. We have completed the environmental dashboards at two of our four mines and are expected to complete the remaining dashboards in 2022. We have also enhanced our root cause investigations related to environmental indicators and knowledge sharing on lessons learned across sites to facilitate the identification of risks and implementation of mitigation strategies for similar circumstances or exposures. Overall, our EHSCR Integrated Management System, which establishes integration protocols for all aspects of Coeur business units, helps us track progress and identify areas for improvement.

Other accomplishments during 2021 included:

- Conducting a comprehensive self-assessment against the Global Industry Standard on Tailings Management (GISTM)
- Completing an initial climate change scenario analysis, including below 2-degree Celsius scenarios
- Improving greenhouse gas emissions (GHG) reporting and tracking progress on our net intensity reduction goal
- Exploring additional opportunities to reduce the Company’s carbon footprint over time
- Enhancing our compliance program through risk management, improved root cause investigations, applying higher-level controls and increased training, communication and awareness of environmental compliance issues

For 2022 and beyond, we will continue to focus on a culture of risk management that goes beyond compliance where we seek to reduce exposure to the potential for incidents, increase granularity in our climate change scenario analysis and roll-out a third-party waste stewardship program. This program and its associated Standard and tools aim to protect the environment beyond our operational boundaries, help ensure downstream compliance with regulatory requirements and minimize long-term liability related to operational waste generations and the use of third-party waste management facilities.



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

- **GHG Emissions:** 35% reduction in net intensity by end of 2024 compared to base-year^{1,2}
- **Permit discharge exceedances:** Sustain low incident frequency, 2 or less events in 2022 (0 events in 2021)
- **Spills:** Reduce significant spill events by at least 50% y-o-y (14 events in 2021)

CLIMATE RISK AND RESILIENCE

In 2021, through the leadership of our Climate Working Group, we increased internal communication and awareness around climate and conducted a scenario analysis to test the resilience of our business strategy against potential climate risks and opportunities. Having become TCFD supporters in 2020, we see the value of this framework in helping to improve companies' climate-related disclosures. Accordingly, we have structured the following sections around the TCFD's four pillars: governance, strategy, risk management and metrics and targets.

Governance

The EHSCR Committee of the Board exercises active oversight of company environmental strategy, key initiatives, risks and mitigation and the development, monitoring and review of policies and management systems, including the impact of climate change on Coeur's business and Coeur's impact on climate. In addition, our Climate Working Group established in 2021 leads our climate strategy, including scenario analysis and the identification of risks and opportunities, and helps carry the analysis through to organizational planning and strategy including with the establishment of goals and targets.

Early in 2021, Coeur partnered with students from the University of Oregon's Sustainable Business Practices program on their capstone project. The students worked with Coeur employees over the course of five months. Their deliverable included: 1) improving our understanding of carbon credits and offsets in relation to international standards and how we might incorporate them into an overall strategy; 2) providing trends and outlooks of carbon pricing from a risk-based perspective and how Coeur might approach setting an internal carbon price and/or fee; and 3) suggestions on how we can communicate our carbon footprint and GHG reduction initiatives.

We also engaged two different external experts with regards to scenario analysis and planning. A risk management consultancy firm facilitated a scenario analysis workshop with Coeur's Climate Working Group to explore how climate change might impact Coeur's business over time. The results of the analysis will be used to inform our strategy with respect to climate-related risks and opportunities, our Enterprise Risk Management (ERM) program and process and contribute to Coeur's future TCFD reporting. In 2022, we plan to build on the scenario analysis to increase granularity and conduct financial modeling.

During the year the Board was informed of the progress and engaged with management on the scenario analysis process.

Strategy

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

Our initial climate strategy centers on four main pillars:

- **Knowing and understanding** our risks and opportunities
- **Managing and mitigating** our impact by taking steps to reduce potential risks and enhance our resilience
- **Producing** raw materials that are essential for clean energy production and infrastructure
- **Measuring and reporting** metrics and targets with increasing transparency and accountability

Scenario analysis

To more fully understand the potential climate-related risks and opportunities facing Coeur, we undertook a scenario analysis in 2021 using the reference scenarios compiled by the Network for the Greening of the Financial System (NGFS). The NGFS hypothetical scenarios align with the more widely used IPCC (Intergovernmental Panel on Climate Change) and IEA (International Energy Agency) scenarios while more deeply considering possible changes in governmental climate policies across different time horizons. Both the TCFD guidance and NGFS scenarios recommend the adoption of near, medium and long-term time horizons in which key impacts can be assessed. For our analysis we defined near-term as up to 2025, medium-term as 2026 to 2030 and long-term from 2031 to 2050. We will be applying an internal carbon price to our business planning, investment evaluations and scenario analysis going forward as well as a range of stress case assumptions in our scenario analysis and project planning processes.

Results and implications

A detailed analysis was completed to explore how the three primary NGFS climate scenarios, including "Orderly" (broadly consistent with Paris Agreement goals), "Disorderly" (higher transition risk due to policies being delayed or divergent across countries and sectors), and "Hot house world" (significant global warming leading to severe physical risks) scenarios, would impact key business drivers under various future states. The analysis also included the evaluation of two additional "Disorderly" scenarios. The five total scenarios were then evaluated for various business dimensions of safety and well-being, local community impact, global environmental impact, enterprise value and total stockholder return. The "Orderly" and "Disorderly" scenarios explore a transition which is consistent with limiting global warming to below 2 degrees Celsius. The business drivers with the greatest potential influence are carbon price, physical climate impacts, regional policies, gold price, corporate asset portfolio constitution and technology.

Several themes emerged from the analysis. First, all future warming scenarios create possible vulnerabilities including reduced production due to safety-related shutdowns from, for example, excess precipitation or extremely high ambient temperatures. Furthermore, increased extreme weather events could affect water management at our mines where water scarcity or abundance is potentially an issue, which could in turn, increase both operating expenses (OPEX) and capital expenditure requirements (CAPEX). Except for a pure "Hot house world", a scenario contemplating no or limited presence of carbon pricing, all scenarios would have an impact on carbon costs. This would affect the raw materials costs (namely concrete, steel and explosives), the cost of power and potential tariffs on Scope 1 emissions. However, carbon price increases could also present revenue opportunities through higher commodity prices, especially in demand-inelastic markets, which we believe includes gold. Other potential risks include additional pressure on license to operate.

The analysis results reinforced the importance of taking further ambitious action to mitigate and manage our material climate risks. Since the analysis was completed in late November 2021, Coeur has started to integrate potential carbon costs into business planning by layering-in and analyzing the impacts of potential cost of carbon based on current state expected energy expenditures and greenhouse gas emissions. In 2022, we plan to increase granularity at the site-level to formally identify potential physical risks and to conduct financial modeling within the context of the identified scenarios noted above.

Risk management

Coeur's ERM framework includes climate change within the scope of factors analyzed and allows management to identify and manage the most significant risks to the Company. Risks, including those relating to climate, are evaluated at the corporate-level as well as the site-level. Physical risks such as changing weather and predicted precipitation as well as transitional risks related to climate change such as regulation, reputation and global trends are a part of this process. Some immediate risks identified by this process include growing water scarcity in Nevada and Mexico, more frequent extreme weather events, increasing energy prices and potential climate-related regulation.

As we review and consider current legislation relating to climate change in each of our jurisdictions, we do not currently believe any such legislation has a material effect on our operations or financial condition. However, we plan to monitor relevant changes in U.S., Mexican and Canadian federal, state or provincial laws and regulations, and laws of other jurisdictions that could have an impact on Coeur such as carbon border adjustment tariffs, on an ongoing basis. Opportunities arising from potential future legislation and regulation may include an increase in demand for our raw materials given the role they play in clean energy technologies.

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

Category	Risk	Potential Impacts	Management Approach	
Physical Risk	Extreme weather events	<ul style="list-style-type: none"> Potential for reduced production and processing due to safety or environmental related shutdowns. The potential severity and risk vary by site. Impacts on water management at our sites where water scarcity or abundance may be an issue, which could in turn increase both OPEX and CAPEX. Increased competition among users for continuing access to water, in particular for our sites in Mexico and Nevada (ability to maintain sufficient water rights and claims). Impacts on supply chains from severe weather events or natural disasters. 	<ul style="list-style-type: none"> Incorporating the potential impacts of weather-related events from climate change on our water management processes into water management plans, mine design or through other operational controls. Increasing our water recycling and reuse over time to reduce our freshwater consumption and help mitigate the potential consequences of drought. Maintaining existing water rights through beneficial use and exploring the purchase of additional rights and/or water sharing agreements as necessary. Incorporating climate scenario analysis results, including potential physical climate risks, into business planning and strategy. Building on the 2021 climate analysis in 2022 by extending to the site-level and incorporating financial modeling into the analysis. 	
		Policy and Legal	<ul style="list-style-type: none"> Regulatory compliance risks may arise from new climate-related regulations and disclosure requirements by relevant regulatory bodies in the jurisdictions where we operate. 	<ul style="list-style-type: none"> Actively monitoring relevant changes in laws and regulations that could have an impact on Coeur. Setting an ambitious GHG net intensity reduction target that will help mitigate potential risks from climate-related policy initiatives and exploring additional rigorous targets. Exploring opportunities to reduce energy consumption and intensity and increase reliance on renewable energy sources across asset portfolio. Advocating for clean energy infrastructure to extend to remote sites currently without access to the electricity grid.
		Transition Risk	Market	<ul style="list-style-type: none"> Rising carbon costs including from the introduction of global or regional carbon pricing schemes could affect our raw material input costs (namely concrete, steel and explosives), the cost of power and potential tariffs on Scope 1 emissions. Rising costs of water including the cost of existing water sources and the imposition of additional tariffs.
	Reputational	<ul style="list-style-type: none"> Changing stakeholder perceptions of Coeur and the broader industry could have wide ranging impacts, including the loss of support by key stakeholders. 	<ul style="list-style-type: none"> Maintaining comprehensive environmental management plans to track progress and identify areas for improvement. Consulting stakeholders regularly on environmental issues including climate change. Continually working to strengthen community relationships through site-based community relations programs. Increasing transparency to stakeholders on our approach to modern mining and education on how we can contribute to a low carbon transition. 	

Opportunity	Potential Impacts	Management Approach
Increased product demand	<ul style="list-style-type: none"> Increase in silver demand given its role in clean energy technologies, such as photovoltaic cells for solar panels and electrification and health care. Increase in gold demand given its traditional role as a safe haven in volatile markets and increasing role in technology applications. 	<ul style="list-style-type: none"> Responsibly producing raw materials (gold and silver) that support the transition to a lower carbon and modern economy. Enhancing Coeur's role as one of the largest domestic (U.S.) producers of silver. Investing in the Rochester expansion through POA 11, which is expected to approximately double throughput at Coeur's lowest GHG emissions intensity site.
Technology advancements	<ul style="list-style-type: none"> Availability of new technologies to reduce environmental impacts and increase efficiencies. 	<ul style="list-style-type: none"> Pursuing the adoption of proven technologies that can reduce environmental impacts, increase efficiencies and reduce costs. Vetting new technologies and processes through our robust business improvement process. Monitoring the market and technology advancements to identify potential solutions.
Operational efficiencies	<ul style="list-style-type: none"> Potential for cost savings through energy and emissions reduction initiatives. 	<ul style="list-style-type: none"> Actively identifying, vetting and implementing energy and emissions reduction initiatives.
Potentially increase sources and decrease cost of capital	<ul style="list-style-type: none"> Potential to attract ESG-focused investors and achieve a lower cost of capital due to positioning as climate-responsible metals producer. 	<ul style="list-style-type: none"> Continue advancing Coeur's climate initiatives and effectively communicate strategy and performance to attract climate- and ESG-focused capital investment.

Metrics and Targets

Coeur tracks several climate-related metrics across our sites to inform our assessment of climate risks and opportunities. Key climate-related metrics include tracking our energy and water usage as well as our Scopes 1 (direct) and 2 (indirect) emissions. Climate-related opportunities are assessed by potential impacts on more traditional business and financial drivers including revenue growth (e.g. from increased demand for certain commodities) and cost savings (e.g. from technology advancements that result in reduced costs). A more detailed overview of our key climate-related and broader environmental-related metrics including waste and tailings management, land use and biodiversity can be found later in this report.

Setting targets and tracking our progress are key components of our environment and climate strategy, and we actively work to improve this process. As we look to enhance our climate analysis, we plan to take into account the global objectives of the Paris Agreement to limit global warming to well below 2 degrees Celsius as well as regional GHG reduction targets.

The following sections of the report provide additional detail on the proactive steps we took during 2021, as well as specific metrics, on Energy & Emissions, Water, Waste & Tailings, Biodiversity and Expansion, Closure and Reclamation. We have also included a TCFD mapping table at the back of the report.



Aerial view of the Palmarejo mine

ENERGY AND EMISSIONS

Increasing our efficiency and reducing our energy use and Scopes 1 (direct) and 2 (indirect) GHG emissions are important to Coeur to reduce our impact on the environment and to increase resiliency over time. Our principal sources of energy are diesel fuel (65%), purchased grid electricity (21%) and natural gas (11%). Diesel fuel is used to operate mobile and stationary equipment, including generators especially at Kensington which does not have access to purchased grid electricity. We recognize that our energy consumption is directly related to our GHG emissions.

In 2020, Coeur went through a comprehensive target-setting process to develop an organization-wide GHG net intensity emissions reduction target. In 2021 and early 2022, we reinforced our commitment to bring down our GHG emissions intensity by revising our goal to a 35% net intensity reduction by 2024 and tied reductions to a portion of the 2022 executive performance share award. Key drivers for the more significant reduction are increased focus on reducing GHG emissions across the organization, maturing our projection methods and incorporating reductions achieved through newly available and acquired renewable energy grid power and associated renewable energy credits (RECs).

Energy consumption as well as emissions (absolute and intensity) may increase in the near-term due to activities such as construction of the large-scale POA 11 mine expansion project at Rochester, seasonal and operational variabilities and increasing haul distances between active mining areas and processing facilities at Palmarejo and Kensington.

