

centerra**GOLD**



# 2024 SUSTAINABILITY **REPORT**

Delivering Value from Sustainability





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**Cautionary Note Regarding Forward-Looking Statements**

Information contained in this Sustainability Report that are not statements of historical fact, and the documents incorporated by reference herein, may be “forward-looking information” for the purposes of Canadian securities laws. Such forward-looking information involves risks, uncertainties, assumptions and other factors that could cause actual results, performance, prospects and opportunities to differ materially from those expressed or implied by such forward-looking information. For a detailed discussion of such risks and other factors, see the Company’s most recent Management’s Discussion and Analysis (MD&A) and Annual Information Form, both of which are available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca). Although Centerra believes that the assumptions inherent in these forward-looking statements are reasonable, the reader should not place undue reliance on these statements. Centerra disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except to the extent required by applicable laws.



# Message from Our CEO

At Centerra Gold, we continue to believe that responsible mining, in “getting it right on the ground,” is a key driver of long-term value and profitable growth for our Company. Our commitment to governance and the principle of environmental and social sustainability is embedded in our operations, guided by our Board, Senior Leadership Team, and by our employees throughout the organization.



In 2024, we recorded another year of meaningful progress and accomplishment in advancing our sustainability strategy. In all areas of the business – from health & safety, climate initiatives and environmental stewardship to building meaningful relationships with people in communities – we have been working diligently to operate responsibly and deliver with purpose.

**Workplace Health & Safety** – Centerra’s zero-harm workplace culture is the foundation of how we operate. One of our key initiatives this past year was building upon our flagship Work Safe | Home Safe Program to enhance senior management’s communication skills and provide employees with practical empowerment tools. These updates help us to cultivate strong safety leadership and drive accountability at every level of our organization. We successfully completed over 100,000 hours of training for employees and contractors, which helped to reinforce safe work practices, emergency readiness, and operational excellence.

In 2024, we strengthened our safety performance through leadership programs, rigorous on-site training, and a focused emphasis on leading safety indicators. These efforts contributed to a measurable reduction in incident rates across our operations. As a result, our total injury frequency rate improved, declining to 0.71 from 0.76 in 2023. This progress reflects our ongoing efforts to build a proactive safety culture focused on continuous improvement and shared responsibility.

**Climate Achievements** – In 2024, Centerra advanced its Climate Change Strategy with an approach to identify economically feasible, site-based decarbonization opportunities, refining our climate risk scenario analysis, and enhancing our disclosures in alignment with international frameworks. A milestone in this effort was the completion of our Climate Resiliency Plan, which outlines key climate-related risks and opportunities across our operations and supports our long-term strategic planning. As part of our commitment to operational innovation, we are pursuing a renewable diesel pilot project aimed at establishing clear metrics, benchmarks, and performance analytics for vehicles. In 2024, the GHG emissions intensity at the Mount Milligan and Öksüt mines was 0.28 tCO<sub>2</sub>e per ounce of gold produced, below the industry average. These initiatives collectively reflect our dedication to reducing emissions, increasing resilience, and embedding climate considerations into our decision making.

**Minimizing Environmental Impact** – Building on the Company’s ongoing commitment to environmental stewardship, we made meaningful progress in 2024 through initiatives aimed at reducing our

environmental footprint. At Mount Milligan, we introduced measures to improve mine water recycling to reduce freshwater intake volumes, further supporting our recycling and conservation goals. At Öksüt, we initiated enhanced water recycling for dust suppression to minimize freshwater use. These new initiatives, along with our continued focus on reclamation and environmental education, demonstrate our proactive approach to minimizing our environmental impact and supporting our long-term sustainability strategy.

**Social Progress** – In 2024, we strengthened our dedication to our people and the communities where we operate. Through Centerra’s global talent management efforts, we continued to promote women’s leadership initiatives across the organization. Externally, we increased our total local procurement spend by 26% to a total of \$134 million. Indigenous representation across our British Columbia operations grew to 19%, and we extended our collaboration with Indigenous-owned business by 31%. These efforts reflect our commitment to building trust, and creating long-term value for our workforce and in local communities.

**Governance and Transparency** – Last year, Centerra received independent assurance of our conformance with the World Gold Council’s (WGC) Responsible Gold Mining Principles (RGMPs), demonstrating our commitment to responsible mining, which includes positive management of employee health & safety, community relations, environmental stewardship and biodiversity, procurement and contracting strategy, climate change, among others. In addition, we successfully maintained our 2026 goal of achieving female representation on Centerra’s Board of Directors and among officers of the Company, achieving 38% and 33%, respectively. This was first achieved in 2023, three years ahead of schedule.

At Centerra, our sustainability reporting continues to evolve, and we are committed to meeting rising expectations through increased transparency and alignment with accepted frameworks and standards. We consider this a valuable opportunity to demonstrate leadership and accountability. On behalf of our Company, I would like to recognize the hard work and dedication of our Board of Directors, employees, community partners and stakeholders in this effort, which has been essential to delivering consistent and meaningful progress. Together, we look forward to continuing our journey in building a more sustainable future.

*(signed) “Paul Tomory”*

**Paul Tomory**  
President and Chief Executive Officer

2024 Sustainability Highlights



Climate Change

Total global Scope 1 and 2 greenhouse gas emissions were **137,719 and 34,727 tonnes of carbon dioxide equivalent, respectively**. Emissions per ounce of gold produced at the Company's two main operating mines, Mount Milligan and Öksüt, was 0.28 tCO<sub>2</sub>e per ounce, which is well below the sector's weighted average emissions intensity of 0.66 tCO<sub>2</sub>e per ounce

**Implemented Climate Change Strategy with focus on economically feasible site-level decarbonization initiatives**, refining climate risk scenario analysis, and strengthening climate disclosures through international frameworks

**Completed Climate Resiliency Plan** outlining key climate physical and transitional risks and opportunities across all operations

Mount Milligan **evaluating use of renewable diesel that will** establish metrics, benchmarks, and performance analytics for company vehicles



Health & Safety

**Strengthened Work Safe | Home Safe Program** with focus on senior management communications skills and implementation of new practical empowerment tools for employees

**Completed over 100,000 hours** of worker training for employees and contractors

**Öksüt Emergency Response Team** received vehicle accident response, hazardous chemical and earthquake search and rescue training

**Reduced total reportable injury frequency rate to 0.71**, down from 0.76 in prior year



Environmental

**Advanced our commitment to ecological stewardship** through focused reclamation initiatives and environmental education efforts

Mount Milligan introduced initiatives to **improve mine water recycling to reduce freshwater intake volumes**, further strengthening recycling efforts

Öksüt **tested dust suppressant on-site** for full implementation in 2025, while surface water treatment plant was completed to improve efficiency

Öksüt attained **International Cyanide Management Institute certification**, assuring full compliance with the International Cyanide Management Code

Öksüt earned **ISO 50001 energy management system certification**



Social

**Respect Connects program** held comprehensive review at inaugural summit

**Continued global talent management initiatives** with a focus on high-performing women, leading to the identification of future leadership potential

Increased local procurement spending by **26%** with a total of **\$134 million spent**

**Achieved 19% Indigenous employee representation** across B.C. operations and increased collaboration with Indigenous-owned businesses by **31%**

Increased local supplier network at Öksüt by onboarding **79 new vendors in Kayseri Province**



Governance

**Maintained 2026 gender diversity goal**, with **38% female representation** among directors and **33%** among officers

**Received independent assurance of conformance with World Gold Council's 51 Responsible Gold Mining Principles (RGMPs)**

**Linked compensation of all officers to sustainability initiatives**





# About this Sustainability Report

The Centerra Gold (“Centerra” or the “Company”) 2024 Sustainability Report reflects our health, safety, climate change, environmental, social and governance performance for the year ended December 31, 2024. This Sustainability Report focuses on the Company’s two operating mines: the Mount Milligan Mine in British Columbia, Canada, and the Öksüt Mine in Central Anatolia, Türkiye. For the Molybdenum Business Unit and our sites on care and maintenance, information is provided on relevant environmental, social and financial topics.

Disclosure concerning our tailings facilities at applicable sites is included in the [Waste Management](#) section of this Report.

Financial amounts are reported in U.S. Dollars (US\$) unless otherwise stated. References herein to “Centerra” or the “Company” refer to the consolidated company unless the context suggests otherwise. This Report has been prepared in accordance with the Sustainability Accounting Standards Board (SASB) Metals & Mining Industry Standard. SASB has been selected as the primary reporting framework as it presents comparable, consistent and financially material sustainability disclosures by the industry. We are continuing to enhance our climate-related disclosures in a manner that advances alignment with the IFRS Sustainability Disclosure Standards (IFRS S2). The [Performance Data](#) section of the report includes a table summarizing our alignment with the Responsible Gold Mining Principles (RGMPs) of the World Gold Council and a summary of SASB metrics. For topics not adequately covered in the SASB Metals & Mining Industry Standard, Centerra provides additional metrics informed by the Global Reporting Initiative (GRI) Standards to give external stakeholders and groups a more comprehensive overview of our Company’s operations.



Centerra continues to monitor the evolving frameworks of voluntary commitments and reporting expectations, including International Sustainability Standards Board’s (ISSB) newly issued sustainability disclosure standards (IFRS S1 and S2), to align with the needs of stakeholders, investors, and industry peers.



# Sustainability Materiality Assessment

In 2023, Centerra last updated its Sustainability Materiality Assessment process to identify and validate its material sustainability topics. Our issues assessment was updated at that time to reflect the evolving landscape of key sustainability matters that are important to our business and stakeholders. While each material topic is presented in comparison to others, our reporting adheres to the Sustainability Accounting Standards Board (SASB) which sets out a predefined list of the most common material issues identified for the mining industry.