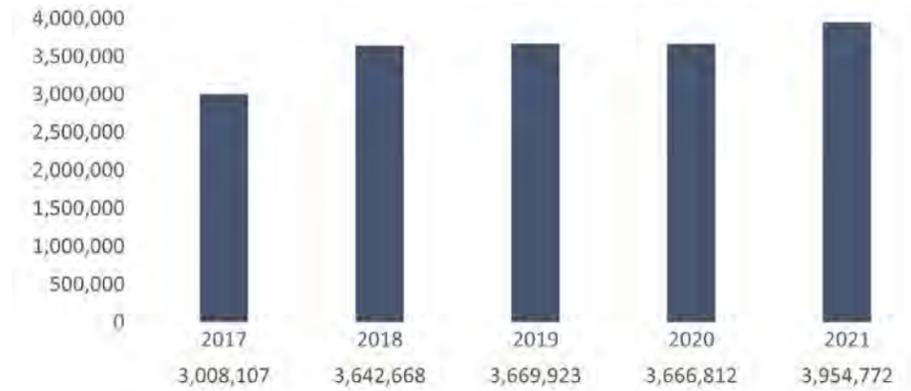
However, each site continues to identify and implement key projects to help reach our goals. Key emissions and energy projects completed in 2021 included:

- Integrated emissions projections into our business improvement processes so that management has increased visibility into how projects will impact emissions
 - Sourced approximately 44% of Wharf’s power in 2021 from wind, resulting in lowered emissions
- Optimized blasting and increased bench height at Rochester
 - Implemented Ventilation-on-Demand in underground mines (compared to continuous ventilation) at Kensington
 - Converted kiln heating from diesel to induction at Palmarejo

Energy and Emissions Performance

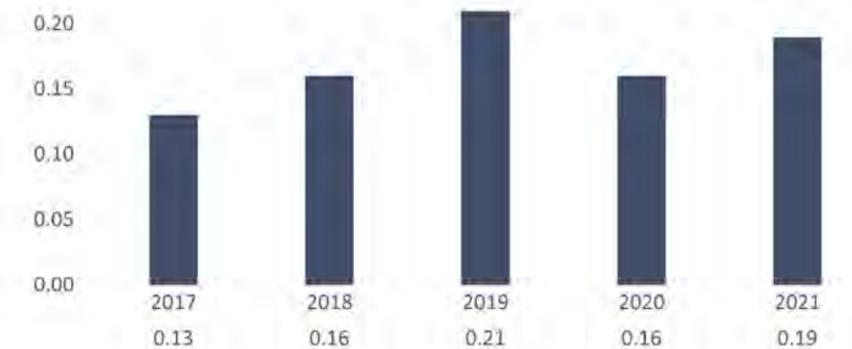
The figures below illustrate Coeur’s total energy consumption and emissions since 2017.

Energy Consumption* Gigajoules



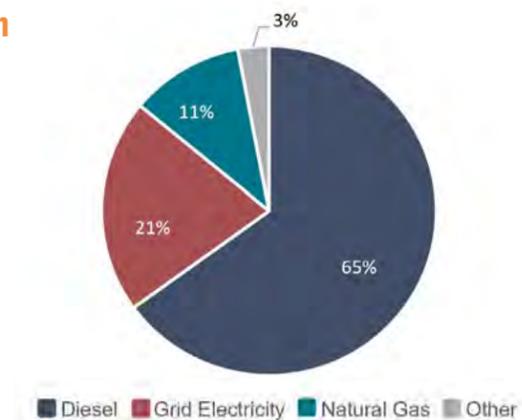
*Data for all active sites as of December 31st 2021; historical data has been updated⁵. The energy values represent total energy, including purchased electricity, diesel, gasoline and natural gas.

Energy Intensity* Gigajoules per tons processed



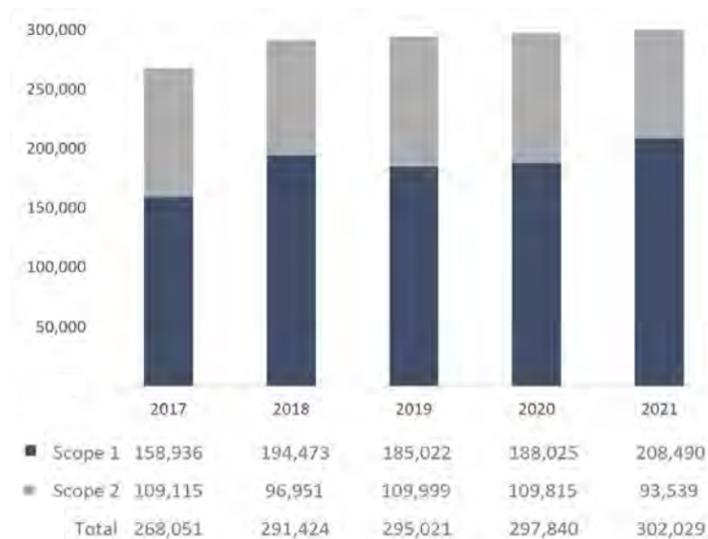
*Data for all active sites as of December 31st 2021; historical data has been updated⁵. The energy values represent total energy, including purchased electricity, diesel, gasoline and natural gas.

Sources of Energy Consumption



Emissions*

Metric tons of CO2 equivalent
Market-based



*Data for all active sites as of December 31st 2021.

Emissions Intensity*

Average kilograms GHG per tons processed
Market-based



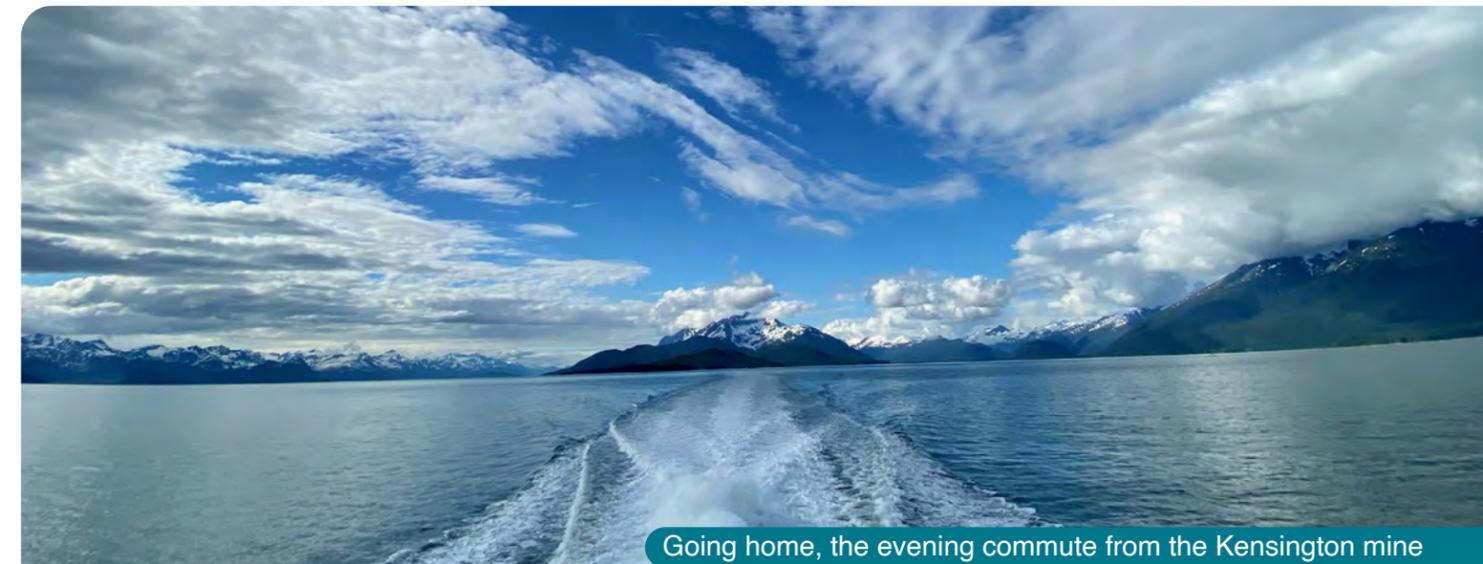
*Data for all active sites as of December 31st 2021.

We currently do not operate in any areas with greenhouse gas emissions-limiting regulations, but we monitor regulatory developments closely and follow federal, state and local standards with regards to emissions reporting. We report energy and emissions data for mines where we have operational control based on EPA methodology and the Greenhouse Gas Protocol^{6,7}. Energy and emissions associated with exploration activities outside of mine site boundaries are excluded. The components of our Scope 1 and 2 emissions⁸ vary by mine site based on the type of operation, where the mine is located, the current phase in its lifecycle and other factors such as the source of electricity. On an aggregated basis, Scope 1 emissions comprised 69% of our total Scope 1 and Scope 2 GHG emissions in 2021. With regards to Scope 3, starting in the second half of 2021, we offset 100% of our Corporate air travel and we look forward to building on this program in 2022 to include hotel and car rentals as we aim to decrease our carbon footprint.

Non-GHG Emissions

Air quality is an important factor for human and environmental health. For Coeur, the amounts of non-GHG emissions represent a minimal part of our total emissions, and our operational practices are aligned with our permits to minimize air quality impacts. We begin our inventory during the mine design process so that we can

understand not only the amount but what, how and where emissions will be generated. These analyses, in addition to routine monitoring, help us design and engineer control strategies to reduce emissions, predict and mitigate downwind concentrations and evaluate jurisdictional regulatory standards. Non-GHG emissions are calculated at the site-level and reported to agencies through the Toxic Release Inventory (TRI) (U.S.) and the National Pollutant Release Inventory (Canada).



Going home, the evening commute from the Kensington mine

COEUR ALASKA PARTNERS WITH RENEWABLE JUNEAU

In June 2021, Kensington committed \$52,000 to support the Juneau Carbon Offset Fund (JCOF or Fund), a special project of Renewable Juneau, a 501(c)(3) organization that works toward a clean energy future for Juneau, Alaska through education and advocacy. Coeur Alaska’s contribution is a two-part commitment - \$35,000 is dedicated to support the transition of Juneau’s low-income families to efficient hydro-powered home heating systems and offsets the annual diesel emissions produced by the daily boat transportation carrying workers to and from the mine site. The additional \$17,000 is reserved for covering the costs necessary for JCOF to pursue becoming a certified carbon offset project - a key goal of Renewable Juneau that was cost prohibitive for the nonprofit staffed fully by volunteers, without the support of its donors.

JCOF is Alaska’s only locally targeted carbon offset initiative. Juneau businesses, residents and visitors are invited to offset their carbon footprint by either purchasing carbon offsets from the Fund’s web store or by donating to the Fund. Revenue raised is used to help qualified Juneau lower-income households replace oil-based heating systems with high efficiency heat pumps powered by renewable electricity generated by hydro-power. This saves the consumer money, reduces carbon emissions and improves air quality – a benefit for the household, environment and public health.

“Coeur Alaska’s attention to environmental protection has been evident through their thoughtful research, on-site sustainability and energy efficiency projects, and now through its commitment to the Juneau Carbon Offset Fund,” said Andy Romanoff, Renewable Juneau Board Member, project lead for the Juneau Carbon Offset Fund, and newly hired Executive Director of Alaska Heat Smart. “We are thankful for Coeur Alaska’s generous donation and look forward to our continued partnership to reduce Juneau’s emissions.”



Water sampling at the Silvertip site

- Intercepting and diverting surface water
- Managing stormwater to prevent degradation
- Placing liners and covers on potential contaminant sources such as waste rock and ore piles to reduce the potential for contact with precipitation and contamination of groundwater
- Using water treatment practices to remove metals and other harmful substances
- Maintaining compliance with water use and discharge authorizations
- Maximizing water efficiency through reuse and recycling

In 2021, we had zero water permit discharge exceedances, a component of our 2021 Annual Incentive Plan.

Water withdrawal: Our water management practices include extensive water reuse at each of our mines, which allows us to limit the amount of freshwater withdrawal necessary. We use recycled water in areas such as the processing pads, in the mill and for dust control. Additionally, apart from Rochester, which is a zero-discharge site, if we need to release water at other mines, all discharge water is treated according to permit conditions.

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

In 2021, we had one notice of violation across our sites which occurred at Kensington associated with a stormwater release. The issues cited were resolved and did not result in a monetary penalty.

Coeur's Water Management Process

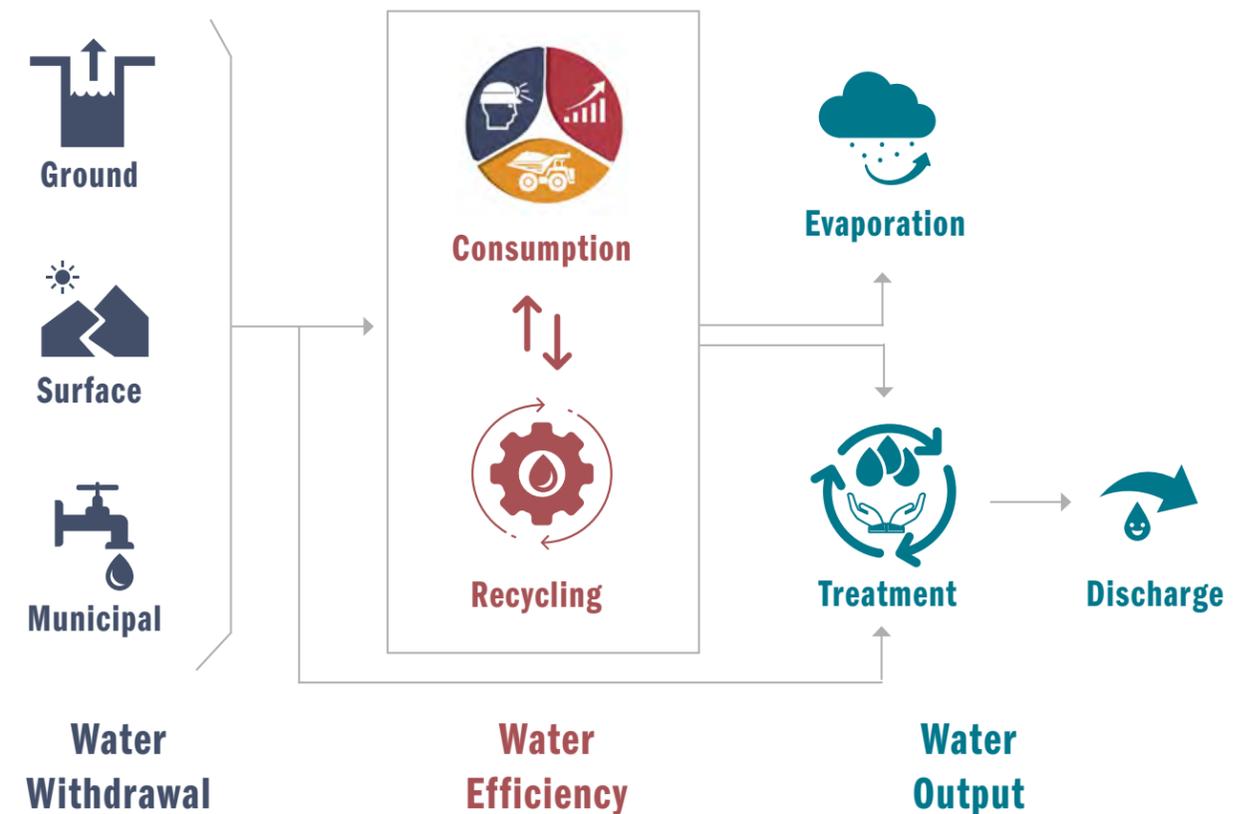
WATER MANAGEMENT

The quality and quantity of water are both vital parts of mining, although water risks and opportunities vary for each of our sites based on geographical location. Our water management practices and policies aim to increase efficiency and minimize strain on local resources and on our future supply. Therefore, while we maintain some standard water management practices across Coeur, we also regularly review our risks and opportunities at the local and regional levels.