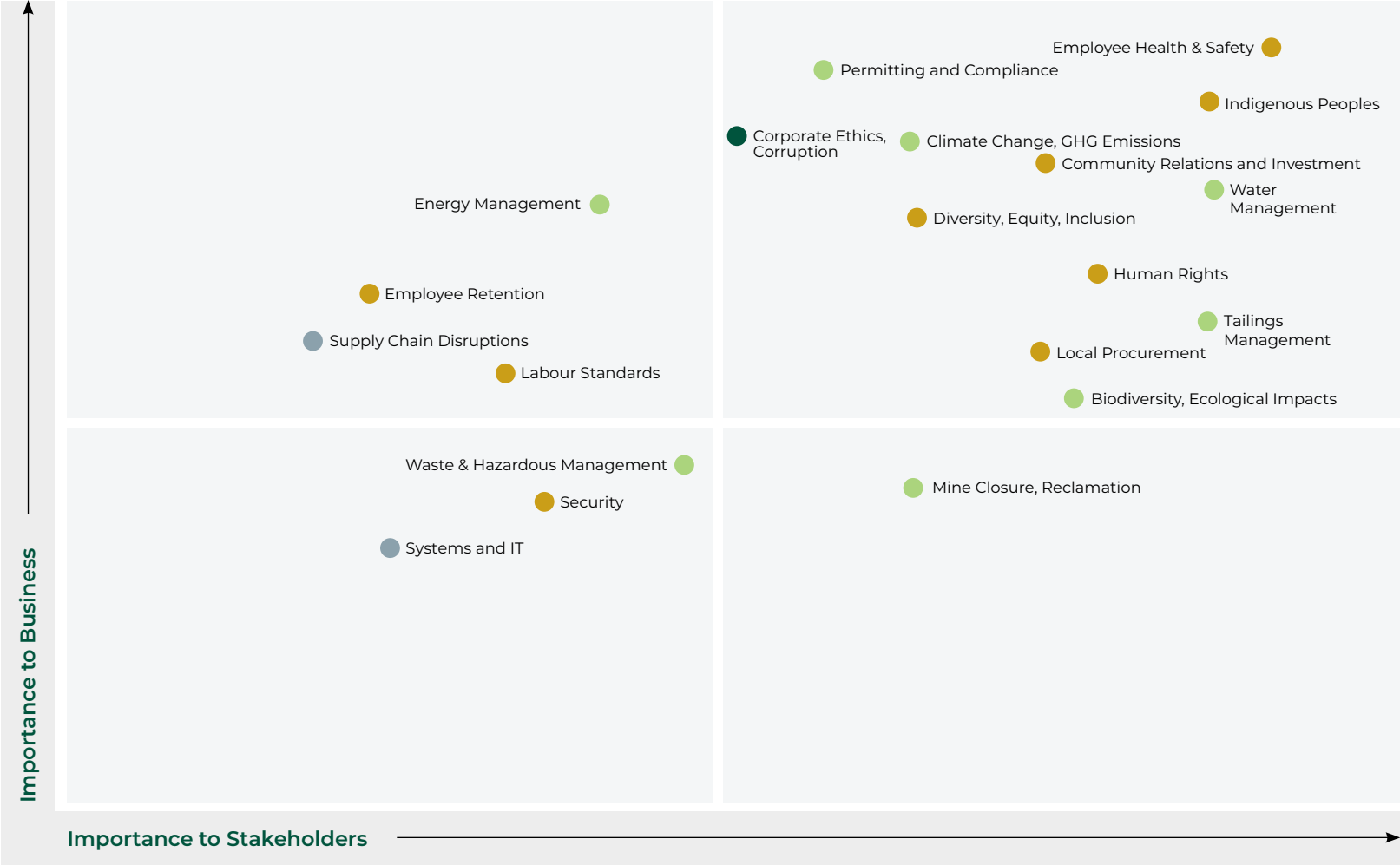
In 2024, we conducted an internal assessment and engaged with key employees across our global operations to determine whether any material changes were needed to update our materiality matrix. Centerra completes a materiality assessment every three years, together with undertaking limited reviews annually, to ensure that new and relevant emerging sustainability topics are considered.



# Materiality Matrix

In 2024, we assessed and consulted key employees globally to evaluate potential updates to our materiality matrix. As no material changes to any topics were identified, we remain focused on the priorities established in our latest assessment. We remain committed to regularly incorporating updates related to our most relevant ESG matters. Reporting emphasis on matters of increasing importance to the business and stakeholders are discussed throughout this Report.

- Environmental
- Social
- Governance
- Other



# About Centerra Gold

Centerra Gold Inc. is a Canadian-based gold and copper mining company focused on operating, developing, exploring and acquiring gold and copper properties worldwide. Centerra operates two mines: the Mount Milligan Mine in British Columbia, Canada, and the Öksüt Mine in Central Anatolia, Türkiye. In 2024, Centerra produced 368,104 ounces (oz) of gold and 54,342,011 pounds (lbs) of copper.

The Company also owns various assets in its Molybdenum Business Unit, including Langeloth Metallurgical Facility in Pennsylvania, USA, and two primary molybdenum mines. In 2024, the Thompson Creek Mine in Idaho, USA entered the advanced development stage, while the Endako Mine (75% ownership) in British Columbia, Canada remained on care and maintenance. Other assets include the Goldfield District exploration-stage project in Nevada, USA, and the Kemess Project in British Columbia, Canada, which is on care and maintenance. Centerra’s shares trade on the Toronto Stock Exchange (TSX: CG) and the New York Stock Exchange (NYSE: CGAU). The Company is headquartered in Toronto, Ontario, Canada.

At Centerra, sustainability, environmental and social responsibility, and governance are central to our core values and business strategy. Our approach prioritizes the well-being of our employees, promoting economic growth in the regions where we operate, and minimizing impacts to the natural environment.