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

Components of our comprehensive water management practices across sites include:

- Ongoing monitoring of water level, quality, discharge and seepage
- Understanding groundwater flow through models that predict water supply impacts, dewatering requirements, pit lake development and geochemistry
- Modeling of water balance that tracks water usage and minimization efforts and forecasts long-term water requirements
- Optimizing water supply pumping
- Engaging with external stakeholders



Water Stress

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

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

Water rights: In the United States, the allocation of water rights is determined at a state level. Water rights are most relevant for our Nevada locations, where water resources are limited. In Nevada, water is considered a public resource, and the Nevada Division of Water Resources (NDWR) is responsible for quantifying existing water rights, monitoring water use and adjudicating water permits based on prior appropriation (or seniority) and beneficial use. Mining and milling are considered a beneficial use of water.

In Mexico, water rights are managed at the federal level by the Comisión Nacional del Agua (CONAGUA). Authorization from CONAGUA is needed for water use, effluent discharge and for the construction of facilities in federal watersheds. Allocation of water use rights is based on the area and type of the watershed, number and type of users and climatic conditions. Coeur therefore works to maintain our existing water rights by complying with permit requirements, implementing water conservation practices, optimizing our water rights through appropriations and water sharing agreements and by continuing to put the water into beneficial use.



Darnell Witte, Environmental Technician, sampling water at the Wharf mine

WASTE & TAILINGS MANAGEMENT

Waste

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

Our waste management process begins with, at a minimum, compliance with local solid and hazardous waste regulations. The complex nature of these regulations requires site-specific planning, implementation, and documentation of processes.

Objectives & Priorities

Each site maintains Waste Management Plans with three overall objectives: 1) minimize potential effects of waste on the environment; 2) maintain a system for the proper handling and disposal of wastes and 3) describe measures to achieve compliance with an Environmental Management System that the mine(s) have in place.

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

Waste Minimization

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

Another waste minimization effort is recycling and reusing materials throughout operations. We give a high priority to determining viable recycling alternatives for hazardous materials. Other non-hazardous waste recycling and reuse depends on the nature of the material. One initiative to reduce waste is purchasing containers that can be returned to vendors for reuse and recycling, as well as hazardous batteries. When safe and feasible, chemicals and other substances such as antifreeze, pallets and office waste are ordered in returnable containers, recycled and/or reused on site.

The disposal of hazardous and chemical wastes is largely determined by their characterization, classification, quantity as well as site-specific regulations. Every effort is made to minimize chemical waste through reuse, specifically chemicals and reagents returned to the milling process, so they are used for their original purpose. If recycling and/or reuse is not feasible, waste is sent off-site to a permitted destination facility.

Training

Training of site employees and contractors is a critical component to achieving responsible waste management. Prior to starting work on site, in addition to understanding waste minimization initiatives, personnel receive training regarding their specific duties handling wastes, as well as that required by the Mine Safety and Health Administration and/or other regulatory agencies.

Tailings Management

Tailings, which are made up of the remaining ground up rock after the ore is extracted, are usually either stored in tailings storage facilities (TSFs) such as tailings dams or are dewatered through filtering and then contained in “dry stacks”. Careful management of our tailings is critical to minimizing our environmental impact as it helps prevent potential contamination of the natural environment. Our Board of Directors, EHSCR Committee and CEO have routine visibility into our tailings management programs, risk management and inspections.

We currently have two active mines with TSFs, Kensington and Palmarejo. Neither qualifies as Extreme or Very High risk according to the International Council on Mining and Metals (ICMM) criteria. Coeur currently uses an internal framework for Tailings Management Sustainability, which is based on Five Keys of Success that uphold zero harm principles and ESG practices to responsibly operate, to preserve trust with our communities and broader stakeholder groups and to improve the industry’s reputation as it relates to tailings management.

Five Keys of Success for tailings management sustainability:

1. Follow high standards of design and construction
2. Apply rigorous operation, maintenance, and surveillance practices
3. Maintain low risk tailings management operations
4. Engage the public - be transparent to our neighbors, stakeholders and investment community
5. Uphold governance controls

You can find a detailed response to The Investor Mining and Tailings Safety Initiative, a 2019 initiative led by asset owners and asset managers, in the data table on our website. It was updated in 2022 prior to the release of this report.

In order to meet stakeholder expectations, in 2020, we set a target to complete a comprehensive self-assessment against the Global Industry Standard on Tailings Management (GISTM), an initiative launched in 2020 and co-convened by the ICMM, United Nations Environment Programme and the Principles for Responsible Investment. The protocol includes 77 requirements for responsible tailings management that fall within 6 main topic areas: Affected Communities; Integrated Knowledge Base; Design, Construction, Operation, and Monitoring of the Tailings Facility; Management and Governance; Emergency Response and Long-Term Recovery; Public Disclosure and Access to Information.

We met our target to complete the assessment in 2021, and while we found a strong alignment between current practices and most GISTM requirements, we did identify some gaps. Coeur intends to align with the Global Industry Standard on Tailings Management and is planning to develop an implementation road map in 2022. Due to our lower risk profile based on not having any higher tier dams classified as Very High or Extreme risk, per the Standard there is a 5-year window to achieve full alignment.

Acid Rock Drainage

Acid Rock Drainage (ARD) is highly acidic water that is formed when pyrite (an iron sulfide) is exposed to and reacts with air and water. For Coeur it has been identified at only two small, isolated areas at Kensington and Wharf. The ARD source at Kensington is a natural bedrock source that was exposed during construction of the tailings impoundment. Material excavated from this source during construction is stored temporarily in lined containment cells and is being processed and placed as a cement rock backfill in underground stopes, with all of the material expected to be placed by 2023. At Wharf, ARD was identified in an isolated area within one of the closed mining pits that had been mined by a previous operator. Mitigation is complete and no water treatment was required. ARD is not predicted to occur during currently authorized future operations at any of our active mining areas due to stringent material management practices adopted across each of our mines.

BIODIVERSITY

At Coeur, biodiversity is a key consideration in all phases of the mine life. It is important to protect the planet and preserve native ecosystems. In 2022 we plan to develop a company-wide biodiversity standard that’s aligned with best practices, including meaningful metrics. To create a baseline before we commence operations, we conduct biodiversity impact assessments for each site. These assessments are updated periodically to support major mine operational changes. By assessing and monitoring the biotic environment, we can better understand the influence of a proposed action before development begins, which in turn allows us to factor in design changes, reclamation and conservation strategies. These studies help us develop mitigation plans for conservation and habitat management throughout the lifecycle of the mine.

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

A variety of strategies are used to reduce biodiversity impacts near sites in every stage of our mine process:

- **Site Design** – Biodiversity impacts are analyzed and planned in initial site designs with an aim to minimize area disturbance and fence off process areas to protect wildlife.
- **Concurrent Reclamation** – Each mine practices concurrent reclamation when possible, utilizing a combination of native species of grasses, plants and trees.
- **Wildlife Management** – Extensive wildlife management controls are at each operation, which may include fencing, guzzlers, bird balls (i.e., plastic balls that cover treatment ponds), burying process solution drip tubes and controlling speed limits to reduce collision with wildlife. Our reclamation plans also detail how site habitats will be restored to a condition that allows for the establishment of a self-sustaining ecosystem and productive post-mining land use for wildlife.
- **Invasive Species** – Coeur works to protect areas against invasive species through transport prevention and monitoring, active removal of undesired species and planting of native species.

In 2020, Coeur Rochester was the first mine to secure conservation credits from a private landowner in the Conservation Credit System (CCS) under the State of Nevada’s Sagebrush Ecosystem Program. The purpose of the program is to protect critical sagebrush habitat in Nevada while ensuring continued environmentally sensitive and sustainable mining practices. Under the CCS, Coeur Rochester provided full funding to preserve and enhance over 3,000 acres of vital greater sage-grouse habitat in Elko and Humboldt Counties, adjacent to our operations. In January 2022, Coeur finalized its second transaction under the CCS to secure credits for the Lincoln Hill exploration project and received confirmation of the transaction from the Sagebrush Ecosystem Program.



Laetiporus sulphureas, also known as Chicken of the Woods, edible mushrooms on the grounds of the Kensington mine

EXPANSION, RECLAMATION & CLOSURE

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

With regards to expansion, extensive steps are taken to consult and collaborate with local communities on the mine and closure planning. Then, throughout the life of the mine, the plan is reviewed and updated on a periodic basis to meet evolving needs and to factor in results from site-specific closure study and research projects. The plan aims to account for long-term sustainability issues such as potential climate-related impacts and post-closure use.

Each site develops detailed reclamation and closure plans before operations begin with oversight by the VP of Environment. Closure plans also include financial resources set aside that are sufficient, as approved by the permitting agency, to cover the closure and rehabilitation of the land, including considerations for biodiversity, returning it to productive post-mining land uses according to closure plan timelines.

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. GAAP and go through detailed internal and external audit and are publicly disclosed in the annual financial reports.

Coeur’s closure approach includes the following elements:

- Early and ongoing stakeholder engagement with agencies, communities and Indigenous Peoples on end-land-use objectives and criteria
- Robust scientific evaluations and studies to inform optimal closure design
- Formal closure and reclamation plans as an integrated part of the mine plan
- Baseline data collection



- Operational data collection (e.g., water quality, waste rock, soil and overburden, meteorological, wildlife, aquatic ecology, etc.)
- Fully bonded closure costs (totaling over \$300 million as of December 2021) at all US and Canadian mines and exploration sites
- Third-party support and regulatory oversight to verify data, cost models and assumptions

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



REVEGETATION PLANNING AT STERLING

The Sterling project is a past producing mine that is currently undergoing resource development and residual leaching. The mine is located approximately eight miles southeast of Beatty, NV and 115 miles north of Las Vegas on the eastern flanks of the Bare Mountain Range. Gold was initially discovered in the area in 1905. The Sterling mine started operation in 1978, and Coeur purchased the mine in October 2018.

Reclamation efforts by previous owners on the site have had varying success. Challenges to revegetation include the domination of annual weedy species, soils high in salts and sodium and intense grazing pressure from burros. While the Bureau of Land Management had reclamation requirements for Coeur, the team went beyond compliance with actions such as conducting a two-part revegetation test to develop a reference for characteristic conditions in the area and suitable targets for revegetation success.

The first part of the test was to characterize the site and evaluate sources of soil that would support native vegetation. Soil from the nearby Wood Canyon formation was identified as suitable. The second part of the test includes two one-acre plots constructed with the soil from the Wood Canyon formation and seeded with a site-specific mix of local native seeds. The seed mix was formed based on baseline surveys and past reclamation success. One of the plots will be fenced to prevent grazing and the other will remain open to wildlife. The plots were seeded in February 2021, and they will be evaluated for success in the spring of 2022. The results will be used by Federal and State agencies to inform suitable targets for site-specific reclamation goals and will help Coeur optimize mine and reclamation planning to realize reclamation success.



Ben Hartman, Zack Erickson, Carol Dotson and Simone Gabb, Coeur Rochester

<p>5 GENDER EQUALITY</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>10 REDUCED INEQUALITIES</p> 
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3 PEOPLE



Nidia Torres and Miguel Cruz, Coeur Mexicana

OUR APPROACH TO HUMAN CAPITAL

We believe in a diverse and inclusive culture of respect and equity where employees with different ages, races, religions, gender and preferences are all brought together by a common purpose: **We Pursue a Higher Standard.** We aim to cultivate a welcoming, diverse and dynamic working environment that supports creative ideas and employees who deliver impactful solutions through teamwork.

Effective human capital management at Coeur is critical to achieving our strategic goals and driving long-term value for our stockholders. Coeur aims to be an employer of choice through retention and development offerings such as above-market rewards and cutting-edge leadership training programs. We provide high-quality jobs and career opportunities to the communities near our operations and educate the next generation about careers in mining at Coeur.

Living wage

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

Our leadership principles are the foundation we use to navigate employee success.



PROTECT

OUR PEOPLE, PLACES, PLANET

Lives our safety culture

Works with integrity and follows policies

Has courage to raise concerns

Respects work environment

Leads by example



DEVELOP

QUALITY RESOURCES, GROWTH, PLANS

Pays attention to details

Delegates effectively

Does what they say they will do

Anticipates what may happen and plans for it

Takes accountability for actions and mistakes



DELIVER

IMPACTFUL RESULTS THROUGH TEAMWORK

Collaborates with other teams

Helps others solve problems

Listens to other viewpoints

Communicates clearly

Provides honest and timely feedback

Conduct Principles

Individual Principles

Teamwork Principles



Our People Goal: Maintain Coeur as an employer of choice

- **Safety:** 7.5% reduction in three-year trailing average TRIFR
- **Diversity:** Establish and roll out inclusion index with piloted adoption across all locations by end of 2022

CULTURE

Creating and fostering a culture where we can hire and retain quality people and keep them engaged is a priority for Coeur. We strive for continuous improvement and collaboration by engaging all levels of the workforce and are focused on the regular evaluation of our culture. In 2021, we invited all employees to participate in our culture assessment by completing an anonymous survey. Employee participation included 93% of our total workforce, exceeding industry benchmarks and improving significantly over the 64% participation in our original survey in 2019. This improvement is due in part to our efforts to increase inclusivity of the survey. Feedback was reviewed by the management team and our Board of Directors, and leadership at each of our locations facilitated discussions to gain additional insight into the survey feedback. We developed site-specific action plans to address these results and monitor progress in the future. The Company will have another feedback cycle to assess progress in the second half of 2022, and the next culture survey is scheduled for 2023.

In response to the 2019 survey, we established a clear alignment of our strategic goals by creating “4 Keys” at each mine. Broadly communicating and visualizing our “4 Keys” has provided employee empowerment by clarifying the most significant site-specific objectives and how employees can influence their achievement and compensation. Other examples of improvements made in response to employee feedback include the introduction of initiatives to address stress levels and fear of retaliation through improving communication around manager expectations and increasing awareness and understanding of our whistleblower hotline and anti-retaliation policy. As a result of our actions, in the 2021 survey, we saw a reduction in employees’ fear of retaliation, leaders taking action on inappropriate behavior and employees being treated fairly regardless of their differences.

Key learnings from the 2021 survey included that employees are engaged, proud to work at Coeur and think that the Company is ethical and safe. Areas identified for enhancement are defining growth and career development opportunities and rewarding and recognizing good performance.



Jeremy Bell, Underground Miner, Coeur Alaska

HEALTH & SAFETY

For Coeur, the key to a successful health and safety program is to eliminate the potential for incidents, not just maintain zero incidents. The potential for incidents can be reduced by eliminating uncontrolled exposure to risks. Therefore, our efforts are focused on upstream approaches that control, eliminate or reduce exposure for employees and others. We strive for continuous improvement and collaboration by engaging all levels of the workforce. All our employees and contractors are covered by our CORESafety® health and safety management system.

Program and Process

To help achieve continuous improvement and reduce exposure, during 2021 we initiated the rollout of our Critical Risk Management (CRM) program to all levels of the organization. Critical safety risks in the mining industry are defined as events that can cause a serious injury, a fatality or cause grave damage to the mine operation. CRM is a framework of tools and processes to help identify, reduce, control and eliminate high-risk exposures within our day-to-day activities.

Under this program we aim to:

- **Identify risks** through analysis and observation
- **Create mitigation** controls through the development of standards, checklists, training, pre-planning and stop-work measures
- **Conduct critical control verification (CCV)**: in 2021, Coeur conducted nearly 20,000 CCVs, which are onsite analyses by management of how well potential risks are being protected

This process allows us to be predictive of potential safety incidents. The use of data is an important component to analyze trends using scorecards which are closely monitored by management.

Should an incident occur, a detailed analysis is completed to determine the root cause and to apply controls to prevent future occurrences. At Coeur, effective communication is central to our safety program, which is why we strive for engagement, empowerment and ownership across the organization, from the most senior managers to the newest workers.

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

Training

Training is a key component of our health and safety program. All employees and contractors with mining exposure undergo comprehensive training when they begin work with Coeur. Our safety trainings continue throughout their time at Coeur, go beyond the minimum requirements and incorporate specific, customized training depending on critical risk exposure. In 2021, we spent over 56,000 hours of training at all levels of the organization, including corporate employees that may not regularly visit sites.

Certification and Performance

We are certified under the CORESafety® program through the National Mining Association (NMA) and received recertification in 2021 following a comprehensive external audit. Bi-annually, our Internal Audit team completes an internal review of site practices, and that audit was conducted in 2021. CORESafety® integrates leadership and culture into safety and is comparable to an ISO certification.



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

We are happy to report that Wharf achieved zero reportable injuries in 2021 even with a 20% increase in exposure hours. We also achieved a 1-year reduction of 32% and 9% in our total Lost Time Injury Frequency Rate (LTIFR) and Total Reportable Injury Frequency Rate (TRIFR) respectively. Both metrics have also continued a downward 3-year trailing average, which is tied to our annual incentive program.

Near misses declined by 5% during the year, and our Hazardous Identification/Good Catch metric increased by 59% which is a testament to our increased awareness of potential exposure and focus on leading indicators.

While contractor performance was challenged in 2021, we completed a cross-functional review of contractor management and identified multiple areas for improvement. Moving forward one of the areas we are working to enhance is our risk management system to better characterize risks and sustain higher-level mitigation controls that reduce exposures for contractors on various activities.

We had no fatalities across our mines and projects in 2021.

Overall, we view our forward-looking approach of reducing exposure to unsafe conditions, hazard identification, mitigation and employee engagement as key to continued long-term improvements in health and safety at our sites.



Matt Jacquez, Process Technician Lead, overlooking the Wharf mine

SAFETY FIRST AT WHARF MINE

On October 3, 2021 (and maintained through 2021), our Coeur Wharf team achieved the significant safety milestone of operating for one year without a reportable safety incident. This achievement reflects our company culture of personal ownership, commitment to teamwork and prioritizing safety above all else.

Coeur Wharf comprises a team of approximately 250 miners, geologists, engineers, front-line operators, health, safety and various other business leaders. "Of all the accomplishments we've achieved this year, it's our safety performance that I am most proud of. This milestone is the result of a dedicated team effort, it's every person looking after their own personal safety and the safety of the person working alongside them," Ken Nelson, Regional General Manager shared.

While our company-wide approach to safety starts at the highest levels in our organization, a commitment that permeates from our leadership team to front-line operators, it's the empowerment inherent in our company culture that allows every employee the confidence and accountability to put their safety and the safety of their teammates above all else.

The framework that supports our safety culture and continuous improvement efforts is CORESafety®, a safety management system and comprehensive, industry-wide standard. We have been CORESafety® certified since 2017 and completed our recertification in 2021.

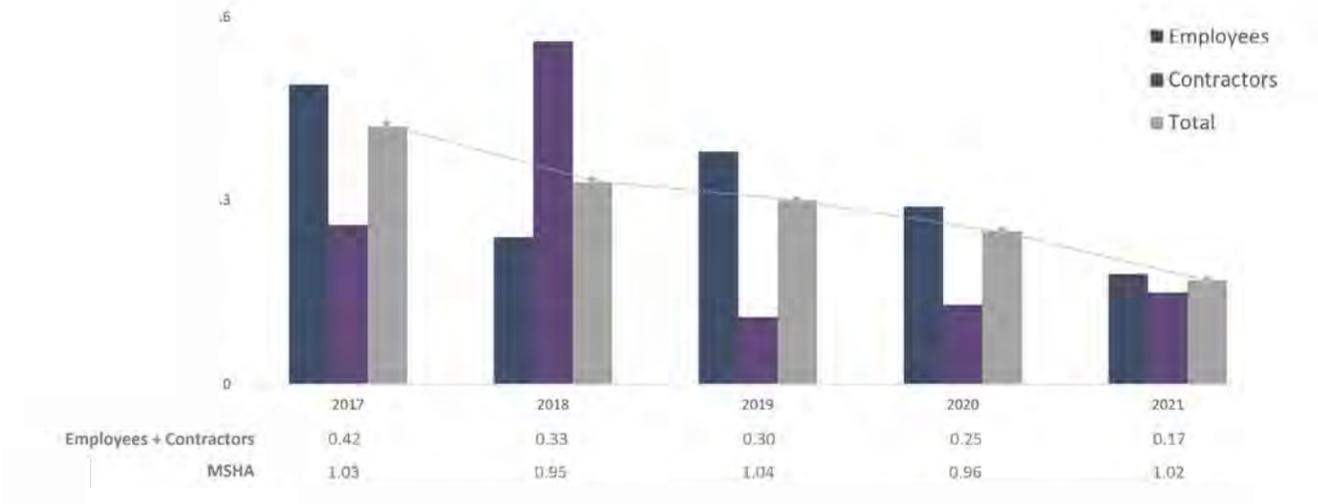
COVID-19 and Keeping our Workplace Safe

Our established health and safety integrated management system has equipped us to be a leader in quickly and effectively responding to and managing the impacts of the COVID-19 pandemic. We have stayed close to our established protocols such as online site access screening and onsite testing to help quickly identify positive cases. Coeur was first recognized for innovation and leadership by the CORESafety® initiative of the NMA in December 2020. Our sustained efforts through 2021 received recognition from The National Institute for Occupational Safety and Health (NIOSH) as the recipient of the NIOSH Mine Safety and Health Technology Innovations Award for 2021. This prestigious award was given for Coeur's cross-functional COVID-19 response. We implemented a comprehensive, technology-based response plan that mitigated the spread of COVID-19 across our company and the communities near our mines and minimized business interruptions. This acknowledgment by our country's leading authority on health and safety, the Centers for Disease Control and Prevention, is a testament to the priority and effort all Coeur team members place on health and safety.

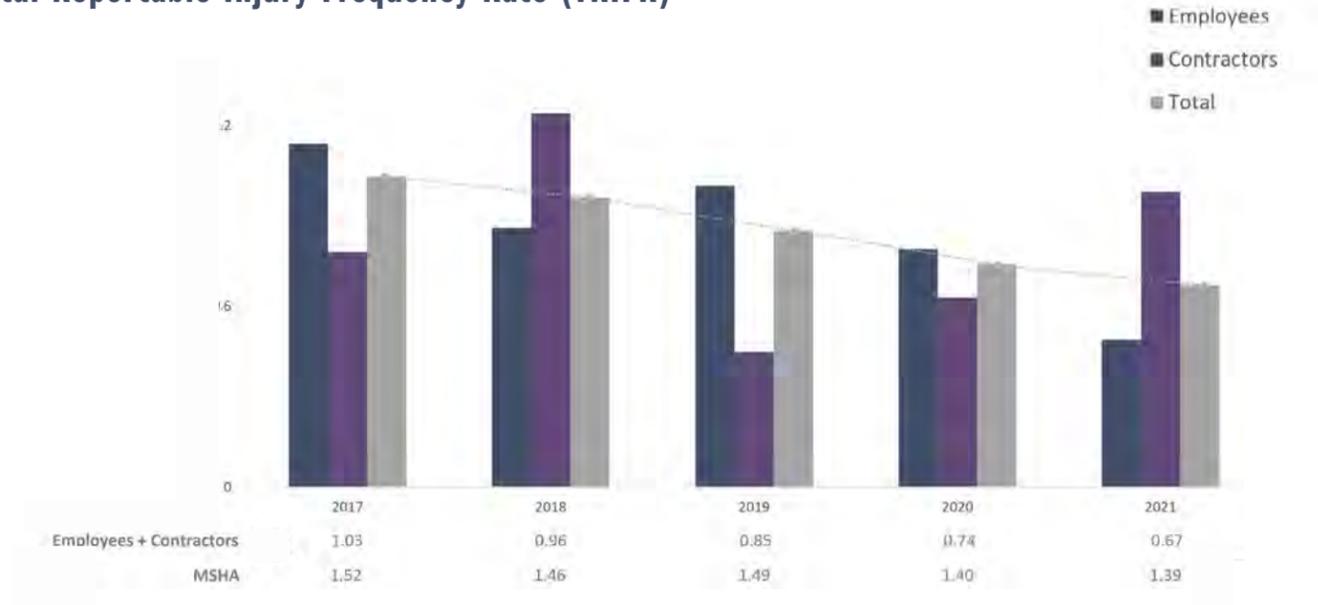
Emergency Response

Emergency Response preparedness is an important component to our health and safety program. In addition to standard training received by all employees, every Coeur operation has an onsite Emergency Rescue Team (ERT). ERT members receive enhanced training to strengthen their skills and can be easily identified by site employees by a specific hardhat. In addition, members of the ERTs often work within their local communities as paramedics and emergency medical technicians to give back and gain additional hands-on experience.

Lost Time Injury Frequency Rate (LTIFR)



Total Reportable Injury Frequency Rate (TRIFR)



WELL-BEING

We are investing in a new Total Worker Health program focused on worker physical and mental well-being

The health and well-being of our employees is an important part of our culture, and our offerings in this area are something we regularly revisit. Our culture survey found that 76% of employees feel like the company culture supports their health and well-being. In each country where we operate, we go beyond what is required or considered 'standard' with regards to our benefits offerings for all full-time employees, regardless of job function. For example, we provide supplemental healthcare above government requirements in Canada and Mexico, and in the U.S. we offer benefits to domestic partners as well as include provisions for family caregivers. Over 93% of U.S. employees are enrolled in our medical benefit plan, and over 90% of U.S. employees contribute to our 401(k) plan.

We are also developing a Total Worker Health program, which is expected to be implemented by the end of 2022, that integrates protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being both physically and mentally. Additionally, Coeur invested in a mental health platform to increase access for employees and their families to mental health resources in December of 2021.

We continue to offer flexible and work from home arrangements for non-operations personnel and have a robust COVID-19 program to help limit exposure for all employees and elicit a quick response when COVID-19 exposure has occurred.



Angela Prindle, Katie Heazlett, Gina Hawkins, members of Coeur Rochester's Environmental team



Team meeting at Rochester's expansion project, Plan of Operations Amendment 11

DIVERSITY, EQUITY & INCLUSION

Through training, communication, hiring efforts, assessments and collaboration among all teams, we aim to foster diversity, equity and inclusion in our workplace as well as instill trust and empathy among our employees.

Our pledge since 2019 to support the CEO Action for Diversity & Inclusion initiative publicly affirms Coeur's existing practice to promote and maintain equity among all employees. The initiative has been helpful to engage with other companies across industries, learn best practices and drive action. Specific actions we have taken since joining the pledge include partnering with organizations across the country to host a 'Day of Understanding' event each year, a platform and training created for open dialogue and meaningful conversations on diversity and inclusion. We also actively contribute to and leverage an information portal that shares best practices and encourages accountability across the participating companies. At our encouragement, the NMA has also recently signed the pledge.