TABLE 1. OPERATIONAL RESULTS

	2024	2023	2022
Gold Produced (oz)	368,104	350,317	243,867
Payable Copper Produced (thousand lbs)	54,342	61,862	73,864

SASB: EM-MM-000.A

TABLE 2. 2024 TOTAL EMPLOYEES (AS OF DECEMBER 31)

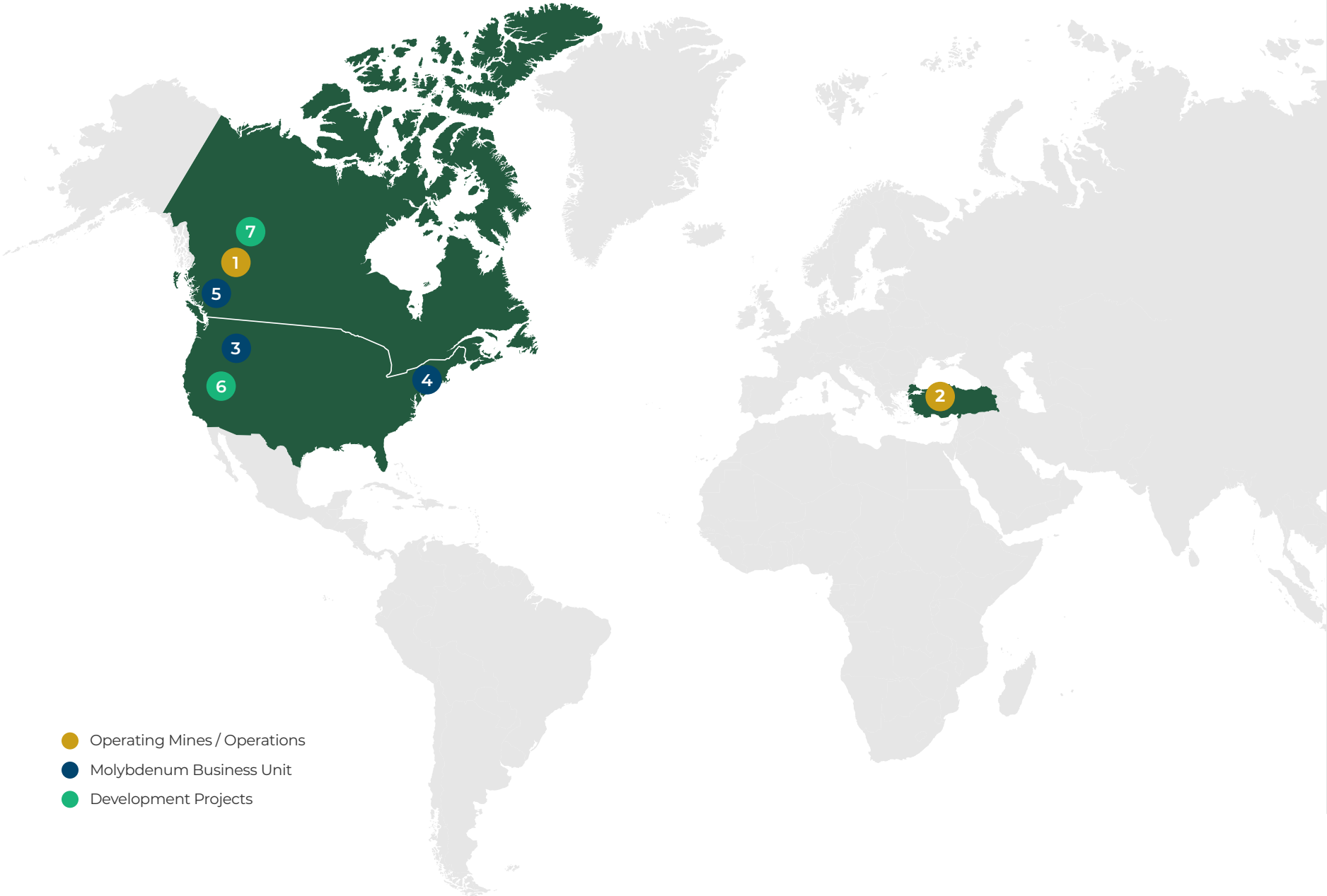
Global Workforce	Employees		Total
	Male	Female	
Corporate <sup>1</sup>	54	40	94
USA <sup>2</sup>	227	31	258
British Columbia <sup>3</sup>	28	3	31
Mount Milligan	554	94	648
Türkiye	296	61	357

1 This includes both Canada- and US-based corporate office employees.  
2 This includes the Thompson Creek Mine, Goldfield District Project and Langeloth Metallurgical Facility employees.  
3 This includes the Kemess Project and Endako Mine and excludes Mount Milligan.





# Operations and Asset Map



## OPERATING MINES / OPERATIONS

- 1 Mount Milligan Mine**  
British Columbia, Canada  
Gold, Copper  
100% Centerra
- 2 Öksüt Mine**  
Kayseri Province, Türkiye  
Gold  
100% Centerra

## MOLYBDENUM BUSINESS UNIT

- 3 Thompson Creek Mine**  
Idaho, USA  
Advanced Development  
100% Centerra
- 4 Langeloth Metallurgical Facility**  
Pennsylvania, USA  
Operating  
100% Centerra
- 5 Endako Mine**  
British Columbia, Canada  
Care and Maintenance  
75% Centerra

## DEVELOPMENT PROJECTS

- 6 Goldfield District Project**  
Nevada, USA  
Exploration  
100% Centerra
- 7 Kemess Project**  
British Columbia, Canada  
Care and Maintenance  
100% Centerra

# Vision and Values

Our vision is to build a team-based culture of excellence that responsibly delivers sustainable value and growth. The way we operate and how everyone contributes to their individual roles are critical in making that vision a reality.