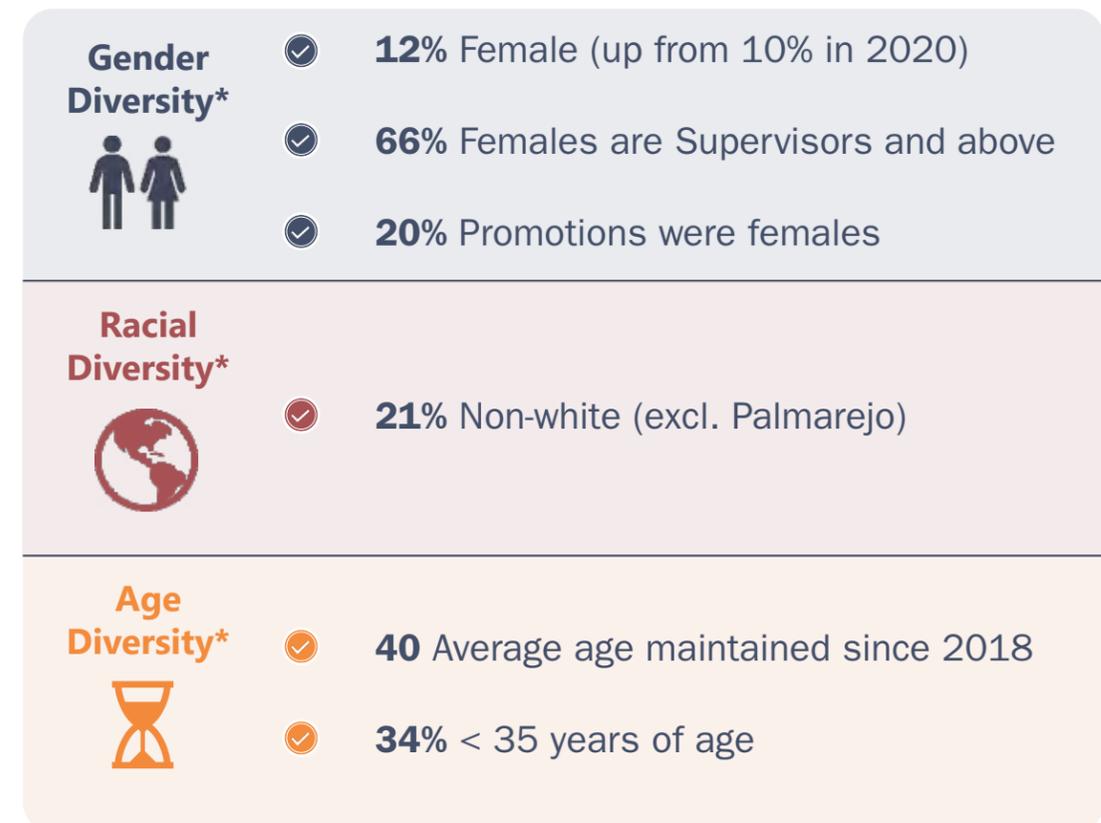
Early career opportunities like our longstanding internship program provide a pathway for increasing diversity in our workforce. During 2021, we leveraged the virtual world and continued our focus of recruiting online, allowing us to reach a more diverse pool of candidates through new platforms and recruiting strategies including increasing the number of schools that we recruit from. As a result of these efforts, we had the largest and most diverse intern class in our history during the summer of 2021.

Internal programs and external partnerships are key to advancing our diversity initiatives. Our Coeur Heroes program has provided approximately 100 career opportunities to current and former U.S. Military personnel. Our partnership with organizations like the National Society of Black Engineers and Women in Mining are providing further avenues for recruiting diverse talent. Over the past five years, Coeur has partnered with By The Hand Club for Kids, a Chicago organization which mentors kids from kindergarten through college who face adversity growing up in Chicago's most under-served and high-risk neighborhoods. In the summer of 2021, Coeur welcomed its first By The Hand intern who now has a new-found interest in mine engineering and plans to return in 2022.

Coeur takes a vocal stance in the importance of measuring inclusion, not just diversity. Because of the importance for employees of all ages, races and genders to feel like they have a voice, we are developing an inclusivity index to assess and monitor ratings of inclusion over time. We not only want to recruit a diverse workforce that reflects our local communities but make sure that employees feel included and supported so that they remain and grow with the Company over the long-term.

In our 2021 Culture survey, 81% of females reported that they feel included as a part of their team, and 78% report feeling encouraged to speak up at work and feel that Coeur's culture supports their health and well-being. We believe that provides a strong foundation to build on and increase the culture of inclusivity across the organization.

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



*Data as of December 31st 2021

TRAINING & DEVELOPMENT

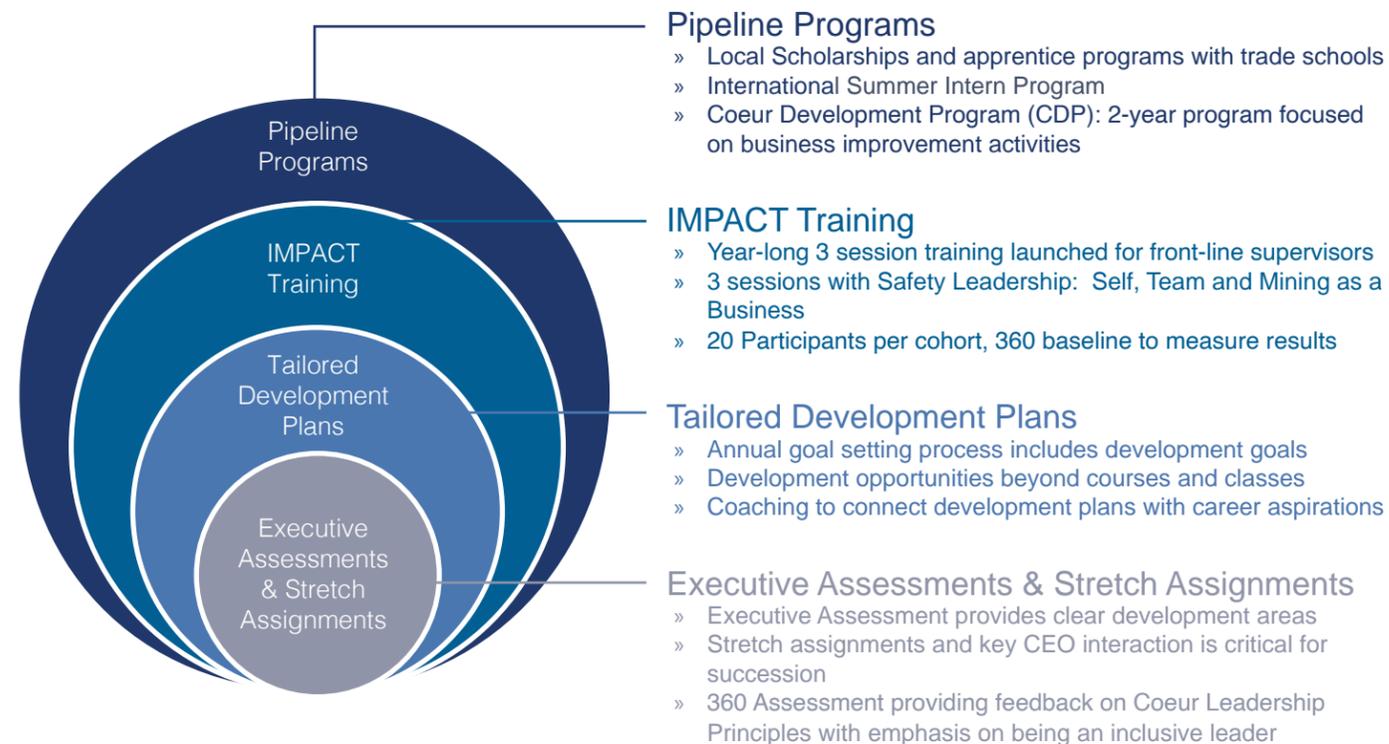
Employee development is a critical component to the success and well-being of our employees. We have programs for employees at all levels of the organization. Our pipeline programs, leadership training, tailored development plans and executive assessments are some examples.

We provide opportunities for employees to participate in IMPACT training, an intensive year-long training program we created for front-line supervisors throughout our organizational structure to focus on safety leadership and mining as a business. Through IMPACT training, we have invested over 16,412 cumulative hours of leadership training and personal development in over 100 employees.



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

As part of development and succession planning efforts we employ specific talent diagnostics and skill development needs. High potential performers and diversity discussions along with action plans are reviewed with leadership on a quarterly basis. We also conducted 360-degree reviews by an external executive coach for each member of our executive team in 2021, the results of which influenced individual goals in 2022.



Justin Bradley, Mobile Maintenance Technician, Coeur Rochester

GROWING OUR PIPELINE OF SKILLED TRADESPEOPLE

Working in the mining industry requires many different skills. At Coeur, the skill set of the tradespeople who work across all areas of our business is one that is highly valued. These are the operators, technicians, maintenance experts and electricians, just to name a few, who keep our mines operating smoothly and safely.

In 2021, our Rochester team piloted a Skilled Trades Internship program targeting the next generation of skilled trades leaders. Five students enrolled in a trade or vocational school joined our Rochester team to gain real-life, on-the-job training.

The students were mentored by experienced leaders in the electrical, mobile and fixed maintenance areas of the mine. The internships provided hands-on training in the areas of interest of each student while supporting the needs of the business. Students were also given the option to continue their internship from the summer-long program to weekend shifts throughout the school year.

With all participants natives of Nevada, this is a program that supports our goal of hiring local people, spurring economic growth and community support. Our investment in the training and education of our technical interns creates a strong pipeline of skilled craftsmen and women for our business.

Recruitment for our 2022 Skilled Trades Internship program is underway at our Rochester mine, and the program has proven so successful it will be launched at our Kensington mine in Alaska this summer as well.



Employees volunteer event at the Greater Chicago Food Depository

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	8 DECENT WORK AND ECONOMIC GROWTH 
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4 COMMUNITIES



Coeur Alaska team members cleaning their adopted stretch of highway in Juneau

OUR APPROACH AND PROGRESS

Coeur contributes to the long-term economic viability and legacy of the communities across all locations where Coeur maintains a presence. We have built positive relationships in the communities near where we work and live, and our efforts, together, create lasting positive impacts beyond the life of our mines.



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

- **Community impact:** All mines implement community grievance process

Coeur’s community relations vision is to have strong relations with partner communities and other local stakeholders contributing to mutual long-term prosperity. The vision sets the tone and direction for each mine and forms the basis for long-term consistent yet tailored plans and implementation of initiatives.

In 2020, Coeur completed a community relations strategic planning process to develop a community relations framework and program guidelines and establish metrics against which to measure progress and level of impact on the communities. Performance on these metrics is tracked and reported to Corporate on a quarterly basis, and plan development and implementation progress is reported quarterly to senior leadership. Each mine has a community relations lead that oversees the ongoing development, implementation and improvement of the local strategy.

In 2021, the mines achieved program development milestones including conducting risk and impact assessments, completing stakeholder mapping to identify stakeholders with an interest in the mine and

developing or enhancing stakeholder engagement plans. Overall, the Company developed a stakeholder management system, which will be fully implemented in 2022. This system will help mines to manage their stakeholder relations and track commitments made to or grievances raised by stakeholders, the associated follow-up actions, status and the resolution. It will also provide visibility to both mine and corporate leaders on trends and emerging issues.

Looking forward, key 2022 milestones are to implement community grievance mechanisms at each mine in the first half of the year and to formalize local hire and supply plans.

LOCAL EDUCATION & HIRING

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

Investing in communities extends beyond financial support. Since 2018, we have hired an annual average of 60% of our new hires from local communities.

We provide competitive wages and benefits that contribute not only to our employees’ well-being but also to the economic strength of the communities near where we operate. Hiring local people enhances our understanding of local knowledge, promotes economic development, benefits the community over the long-term and helps to build community support.

Our investment in education and training also helps create a pipeline of diverse workers. We partner with local schools, universities, other mines and other organizations. Through these partnerships, we develop and provide education about the mining industry as well as relevant skills training. Examples of some of the meaningful educational opportunities we provide are below.

- Coeur Alaska launched the Mobile Maintenance Trainee program in 2021 – a partnership with the University of Alaska Southeast’s (UAS) Associates of Applied Sciences Diesel Technology Program. Coeur Alaska pays candidates’ wages and benefits as well as tuition costs to attend the UAS Diesel Technology Program. Candidates concurrently work at the mine to receive additional on-the-job and mining-specific training. Following successful graduation from the program, candidates will be hired full-time as Mobile Mechanics. Two individuals were supported through the program in 2021.
- Coeur Rochester launched a new skilled trades program in 2021. The purpose of the program is to create a pipeline of students in diesel, electrical and millwrights to gain experience in the field and hopefully get hired by Coeur full-time once they graduate. 5 students participated in the skilled trades program in 2021.
- Coeur Mexicana has a robust apprenticeship program that provides training for local people and prepares them for permanent positions at the mine. The mine hosted 89 apprentices in 2021 and hired 43 into permanent positions.
- Coeur Silvertip supported the 2021 Eco-Canada BEAHR (Building Environmental Aboriginal Human Resources) training program in Good Hope Lake. Eco-Canada partners with First Nations, Métis and Inuit communities across Canada to develop local environmental champions and foster job creation in the green economy.

- Coeur Wharf provides summer jobs for local high school students, with the opportunity first made available to employees’ children and then to the wider community. In addition, the operation hosts college interns as a part of the US-wide internship program. Wharf supported 13 summer students and interns in 2021.
- Coeur’s Chicago Office offers a summer internship program. Interns are mentored throughout the summer by industry professionals and given ownership of at least one project with a tangible impact on the operation or business. Coeur supported 15 interns across U.S. locations in 2021, which was the largest and most diverse group to date. Two interns came to us through our partnership with By The Hand Club.

Additionally, in 2021, we provided 147 scholarships across our locations.

INVOLVEMENT & ENGAGEMENT



Coeur Wharf’s management team support local skate park development



Brent Cochran and Thad Kosciolik volunteering with the Chicago Region Trees Initiative

Another way we actively contribute to long-term community and economic development is through partnerships, employee volunteerism and financial contributions. With a large presence in the areas surrounding our mines, we have the utmost respect for local traditions and find it important to participate in events related to their preservation and continued growth.

Our engagement with community members includes providing transparent and timely information on the mines while also listening and responding to feedback and concerns and incorporating input into planning. Our community relations strategy mentioned above requires a robust stakeholder engagement process that works with communities to identify and address their needs and long-term priorities.

As part of this identification of priorities, Coeur is focused on leaving a positive legacy that benefits the communities long after our mines are closed. One of our long-term commitments is The Wharf Fund, an endowment fund established in 2012 based on an identified need to create a long-term social and economic benefit for Lead, South Dakota and surrounding communities. The fund has granted \$542,000 since 2012 in the areas of community development, education, arts and culture and health. Coeur Wharf continues to contribute to the fund annually with the goal to grow it to \$2 million by mine closure.

In 2021, The Wharf Fund and Coeur Wharf granted funds to the City of Lead for a new state-of-the-art skateboard park. The park was designed in consultation with stakeholders and is seen as a long-term investment in the local youth, providing a safe space for physical activity and free play that aligns with the city’s emphasis on outdoor activity for everyone.

Specific to our Palmarejo mine, Coeur Mexicana has agreements and engages with 5 ejidos located in 15 communities throughout the Chinipas and Guazapares municipalities. Ejidos are groups of people that communally own land and that traditionally jointly lived on and farmed the land. The agreements provide for rent to be paid for land use as well as support for these communities through scholarships, elderly care, food and other activities.

We also engage local communities through employee volunteering efforts such as our Chicago office employees participating in tree planting and children’s educational events and Kensington employees volunteering to clean up stretches of road as a part of Adopt-a-Highway. In addition, all of Wharf managers sit on community boards offering time and expertise to important community organizations.