We believe staying true to our vision and living our values makes Centerra a healthy and safe place to work and empowers us to build engaging and rewarding relationships with governments and communities where we operate.



### Winning as a team

Our team is fully committed and highly engaged. We recognize valuable individual contributions and are focused on getting results.

### Being responsible miners

We aim to comply with all applicable regulations and standards, while being actively involved with our people and communities to create positive social relationships and economic opportunities.

### Striving for continuous improvement

We seek to live up to the expectations of stakeholders and grow our business by sustainably expanding our operations, embracing change and constantly challenging the status quo.



### Delivering results

We strive for operational excellence, ensuring safe production and being accountable for our results.



# Our Approach to Responsible Mining

From exploration and construction to operations and closure, Centerra acts in accordance with international industry practice, meets regulatory requirements and seeks continuous improvement.



As responsible miners, we are committed to the following relevant standards, principles, codes and initiatives:

### Responsible Gold Mining Principles (RGMPs)

In 2024, Centerra remained in conformance with the World Gold Council's (WGC) RGMPs as outlined in this Report.

### Canadian Mineral Industry Education Foundation (CMIEF)

Centerra's continued support for CMIEF reflects the active participation of our Board of Directors and executive team in fostering education in the mining industry. Through our support of CMIEF's initiatives, we acknowledge the critical importance of enhancing educational opportunities and supporting future leaders in mining who are passionate about advancing sustainability principles within the mining sector.

### Conflict-Free Gold Standard

We are committed to producing gold responsibly, ensuring our Company's mining and processing operations are fully aligned with the global standard for the responsible sourcing of gold that is independently assured under the WGC's Conflict-Free Gold Standard.

### Security and Human Rights

In 2024, we filed our annual report mandated by the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, requiring entities in Canada to disclose actions taken to address forced and child labour within their operations and supply chains. The Company strengthened efforts to mitigate these risks and update disclosures that reflect progress.

### Voluntary Principles on Security and Human Rights (VPSHRs)

Centerra's security practices are aligned with the VPSHRs, the United Nations Guiding Principles on Business and Human Rights, and the articles set forth in the United Nations Universal Declaration of Human Rights. Our security and community relations teams, in conjunction with private security contractors in place at our operating mine sites, regularly undergo training to ensure adherence to the VPSHRs.

### Cyanide Code

In January 2024, Centerra's Öksüt Mine attained International Cyanide Management Institute certification, assuring full compliance with the International Cyanide Management Code.

### International Women in Mining (IWIM)

Centerra has been a Silver Sponsor of IWIM since 2021, demonstrating our dedication to promoting gender equality and empowering women in the industry.



# Mapping to the United Nations Sustainable Development Goals

Centerra recognizes that our operations may directly and indirectly contribute to the United Nations Sustainable Development Goals (UN SDGs) in the host communities and countries where we operate. The Company has elected to highlight our contribution to UN SDGs 3, 5, 6, 8, 12, 13, 15 and 17, which we refer to throughout this Report.



## 3. Good Health and Well-Being: Workplace Health & Safety



Centerra's commitment:

- Zero-harm approach to health & safety (H&S): We believe in a zero-harm approach to H&S in our operations as part of our commitment to being a responsible miner.
- Safety leadership integration: Safety leadership values are woven into our business processes, systems and initiatives to nurture a culture of safety and occupational health.
- Global Health & Safety Policy: Our Global Health & Safety Policy is the foundation of our commitment to employee well-being and safety.
- Work Safe | Home Safe Program: This signature program defines our Company's dedication to our employees returning home safely after each shift.
- Joint Occupational Health & Safety Committee (JOHSC): We follow a collaborative approach to health & safety through the work of our JOHSC and the combined efforts of management and employees.
- H&S management and tracking software: We use advanced software to manage and track health & safety performance across company operations.
- Employee health and wellness programs: Centerra offers various programs to advance the physical and mental well-being of our employees.

## 5. Gender Equality: Creating a People-First Culture



Centerra's commitment:

- Respectful and inclusive culture: We are diligent in fostering a sustainable work environment where all employees feel valued, empowered, and free to be themselves.
- Celebrating and leveraging diversity: Our Company celebrates diversity of talents from different backgrounds and recognizes the value that diverse perspectives bring to the organization.
- Representation of women: We are committed to achieving higher representation of women at all levels of our organization through greater teamwork and collaboration.
- Amplifying the voice for women in mining: Centerra is dedicated to building a unified, global platform for women in the mining industry, to ensure their voices are heard and valued.

## 6. Clean Water and Sanitation: Water Stewardship and Management



Centerra's commitment:

- Responsible water management: Centerra is committed to managing water sources effectively as part of our commitment to environmental responsibility.
- Minimizing water use: Our project designs and water management infrastructure prioritize the reduction of water consumption.
- Compliance with regulatory requirements: We ensure that all of our water-related activities meet regulatory standards and legal obligations.
- Incorporating stakeholder values: Our Company integrates the values and concerns of stakeholders with project permitting processes, to optimize responsible water uses in company operations.



8. Decent Work and Economic Growth:  
Community Relations/Security, Human  
Rights and Rights of Indigenous Peoples



Centerra's commitment:

- Employee engagement: We endorse strong employee engagement as the basis for building a culture of respect, innovation and creative decision making, which nurtures the development of long-term value.
- Local employment and procurement: Our Company creates economic resilience by providing local employment opportunities and sourcing goods and services from local suppliers.
- Collaboration with Indigenous communities: Centerra works in partnership with Indigenous community business leaders, entrepreneurs, and local Indigenous organizations to build economic capacity and enhance long-term business economic opportunities for these communities.

12. Responsible Consumption and Production:  
Waste and Hazardous Materials  
Management



Centerra's commitment:

- Commitment to environmental protection: We recognize the vital importance of protecting the environment from waste and hazardous materials.
- Employee training: Our Company ensures employees are properly trained in the safe handling and disposal of hazardous materials.
- Prioritizing safety and ecosystem health: The health & safety of our employees and the well-being of local ecosystems are at the heart of our approach. We emphasize the importance and need for environmentally responsible waste and hazardous material management.

13. Climate Action:  
Climate and Nature Strategy



Centerra's commitment:

- Commitment to reducing GHG emissions: Our Company is dedicated to exploring opportunities to reduce GHG emissions across all of our operations, supporting the transition to a low-carbon economy while minimizing risks and maintaining social and economic benefits.
- Reducing energy use and GHG emissions: Our strategy is built on the understanding that reducing energy consumption and lowering GHG emissions will benefit the environment and could have an upside to our business.
- Climate and Nature Strategy: As part of this strategy, Centerra is assessing energy use at our sites to identify pathways, initiatives, and actions that will reduce GHG emissions and enable implementation of risk mitigation measures.

15. Life on Land:  
Biodiversity



Centerra's commitment:

- Environmental stewardship: Our environmental stewardship is pivotal to the commitment to responsible mining and is embedded in our Company's core values and business practices.
- Protecting biodiversity: Centerra prioritizes biodiversity protection at and around our project sites, with a focus on progressive reclamation and restoration efforts.
- Species monitoring: Our Company's environmental teams conduct ongoing species monitoring year-round, with specific projects aimed at protecting at-risk species or of special concern in the areas where we operate.

17. Partnerships for the Goals:  
Strategic Community Investments






Centerra's commitment:

- Strategic partnerships: We recognize the importance of forming strategic partnerships, sharing knowledge, and promoting local economic development for mutual benefit.
- Transparency and accountability: Our Company's efforts focus on improving transparency and achieving greater accountability in all aspects of our operations.
- Respect for local communities and Indigenous groups: We are committed to respecting the values, rights, cultures, and traditions of local communities and Indigenous groups in the areas where we operate.
- Supporting capacity-building: Centerra actively supports capacity-building and we actively participate in multi-stakeholder initiatives to foster long-term, sustainable development.



# Commitment to Responsible Gold Mining Principles

The World Gold Council's (WGC) Responsible Gold Mining Principles (RGMPs) establish the framework for outlining the expectations of gold mining industry stakeholders as they relate to sustainability performance. Stakeholders include communities, governments, investors and the downstream supply chain. Centerra remained in conformance with the RGMPs for activities conducted in 2024, as confirmed through an independent assurance review. Through our implementation, we have taken a proactive approach to identifying and managing sustainability risks. By leveraging these principles, management can address any potential non-conformances to ensure that company operations are aligned with industry sustainability best practices.



2019-2020

In 2019, Centerra committed to implement the RGMPs within the three years as stipulated by the WGC. Our Mount Milligan and Öksüt mines completed Year 1 requirements and conducted self-assessments to identify major conformance gaps. Despite no requirement to obtain on-site assurance during Year 1, Centerra considered it valuable for the Öksüt Mine to undergo a third-party limited assurance process on-site in 2020 for the self-assessment findings. A company-wide action plan was developed to ensure RGMP conformance by the end of 2022.

2021

Centerra published its inaugural RGMP Progress Report, detailing the Company's advancement toward achieving full conformance. The Report highlighted our progress toward meeting RGMP requirements at the Öksüt Mine and self-assessments against RGMPs at the Mount Milligan Mine.

2022

The Company developed a consolidated RGMP conformance roadmap in 2022 to address the remaining conformance gaps. An internal performance assessment deemed Centerra largely in compliance with all 51 Principles.

2023


In our third year of RGMP implementation, we retained an independent assurance provider to assess our adherence to RGMP principles. This included a Mount Milligan Mine site visit, an analysis of site-level progress reports and an internal assessment review against previous gap analyses to ensure compliance with the RGMPs.

2024

Centerra evaluated its compliance with the RGMPs through external assessments, which included a site visit to the Öksüt Mine, interviews with departmental leaders, and thorough reviews of procedures and documentation at both operating sites. As a result, the Company received limited independent assurance confirming complete conformance to the RGMPs in 2023.

2025

In 2025, Centerra continues to demonstrate RGMP conformance through independent assurance, which has included a site visit to the Mount Milligan Mine. Throughout this Report, each relevant topic area is linked with the corresponding RGMP to illustrate our Company's compliance with each of the 51 Principles.