COEUR MEXICANA’S DIGNIFIED HOUSING PROJECT

The Palmarejo mine is located in a remote area in the Mexican state of Chihuahua and surrounded by 28 host communities.

Our Coeur Mexicana team has a long history of engaging and working with the host communities through investing in education and skills training, offering employment opportunities, providing free medical care and completing infrastructure improvements, including its Dignified Housing Project.

In 2021, the Coeur Mexicana team launched its Dignified Housing Project and partnered with communities to provide support and services to help improve living conditions for local families.

The scope of the project ranges from providing substantial house improvements for the most vulnerable families in the region to providing orchards and backyard farms for sustainable food supply.

To date, 13 families from the communities of San José de Guazapares, Santa Clara and Cinco Señores benefited from the project, including from the:

- Repair and replacement of roofs
- Replacement of dirt floors with concrete floors
- Installation of rainwater harvesting systems
- Planting of family farms and orchards

Programs like our Dignified Housing Project enhance our ability to positively impact the communities where we operate and help contribute to the long-term economic viability and quality of life of host communities beyond the life of our mines.

MEASURING IMPACT

Coeur's community investment in 2021: \$1,305,315

Along with payroll, property, and sales and use taxes, Coeur makes other tax, fee and royalty payments for use of the land to local governments and entities. Coeur paid over \$71.8 million to governments (including Indigenous governing bodies) in taxes, royalties and fees globally in 2021. This figure does not include payroll taxes or consumption (e.g., sales and use) taxes.⁹

2021 DONATIONS



34%

**ECONOMIC DEVELOPMENT
& INFRASTRUCTURE**



38%

**EDUCATION, SPORTS &
CULTURE**



28%

HEALTH & WELLNESS

HUMAN RIGHTS

Coeur has the highest regard for the dignity, well-being and human rights of our employees, the communities in which we work and live and other stakeholders impacted by our operations. We maintain a zero-tolerance policy for human rights abuses at any of our locations, with our business partners or within our supply chain. We do not tolerate child labor or forced labor of any kind and respect our employees' voluntary freedom of association. As the EHSCR Committee of the Board has oversight of corporate social responsibility, this includes human rights and community relations and the adequacy of EHSCR policies and management systems to manage these risks and liabilities.

Coeur provides training to facilitate employee awareness of Coeur's human rights policy and involvement in its implementation. Coeur's commitment to human rights is further supported by other policies and our diversity, equity and inclusion efforts. In 2021, Coeur reviewed and refreshed our Human Rights policy and identified enhancements to the due diligence and risk assessment process to be implemented in 2022. Our human rights policy¹⁰ can be found in the Responsibility section of our website.

Indigenous Rights

Coeur respects the rights of Indigenous peoples. We are committed to fostering open and honest communication and establishing long-term mutually beneficial relationships with local Indigenous communities.

Both Silvertip and Kensington, our two sites that have agreements with Indigenous peoples, participate in annual meetings, at a minimum, 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 development project is located on the Kaska and Tahltan traditional territories. Coeur Silvertip has a Socio-Economic Participation Agreement (SEPA) with the five Kaska Nations, which has been in place since 2013. In addition, Coeur Silvertip concluded an Impact Benefit Agreement (IBA) with the Tahltan Nation in 2021.

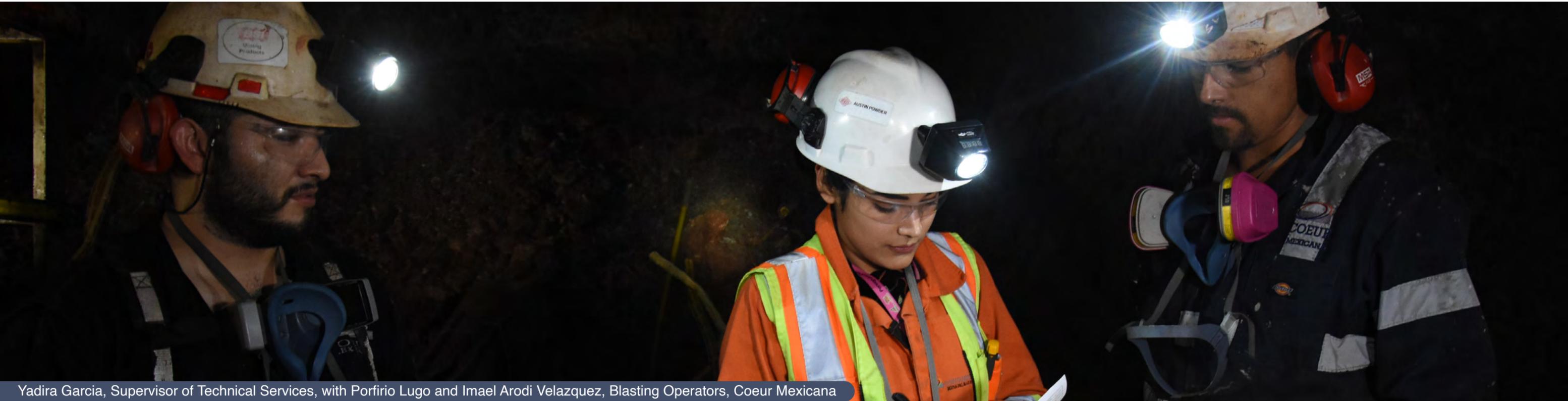
Throughout 2021, Coeur Silvertip focused on maintaining and improving communication with the Kaska and Tahltan. To this end, we met several times with the Kaska SEPA Advisory Committee, and established and met with the Tahltan IBA Implementation Committee. Additionally, Coeur Silvertip environment and community specialists met several times with the Environmental Technical Working Group (ETWG) regarding environmental topics. The ETWG provides a collaborative forum for engaging Kaska and Tahltan representatives on regulatory matters. Coeur Silvertip works closely with Kaska and Tahltan leaders and representatives as we strive to operate in a manner that respects Indigenous rights and values and creates opportunities for Tribal members and communities. In addition to engagement through these formal channels we:

- Share information on procurement, employment, and training opportunities with Kaska and Tahltan members and businesses
- Incorporate traditional knowledge into reclamation and closure planning and regulatory applications
- Contract Kaska and Tahltan businesses to provide Silvertip services such as catering, geotechnical and exploration drilling and transportation

Kensington

Coeur Alaska has had a memorandum of agreement with the Berners Bay Consortium (BBC) since 1996, long before the Kensington mine was in operation. BBC represents three Alaska Native corporations in Southeast Alaska. The agreement provides for employment, training and contracting opportunities and Indigenous-owned business development among other important aspects of the partnership. Coeur Alaska reports annually on its progress against commitments made. For example, essential services such as transportation, security, construction, catering and housekeeping are provided through BBC members and their partners. Additionally, Coeur Alaska offers preferential hiring to BBC members and sends monthly notices on job openings.

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



Yadira Garcia, Supervisor of Technical Services, with Porfirio Lugo and Imael Arodi Velazquez, Blasting Operators, Coeur Mexicana

5 GOVERNANCE



Lynne Blackman, Senior Environmental Coordinator, Coeur Wharf

OUR APPROACH AND PROGRESS

In 2022, linked executive compensation to the achievement of our GHG emissions net intensity reduction goal

Coeur is committed to continually improving its corporate governance and transparency around ESG practices and performance. Our best-in-class corporate governance has been recognized by our Institutional Shareholder Services (ISS) Quality Score of “1”, the top score possible. During the year, we continued our investor outreach process, refreshed our corporate governance guidelines and our Code of Conduct and added a metric to our executive long-term incentive program for 2022-2024 tied to achievement of our public GHG emissions net intensity reduction goal.



Our Governance Goal: Maintain best-in-class governance

- Board Diversity: Increase the number of female directors by the 2023 Annual Meeting of Stockholders

OUTREACH

TO ALL INVESTORS HOLDING 0.15% OR MORE OUTSTANDING COEUR STOCK

7

PARTICIPATED IN SEVEN INVESTOR CONFERENCES

95

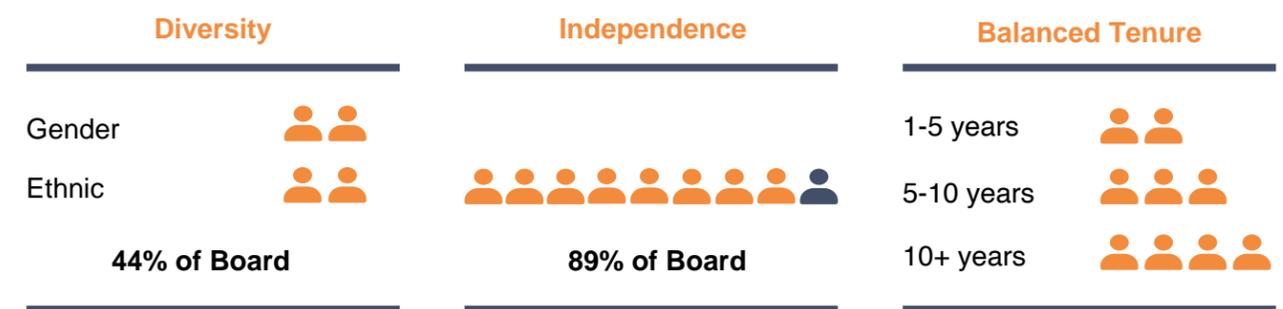
ONE-ON-ONE AND GROUP MEETINGS WITH INVESTORS

4

CONFERENCE CALLS WITH INVESTORS AND ANALYSTS WITH Q&A

Board Composition

Our Board believes that it should possess a combination of skills, professional experience, industry background and diversity of viewpoints necessary to oversee our business. This is in addition to relevant technical skills or financial acumen that demonstrates an understanding of the financial and operational aspects as well as associated risks of a large, complex organization like Coeur. The Board does not have a mandatory retirement age. Instead, the Board believes that directors should be evaluated on their unique perspectives, experiences and ability to contribute to the Board and that long-serving directors provide important perspective and insight based on industry experience and a deep understanding of our long-term plans and objectives. The Board has a self-evaluation process facilitated by a third party that includes review of key attributes and responsibilities, independence and commitment and performance. Our current average tenure is approximately 13 years, with four of our directors having served less than 10 years. We have a goal to achieve additional Board refreshment, including increasing the number of female directors, by the 2023 Annual Meeting of Stockholders.



Executive Compensation

The Compensation and Leadership Development Committee (CLD) of the Board continues to drive strong pay-for-performance alignment in our executive compensation program and ties a substantial portion of executive compensation to the achievement of annual and long-term strategic objectives, including ESG-related goals. In 2021, 81% of CEO pay was variable, or “at-risk”, compared to our peer group variable pay average of 79%. Please see our 2021 proxy statement for more information.

In addition to variable compensation for the CEO, corporate employees support the goals and objectives of our Named Executive Officers (NEOs) and participate in the AIP as do leadership and managers at our operations. Hourly employees at our operations participate in cash incentive programs designed to drive achievement of core operational performance and site-specific goals, such as production, safety and environmental metrics.

In 2021, we maintained 20% weighting in the AIP tied to safety and environmental performance but split the environmental portion (weighted 10%) into two measures, decrease in significant spills and decrease in permit discharge exceedances. For 2022, in alignment with our climate goals and in response to stockholder feedback and priorities, we have introduced a performance share metric, weighted at 20% of the total performance share award, tied to achievement of our public GHG emissions net intensity reduction goal.

Investor Outreach

We view our relationship with stockholders as a critical part of our corporate governance profile. In 2021, we contacted all institutional stockholders who owned at least 0.15% of our aggregate outstanding shares of common stock (as of June 30, 2021), representing approximately 65% of outstanding shares. Feedback we receive in these interactions is reported to and discussed with our Board and relevant committees and in recent years has supported a range of actions, including increasing the proportion of incentive compensation linked to ESG factors.

ETHICS & COMPLIANCE

Coeur’s global compliance and ethics program (the Program) uses a centralized and coordinated approach and is led by an expert in-house legal team in partnership with Coeur’s Human Resources, IT and Health and Safety teams, among others. Coeur further demonstrated its commitment to Ethics & Compliance with the appointment of Robyn Koyner as Chief Compliance Officer in 2021. This multi-disciplinary team works on an ongoing basis to make the program relevant and accessible to employees at every level and is focused on continuous improvement and using data and key performance indicators to actively measure and enhance program effectiveness. Company leadership, including the Board of Directors, are active participants in and champions of the program.

Coeur’s Code of Business Conduct and Ethics (the 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. 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.

We conduct regular ethics and Code training programs for all employees, using several methods including in-person, online and periodic compliance reminder communications. Cybersecurity trainings were conducted at least quarterly. 2021 trainings covered topics such as:

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

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

Submit a written report by mail to:
General Counsel
Coeur Mining, Inc.
104 S. Michigan Ave.
Suite 900
Chicago, IL 60603



Submit a written report by email to:
generalcounsel@coeur.com



Call our anonymous hotline:
MX: 001-877-636-2275
US & Canada: 1-855-742-2085



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

- Strict policy of no retaliation against reporting persons
- Option to report anonymously
- Board oversight: reports elevated to the Board’s Audit Committee
- Policy documents and hotlines in both Spanish and English
- Proactive training and periodic surveys to test effectiveness of program and awareness of the Code and policies
- Established procedures for responding to hotline reports
- Ongoing tracking of hotline statistics and benchmarking to determine effectiveness

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

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

Supplier Code of Conduct

Coeur also has a Supplier Code of Conduct (Supplier Code) that complements the Code. Suppliers and third-party contractors are expected, in all their activities and while working for the Company, to maintain high ethical standards and act with integrity, operate in full compliance with our Supplier Code, applicable Coeur policies and procedures (including our environmental, health, safety and corporate responsibility policy and our human rights policy) as well as with applicable laws, rules, and regulations of the locations in which they operate. Third parties are screened as part of the supplier and business partner due diligence processes.

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

Political Spending

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

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

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

Coeur also pays regular dues as a member to various trade and industry organizations in the United States, Canada and Mexico. Some of these organizations may engage in lobbying activities that advocate on behalf of natural resources industry by using a portion of membership dues for state and federal lobbying and political expenditures. While Coeur does not necessarily agree with all of the views of these groups, we believe that working within collaborative industry structures helps to achieve the best outcomes that are important for the success of the company.

See further information in the [Governance data table](#) (p. 80).