# Governance and Transparency

Centerra is committed to upholding high standards of corporate governance, accountability, and ethical business practices. Acting with integrity and transparency is essential to protecting the interests of our employees, business partners, and external stakeholders, including local communities, governments, Indigenous groups, and investors.

### IN THIS SECTION

- 16 Board of Directors
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### Relevant UN SDGs



### Relevant RGMPs



1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7      2.1      3.1      6.7



# Board of Directors

The Board of Directors oversees the development of the Company’s corporate strategy and upholds its commitment to shareholders, customers, employees, suppliers, and host communities. Management of the business is the responsibility of the Chief Executive Officer (CEO) and senior management.

In 2024, there were eight members serving on the Board, seven of whom were independent. Our Board is chaired by an independent Chair and the CEO is the only non-independent director.

## Board Composition and Diversity

Centerra’s commitment to diversity and inclusion ensures that we welcome diversity at all levels of the organization, including at the Board level. When considering Board recruitment and committee composition, the Board of Directors takes into account diversity of background, skills, age, culture, experience and gender of candidates. Our current directors reflect a strong and diverse experience in finance, mining, engineering, sustainability, government relations, Indigenous relations, risk management, metallurgy, mergers and acquisitions, and international business.

We successfully maintained our 2026 goal for female representation on Centerra’s Board of Directors and among Company officers, with representation at 38% and 33%, respectively – first achieved in 2023, three years ahead of schedule.

## Board Oversight on Sustainability Matters

The Board places great importance on effectively managing the Company’s sustainability matters and oversees its governance and performance. To ensure sustainability is fully integrated into all levels of the organization, the Board delegates specific areas of sustainability responsibility to each of its committees. The Board also maintains oversight of the Company’s Enterprise Risk Management framework, which includes monitoring material risks and ensuring appropriate mitigation strategies are in place.

The Board of Directors has four standing committees: the Audit Committee, the Human Resources and Compensation Committee, the Nominating and Corporate Governance Committee, and the Technical and Corporate Responsibility Committee.

**The Audit Committee** provides oversight over the Company’s financial reporting, compliance with legal and regulatory requirements related to financial reporting and certain corporate policies, including anti-corruption policies and a code of ethics, and internal controls over financial reporting and disclosure controls, among other topics.

2024 Committee Members: Wendy Kei (Chair), Michael Parrett, and Sheryl Pressler.

**The Human Resources and Compensation Committee** oversees the selection and retention of senior management as well as compensation, succession and development, Centerra’s diversity and inclusion program, Respect Connects, and human resources (HR) policies, among other topics.

2024 Committee Members: Jacques Perron (Chair), Michael Parrett, and Paul Wright.

**The Nominating and Corporate Governance Committee** guides Centerra’s overall approach to corporate governance, the size, composition and structure of the Board and its committees, the identification and recommendation of qualified individuals for appointment to the Board and its committees, orientation and continuing education for directors, and matters involving conflicts of interest of directors, among other topics.

2024 Committee Members: Susan Yurkovich (Chair), Wendy Kei, Craig MacDougall, and Sheryl Pressler.

**The Technical and Corporate Responsibility Committee** provides oversight on various social, environmental and regulatory compliance matters such as stakeholder engagement, climate-related risks and Indigenous relations, as well as technical and operational performance. Its mandate includes assisting the full Board in fulfilling its responsibilities in mitigating operational risks and ensuring environmental and social performance is managed effectively.

2024 Committee Members: Paul Wright (Chair), Craig MacDougall, Jacques Perron, and Susan Yurkovich.

Additionally, the Committee receives quarterly updates on the Company’s health & safety, exploration activities, projects, mining and processing performance. These updates, along with an overview and analysis of emerging issues, are given by the Vice President, Environmental and Social Performance; the Vice President, External Relations, British Columbia; the Vice President, Health, Safety and Security; the Executive Vice President and Chief Operating Officer (COO) Technical Services; the Vice President, Exploration; and the Senior Vice President, Projects. Updates are provided by the Executive Vice President, People, Technology and Supply Chain and others as required.

RGMPs: 1.7



# Executive and Senior Leadership Commitment

Centerra’s Executive and Senior Leadership teams oversee the Company’s day-to-day operations, implement its sustainability strategy, and ensure that we deliver on our sustainability performance priorities.

Company executives and functions across the organization are responsible for managing a host of critical sustainability-related programs and initiatives.

The President and Chief Executive Officer is responsible for our overall social, environmental, and health & safety performance, and ensuring alignment to the Company’s broader corporate strategy.

The Executive Vice President and Chief Operating Officer (COO) oversees Centerra’s technical and operational performance, as well as ensuring alignment with sustainability and environmental commitments and regulations. In this role, he directs the Vice President of Health, Safety and Security, who is responsible for the Company’s comprehensive health, safety and security strategy, including the Work Safe | Home Safe Program. Additionally, the COO, along with the senior leadership team, supervises the site general managers, who oversee the effective roll-out of safety and sustainability leadership initiatives at their respective locations.

The Vice President, Environment and Social Performance and Vice President, External Affairs, British Columbia oversee the strategic implementation of sustainability and environmental policies, programs, and initiatives across the organization. Responsibilities include managing overall sustainability performance, leading external relations with local communities and governments, and supporting Indigenous relations.