Surveyor, Sam Sorcic, in the pit at Coeur Wharf

6 **ADDITIONAL RESOURCES**

TCFD DISCLOSURE TABLE

TCFD Recommendations	Summary Response	ESG Report Page(s)
Governance		
a. Describe the board’s oversight of climate-related risks and opportunities.	The EHSCR Committee of the Board exercises active oversight of Company Environmental strategy, key initiatives, risks and mitigation and the development, monitoring and review of policies and management systems, including the impact of climate change on Coeur’s operations and Coeur’s impact on climate.	23
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	Our Climate Working Group established in 2021 leads our climate strategy, including scenario analysis and the identification of risks and opportunities, and helps carry the analysis through to organizational planning and strategy including the establishment of goals and targets. Management reports key findings on a regular basis directly to the Board on all matters related to the environment, including climate change.	23
Strategy		
a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	Please see the table within our report for risk and opportunity analysis .	25, 26
b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.		
c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Please see the section of our report entitled “ Results and implications ” to read about our scenario analysis results and implications to Coeur.	24
Risk Management		
a. Describe the organization’s processes for identifying and assessing climate-related risks.	Coeur’s Enterprise Risk Management (ERM) framework includes climate change within its scope of factors analyzed and allows management to identify and manage the most significant risks to the Company. Risks, including those relating to climate, are evaluated at the corporate-level as well as the site-level. Physical risks such as changing weather and predicted precipitation as well as transitional risks related to climate change such as regulation, carbon pricing, reputation and global trends are a part of this process.	24
b. Describe the organization’s processes for managing climate-related risks.		25, 26
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.		23, 24
Metrics and Targets		
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Coeur tracks several climate-related metrics to inform our assessment of climate risks and opportunities. Key climate-related metrics include energy and water usage as well as our Scopes 1 (direct) and 2 (indirect) emissions. Climate-related opportunities are assessed by potential impacts on more traditional business and financial drivers including revenue growth (e.g. from increased demand for certain commodities) and cost savings (e.g. from technology advancements that result in reduced costs). A more detailed overview of our key climate-related and broader environmental-related metrics including waste and tailings management, land use and biodiversity can be found in the following sections of this report.	22, 26, 27, 28, 29, 33
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Please see the data table for metrics.	73-76
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Targets include: <ul style="list-style-type: none"> • GHG Emissions: 35% reduction in net intensity by end of 2024 compared to base-year.^{1,2} • In 2022 we tied 20% of our annual executive long term performance share award to achieving this goal. 	22

ENVIRONMENT DATA TABLE

Coeur Mining ESG Report Data Summary 2021					
We present on the following pages a data summary that incorporates the SASB Metals and Mining Standards. Where relevant, we have also included references to GRI (Standards published in 2020 and the Mining and Metals sector). All data is for 2021 except where noted. Some totals may be off due to rounding.					
Data item description	Response	Page	SASB & GRI Codes		
 Environment					
Energy and Emissions					
Gross global Scope 1 emissions Metric tons (t) CO2-e	2017	158,936	29	SASB: EM-MM-110a.1 GRI: 305-1	
	2018	194,473			
	2019	185,022			
	2020	188,025			
	2021	208,490			
Gross global Scope 1 emissions by site Metric tons (t) CO2-e	2021	Kensington 55,286 Palmarejo 26,469 Rochester 58,494 Silvertip 17,314 Wharf 50,928	N/A	SASB: EM-MM-110a.1 GRI: 305-1	
	2021	0%	29	SASB: EM-MM-110a.1	
	2017 2018 2019 2020 2021	103,784 86,607 98,243 100,809 90,790	N/A	GRI: 305-2	
		2017 2018 2019 2020 2021	109,115 96,951 109,999 109,815 93,539	29	
			2021	Kensington 0 Palmarejo 54,317 Rochester 21,778 Silvertip 0 Wharf 14,694	N/A
2021				Kensington 0 Palmarejo 54,317 Rochester 28,389 Silvertip 0 Wharf 10,833	N/A

ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021					
Data item description	Response	Page	SASB & GRI Codes		
 Environment					
Gross global Scopes 1+2 emissions Metric tons (t) CO2-e Location-based ^{1,7}	2017	262,270	N/A	GRI: 305-1, GRI: 305-2	
	2018	281,080			
	2019	283,266			
	2020	288,834			
	2021	299,279			
Gross global Scopes 1+2 emissions Metric tons (t) CO2-e Market-based ¹	2017	268,051	29		
	2018	291,424			
	2019	295,021			
	2020	297,840			
	2021	302,029			
Gross global Scopes 1+2 emissions by site Metric tons (t) CO2-e Location-based ^{1,7}	2021	Kensington 55,286 Palmarejo 80,785 Rochester 80,272 Silvertip 17,314 Wharf 65,622	N/A	GRI: 305-1, GRI: 305-2	
	2021	Kensington 55,286 Palmarejo 80,786 Rochester 86,883 Silvertip 17,314 Wharf 61,761	N/A		
	2017 2018 2019 2020 2021	11.34 12.15 15.87 12.65 14.14	N/A	GRI: 305-4	
		2017 2018 2019 2020 2021	11.57 12.60 16.53 13.04 14.27	29	GRI: 305-4
			2021	3,008,107 3,642,668 3,669,923 3,666,812 3,954,772	28
2021				Kensington 789,256,976 Palmarejo 839,449,338 Rochester 1,120,975,186 Silvertip 298,814,072 Wharf 906,276,113	N/A

ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021						
Data item description	Response			Page	SASB & GRI Codes	
 Environment						
Energy usage sources	2017	Purchased Electricity	Diesel	Natural Gas	28	SASB: EM-MM-130a.1
	2018	27%	64%	7%		
	2019	18%	60%	19%		
	2020	22%	54%	21%		
	2021	23%	61%	13%		
Energy intensity⁵ GJ per Tons Processed	2017	0.13			28	GRI: 302-3
	2018	0.16				
	2019	0.21				
	2020	0.16				
	2021	0.19				
Percentage grid electricity	2017	27%			28	SASB: EM-MM-130a.1 GRI 302-1
	2018	18%				
	2019	22%				
	2020	23%				
	2021	21%				
Percentage grid electricity by site	2021	Kensington	0%	These percentages represent % electricity of the site's overall energy usage contributing to its individual Scope 2 emissions. It does not represent the percentage each site contributed to overall mine operations.	N/A	SASB: EM-MM-130a.1 GRI 302-1
		Palmarejo	55%			
Rochester	26%					
Silvertip	0%					
Wharf	11%					
Percentage renewable	2021	Rochester: 29% Wharf: 44% Palmarejo: 25%	Renewable energy percentage is derived from grid electricity meeting renewable qualifications.		N/A	SASB: EM-MM-130a.1
Water Management						
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	2019, 2020, 2021	Temporary instances with exceedances of permitted discharge or leak detection limits: 2019: 23; 2020: 11; 2021: 0 Notices of violations: 2019: 3; 2020: 1; 2021: 1			22	SASB: EM-MM-140a.2 GRI 303-1

ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021					
Data item description	Response	Source	SASB & GRI Codes		
 Environment					
Water stress	2021	Based on our internal analysis, we have determined that 2 of our mines, Palmarejo and Rochester, are located in water stressed regions.		33	SASB: EM-MM-140a.1 GRI : 303-1
		We note that the location of our water stressed mines differs from the World Resource Institute's (WRI) information, referred to in SASB's guidance to companies. Our process to determine areas of water stress includes an internal analysis of operational and site-specific data. WRI considers Rochester and Wharf as being water stressed. While our internal analysis agrees with the classification of Rochester, our Wharf mine in fact consistently has excess water.			
Significant spills	2019, 2020, 2021	Number of significant spills: 2019: 3; 2020: 14 2021: 14		N/A	GRI: 306-3
		Coeur defines a significant spill as the following amounts spilled outside of secondary containment: any amount of cyanide process solution; greater than or equal to 25 gallons of petroleum hydrocarbons; or greater than or equal to 5 gallons of untreated domestic sewage.			
Waste & Tailings Management					
Total weight of waste rock generated Metric tons (t); Percentage (%)	Kensington	334,819	N/A		SASB: EM-MM-150a.6
	Palmarejo	592,398			
	Rochester	1,819,507			
	Wharf	9,741,887			
	Total	12,488,611			

ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021			
Data item description	Response	Page	SASB & GRI Codes
 Environment			
Description of waste and hazardous materials management policies and procedures for active and inactive operations	Please see our Response to The Church of England Pensions Board's Request for Information: Re Tailings Dam Management 2019, updated in 2022, Available at: https://www.coeur.com/responsibility/environment/#waste-and-tailings-management	N/A	SASB: EM-MM-150a.10
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Please see our Response to The Church of England Pensions Board's Request for Information: Re Tailings Dam Management 2019, updated in 2022, Available at: https://www.coeur.com/responsibility/environment/#waste-and-tailings-management	N/A	SASB: EM-MM-540a.2
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Please see our Response to The Church of England Pensions Board's Request for Information: Re Tailings Dam Management 2019, updated in 2022, Available at: https://www.coeur.com/responsibility/environment/#waste-and-tailings-management	N/A	SASB: EM-MM-540a.3
Biodiversity Management			
Description of environmental management policies and practices for active sites	A variety of strategies are used to reduce biodiversity impacts near operations in every stage of our mine process. <ul style="list-style-type: none"> • Site Design • Concurrent Reclamation • Wildlife Management • Invasive Species 	36	SASB: EM-MM-160a.1 GRI: 103, 304
Percentage (%) of mine sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation	(1) 0 (2) 25% (3) 25% Explanation: The localized, isolated occurrence at Golden Reward (Wharf) has been mitigated. Graphitic phyllite at Kensington is actively being mitigated. ARD has not occurred at any other site. There is only one mine site where this applies. Treatment of residual ARD at Kensington is in progress and does not occur at any other site.	35	SASB: EM-MM-160a.2
Percentage (%) of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	(1) 0% (2) 0%	36	SASB: EM-MM-160a.3 GRI: 304-1

PEOPLE DATA TABLE

Coeur Mining ESG Report Data Summary 2021							
Data item description	Response	Page	SASB & GRI Codes				
 People							
Health & Safety							
<i>Note on safety: SASB refers to MSHA safety metrics which is relevant only for the US. Numbers provided are based on internationally recognized safety metrics.</i>							
Lost Time Injury Frequency Rate (LTIFR)	2017	Employees	Contractors	Total	47	SASB: EM-MM-320a.1 GRI: 403-9	
	2018	0.49	0.26	0.42			
	2019	0.24	0.56	0.33			
	2020	0.38	0.11	0.30			
	2021	0.29	0.13	0.25			
Total Reportable Injury Frequency Rate (TRIFR)	2017	Employees	Contractors	Total	47	SASB: EM-MM-320a.1 GRI: 403-9	
	2018	1.14	0.78	1.03			
	2019	0.86	1.24	0.96			
	2020	1.00	0.45	0.85			
	2021	0.79	0.63	0.74			
3-year rolling average (LTIFR)	2019	Employees	Contractors	Total	N/A	SASB: EM-MM-320a.1 GRI: 403-9	
	2020	0.37	0.31	0.35			
	2021	0.31	0.27	0.30			
3-year rolling average (TRIFR)	2019	Employees	Contractors	Total	N/A	SASB: EM-MM-320a.1 GRI: 403-9	
	2020	1.00	0.82	0.95			
	2021	0.89	0.78	0.86			
LTIFR and TRIFR Mine Safety and Health Administration (MSHA) average vs. Coeur total	2017 2018 2019 2020 2021	LTIFR		TRIFR		47	SASB: EM-MM-320a.1 GRI: 403-9
		MSHA	Coeur	MSHA	Coeur		
		1.03	0.42	1.52	1.03		
		0.95	0.33	1.46	0.96		
		1.04	0.30	1.49	0.85		
0.96	0.25	1.40	0.74				
1.02	0.17	1.39	0.67				
Fatality rate	2021	0			45	SASB: EM-MM-320a.1 GRI: 403-9	
Average hours of health, safety, and emergency response training for a) full time employees	2021	# Trainings		Total hours	# People	N/A	SASB: EM-MM-320a.1 GRI: 403-5
		Kensington	478	7,024	*		
		Palmarejo	544	15,846	9,459		
		Rochester	*	*	*		
		Silvertip	41	229	93		
Wharf	196	22,223	252				

*Unavailable at the time of publication

PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021						
Data item description	Response	Page	SASB & GRI Codes			
 People						
b) contract employees	2021	# Trainings	Total hours	# People	45 SASB: EM-MM-320a.1 GRI: 403-5 *Unavailable at the time of publication	
		Kensington	478	7,024		*
		Palmarejo	544	15,846		9,459
		Rochester	*	*		*
		Silvertip	41	229		93
Wharf	196	22,223	252			
Near misses by site	2021	Kensington	47		N/A SASB: EM-MM-320a.1 GRI: 403-9	
		Palmarejo	71			
		Rochester	238			
		Silvertip	32			
		Wharf	72			
		Total	460			
Number of Medical Treatment Cases (MTC)	2017 2018 2019 2020 2021	Employees	Contractors	Total	N/A	
		16	6	22		
		15	6	21		
		15	3	18		
		10	4	14		
7	11	18				
MTC rate	2017 2018 2019 2020 2021	Employees	Contractors	Total	N/A	
		0.65	0.52	0.61		
		0.61	0.67	0.63		
		0.63	0.34	0.55		
		0.49	0.51	0.50		
0.31	0.83	0.50				
Exposure hours	2017 2018 2019 2020 2021	Employees	Contractors	Total	N/A	
		4,912,591	2,305,854	7,218,445		
		4,909,239	1,778,739	6,687,978		
		4,790,842	1,772,396	6,563,238		
		4,068,700	1,575,947	5,644,647		
4,469,014	2,662,657	7,131,671				
Occupational Illness Frequency Rate (OIFR)	2021	0		N/A	GRI: 403-10	
Recruitment, Retention & Engagement						
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	2021	0%		N/A	SASB: EM-MM-310a.1 GRI: 102-41	
Number and duration of strikes and lockouts	2021	0		N/A	SASB: EM-MM-310a.2 GRI: G4 MM4	

PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2021					
Data item description	Response	Page	SASB & GRI Codes		
 People					
Employee engagement survey	2019; 2021	<ul style="list-style-type: none"> Feel safe performing their jobs: 2019 - 93%; 2021 - 92% Feel comfortable reporting something unsafe: 2019 - 92%; 2021 - 86% Believe that Coeur is committed to minimizing its impact on the environment: 2019 - 91%; 2021 - 87% Proud to work at Coeur Mining: 2019 - 90%; 2021 - 87% Participation rate: 2019 - 64%; 2021 - 93%		43	
		IMPACT training hours	2020 2021	3,392, cumulative of 15,000+ 1,640, cumulative of 16,412+	
IMPACT graduates	2021	114		N/A	GRI: 404-2
IMPACT participants	2021	189		N/A	GRI: 404-2
Number of career opportunities for military through Coeur Heroes	2021	99		50	
Employees that identify as non-white	2021	21%		50	
Percentage of total workforce by gender	2019 2020 2021	Female	Male	Non-specified	50
		10%	90%	N/A	
		10%	90%	<1%	
12%	88%	<1%			
Percentage of senior & executive leadership by gender	2019 2020 2021	Female	Male		N/A
		20%	80%		
		19%	81%		
19%	81%				
Percentage of women in manager or higher positions	2020	66%		50	
	2021	66%			
Diversity of employee population	2020	19%		N/A	
	2021	20%			
Voluntary turnover among diverse employees	2020	9%		N/A	
	2021	10.5%			
Percentage of workforce by generation band	2019; 2020; 2021	Generation Z (1995-2010): 8%; 10%; 14%		N/A	
		Millennials (1981-1994): 47%; 48%; 47%			
		Generation X (1965-1980): 32%; 32%; 30%			
		Baby Boomers (1946-1964): 12%, 10%; 8%			
Traditionalist (before 1946): 0.2%, 0.2%; 0.1%					
Average age of workforce	2019	40 years		50	
	2020	40 years			
	2021	40 years			

COMMUNITIES DATA TABLE

Coeur Mining ESG Report Data Summary 2021			
Data item description	Response	Page	SASB & GRI Codes
 Communities			
Human Rights & Indigenous Rights			
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Coeur's asset platform is North America-focused and U.S.-centric, with an overall low geopolitical risk profile. However, acts of civil disobedience, and other criminal activity are not uncommon in areas in Mexico where our operations or projects are located.	N/A	SASB: EM-MM-210a.1
Percentage of (1) proved and (2) probable reserves in or near indigenous land	1 of our 4 mines (25%), Kensington, and our development project, Silvertip, have official agreements with indigenous peoples near our operations. However, Coeur also recognizes that there may be other groups that are not officially recognized that are also on or near our operations. We are committed to fostering strong relationships and holding ongoing conversations with these groups.	60	SASB: EM-MM-210a.2
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Coeur respects and promotes the rights of the indigenous peoples in our communities. We foster open and honest communication in all aspects of stakeholder relations and establish long-term mutually beneficial relationships with local indigenous communities.	N/A	SASB: EM-MM-210a.3 GRI: 411-1
Discussion of process to manage risks and opportunities associated with community rights and interests	As a significant producer of gold and silver for over 90 years, Coeur is helping to contribute to the long-term economic viability of the communities surrounding our five mining operations and across all locations where Coeur maintains a presence. Our efforts create lasting impacts beyond the life of our mines.	55-60	SASB:EM-MM-210b.1
Number and duration of non-technical delays	0		SASB: EM-MM-210b.2
Contributions to communities: <ul style="list-style-type: none"> Economic Development/ Infrastructure Education, Sports and Culture Health and Well-being Total:	2020: 44%; 2021: 34% 2020: 41%; 2021: 38% 2020: 15%; 2021: 28% \$1,305,315	59	
New hires from local community	60%	56	
Tax and other payments by country (Taxes, royalties and fees to governments, including Indigenous governing bodies)	United States: \$15,258,052 Canada: \$1,292,732 Mexico: \$55,209,572 Total: \$71,760,356	59	GRI: 201-1

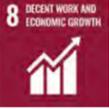
GOVERNANCE DATA TABLE

Coeur Mining ESG Report Data Summary 2021																	
Data item description	Response	Page	SASB & GRI Codes														
 Governance																	
Board Diversity																	
Board tenure	Average tenure is approximately 13 years	64	GRI: 102-22														
Number of Board members	9	64	GRI: 102-22														
Women on Board	2 (22%)	64	GRI: 102-22														
Independent directors	8 (89%)	64	GRI: 102-22														
Ethnic background	2 (22%)	64	GRI: 102-22														
Diversity of independent directors (gender & ethnic)	4 of 8 (50%)	N/A															
Compensation																	
CEO pay	In 2021, 81% of CEO pay was variable, or "at-risk" compared to our peer group variable pay average of 79%.	64															
ESG targets	For 2021, Coeur included safety and environmental targets in the AIP. Additionally, 20% of the 2022 executive performance share award will be tied to net emissions intensity reductions.	64															
Investor Outreach																	
Stockholder outreach	Reached out to stockholders with 0.15% or more ownership (representing 65% of our aggregate outstanding shares) for the 10 th consecutive year.	64	GRI: 102-43														
Ethics & Compliance																	
Description of the management system for prevention of corruption and bribery throughout the value chain	Coeur's Code of Business Conduct and Ethics (the Code) provides a roadmap to help guide employee actions. The Audit Committee of the Board is responsible for overseeing the Code. Employee training on the Code covers topics such as anti-corruption and anti-bribery. Vendors are screened for topics such as corruption and bribery as part of our supplier and business partner due diligence processes.	65	SASB: EM-MM-510a.1 GRI: 205-1														
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	2,106,741 tons milled in 2021 in our Palmarejo mine	N/A	SASB: EM-MM-510a.2														
Political spending	<table border="0"> <tr> <td>Lobbying interest</td> <td>371,434.16</td> </tr> <tr> <td>Political campaigns</td> <td>0</td> </tr> <tr> <td>Trade associations</td> <td>316,689.48</td> </tr> <tr> <td>Total</td> <td>688,123.64</td> </tr> <tr> <td>Revenue</td> <td>832,828,000</td> </tr> <tr> <td>Percent of revenue</td> <td>0.08%</td> </tr> <tr> <td>Coeur PAC</td> <td>71,000</td> </tr> </table>	Lobbying interest	371,434.16	Political campaigns	0	Trade associations	316,689.48	Total	688,123.64	Revenue	832,828,000	Percent of revenue	0.08%	Coeur PAC	71,000	N/A	
Lobbying interest	371,434.16																
Political campaigns	0																
Trade associations	316,689.48																
Total	688,123.64																
Revenue	832,828,000																
Percent of revenue	0.08%																
Coeur PAC	71,000																

UN SUSTAINABLE DEVELOPMENT GOALS

Established in 2015, the 17 United Nations Sustainable Development Goals (SDGs) are “the blueprint to achieve a better and more sustainable future for all”¹². The mining industry has the opportunity to mitigate risks or contribute to each of the goals. Coeur mapped our ESG-related strategies and activities to the SDGs and identified 10 that best align with our business and the areas in which we have the greatest potential impact.

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

Sustainable Development Goals	How Coeur Contributes	ESG Report Page(s)
 3 GOOD HEALTH AND WELL-BEING	In each country where we operate, we go beyond what is required or considered ‘standard’ with regards to our health-related benefits offerings for all full-time employees regardless of job function. We aim to have a positive impact on the health of our communities through: contributions to local health care-related organizations; free community care clinic at Palmarejo; strategies to reduce water and soil contamination near operations.	Environment: p. 19 Communities: p. 53
 4 QUALITY EDUCATION	Coeur is helping to contribute to the long-term economic viability and legacy of the communities surrounding our mining operations through investing in education. We partner with local schools, universities, other mines and organizations to provide education about the mining industry as well as relevant skills training.	Communities: p. 53
 5 GENDER EQUALITY	Coeur has taken action to increase diversity, equity and inclusion in an industry that is traditionally low on diversity. We also review compensation annually for all positions at the corporate office and within site locations to analyze fair and consistent pay practices, that includes by gender and race for similar jobs.	People: p. 39
 6 CLEAN WATER AND SANITATION	Our water management practices (quantity and quality) and policies aim to increase efficiency and minimize strain on local resources and on our future supply. Therefore, while we maintain some standard water management practices across Coeur, we also regularly review our risks and opportunities at the local and regional levels.	Environment: p. 19
 7 AFFORDABLE AND CLEAN ENERGY	Coeur Mining is a key contributor to the supply of gold and silver, providing essential minerals for a modern, lower-carbon future. We are committed to reducing the carbon intensity of our own operations. As one part of our strategy to lower emissions, Coeur is leveraging decarbonization and clean energy where economically feasible.	Environment: p. 19
 8 DECENT WORK AND ECONOMIC GROWTH	As a precious metals producer, we supply minerals that play a key role in economic growth. In addition, since 2018, we have hired an annual average of 60% of our new hires from local communities and our average employee earns 40% more than average employee in their local markets according to industry benchmarking.	People: p. 39 Communities: p. 53
 10 REDUCED INEQUALITIES	Coeur believes in going above a fair and living wage in a fair and equitable manner. As part of this, we review compensation annually to analyze fair and consistent pay practices. This pay equity analysis includes evaluation by gender and race for similar jobs.	People: p. 39
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	At Coeur, <i>We Pursue a Higher Standard</i> by protecting the environment through responsible production. Our sites work to analyze and plan energy efficiency improvements and water efficiency. In addition, as we avoid unnecessary generation of waste, we also prevent and/or reduce pollution. Our waste minimization and management involves source reduction and environmentally sound recycling, including reuse where possible.	Environment: p. 19
 13 CLIMATE ACTION	We recognize the impact that our operations have on the environment and also that the changing climate will continue to impact our business over the long-term. We are committed to measuring and reducing these impacts over time, analyzing our resilience based on various scenarios, proactively mitigating risk and finding opportunities that come from these changes.	Environment: p. 19
 15 LIFE ON LAND	Biodiversity is an important consideration in all phases of our operations. It is important in local areas to protect the planet and preserve native ecosystems. To create a baseline before we commence operations we conduct biodiversity impact assessments and for each operation we have strategies to manage site design, concurrent reclamation, wildlife and invasive species management.	Environment: p. 19

NOTES & RESOURCES

1 Historically, we have calculated our GHG emissions according to the location-based accounting method outlined in the GHG Protocol Scope 2 Guidance. To reflect the differentiated energy products newly available at two of our mines, in this report and moving forward, we will also include our GHG emissions according to the market-based accounting method. Hence, the new goal is based on the market-based accounting methods. The target includes all Scopes 1 and 2 emissions under Coeur's operational control (operating facilities and subsidiaries as defined by the GHG protocol).

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

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

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

5 Differences from what was reported historically in 2020 are attributed to the update of conversion factors between units. In 2021, we updated our calculations to consider more decimal places and also be consistent across all calculations and sub calculations.

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

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

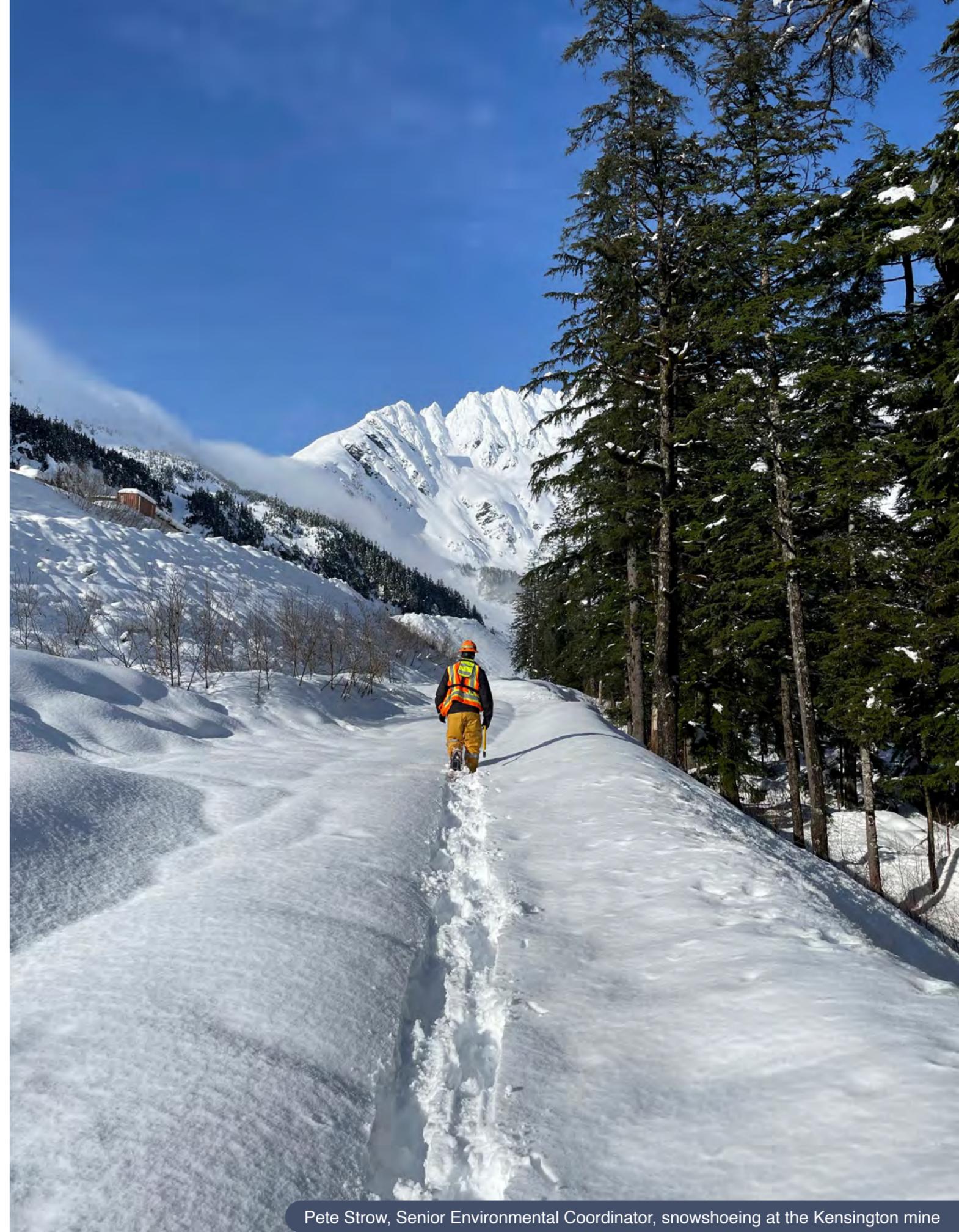
8 According to the Greenhouse Gas Protocol Standards Supporting FAQ, "Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that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

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

10 <https://www.coeur.com/resources/pdfs/HumanRights-Policy.pdf>

11 <https://www.transparency.org/cpi2021>; countries are scored 1-100 with 1 being the lowest (worst) and 100 being the highest (best) scores possible. Countries are then ranked 1-180 with the lowest rankings corresponding to the highest scores, i.e. the best.

12 <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>



Pete Strow, Senior Environmental Coordinator, snowshoeing at the Kensington mine



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