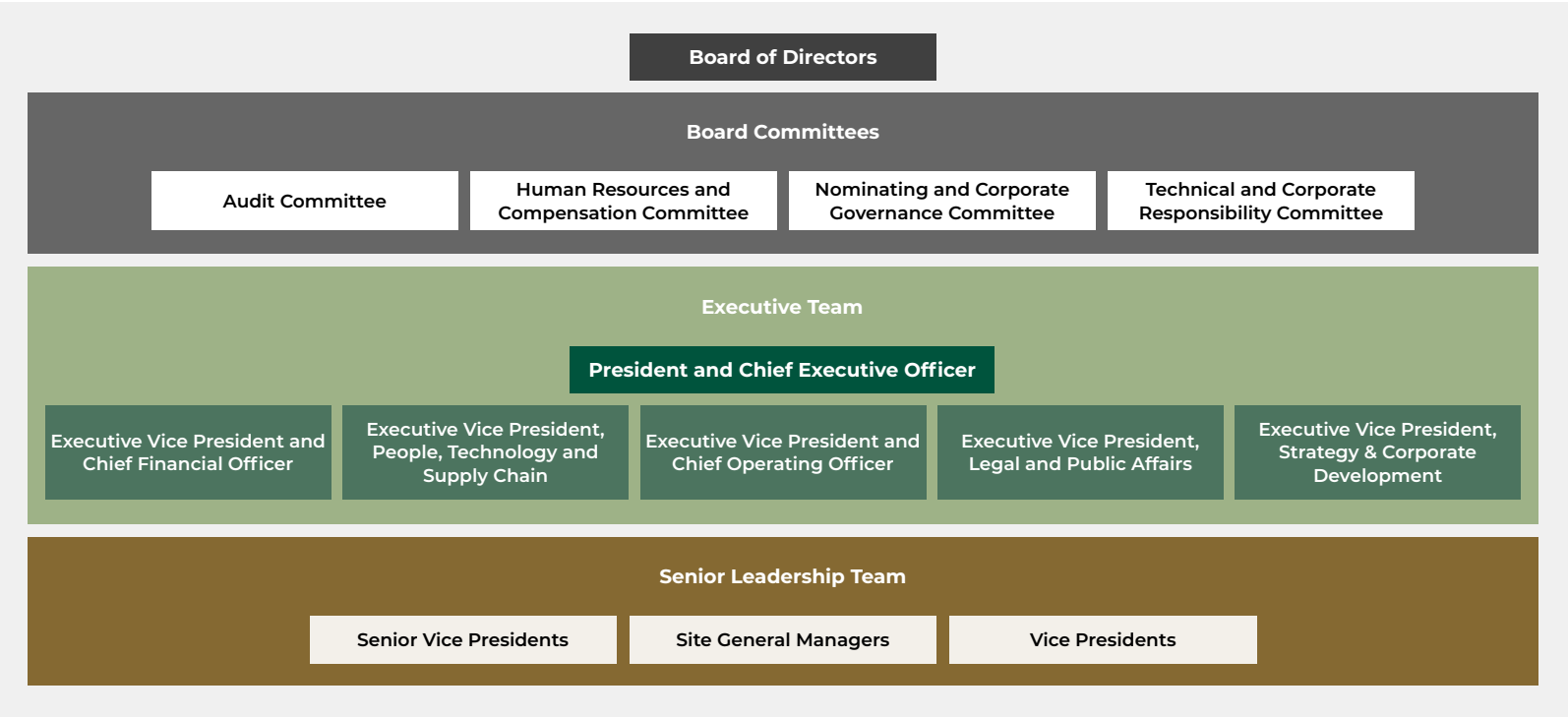
At each of Centerra’s sites, an environmental team actively works on honouring environmental and social commitments and monitoring requirements and are guided by corporate initiatives. In addition, site environmental teams receive support and guidance from external environmental experts, consultants, and academic specialists.

The Executive Vice President, People, Technology and Supply Chain is responsible for the Company’s Global Diversity and Inclusion Strategy that includes implementation of the global action plan and monitoring of objectives.

In addition, two management-level committees and a working group provide guidance on strategies and key programs, playing a central role in creating and executing Centerra’s global initiatives.

Linking Executive Compensation to Sustainability

Centerra’s short-term executive compensation plan considers various factors, including safety metrics, environmental incidents, and adherence to sustainability initiatives. In 2024, all officer compensation was tied to key sustainability initiatives. For more information on how these are integrated into the Company’s compensation practices, please refer to Centerra’s [2025 Management Information Circular](#).



# Business Ethics

Centerra is committed to conducting business to industry ethical standards. The Company has included a set of policies that clearly outline its expectations for directors, officers, employees, contractor agents and service providers working on our behalf. These policies are reviewed regularly by the appropriate Board committees to ensure they are consistent with current legislation, regulations and industry best practices.

Our Employee Code of Ethics addresses areas such as conflicts of interest avoidance, protection of confidential information and compliance with applicable laws, rules and regulations.

The Supplier Code of Conduct ensures that our suppliers, vendors, contractor agents, and service providers – including those bidding for business with us – understand our Company’s vision, core values, and expectations for conducting our business. The Code also outlines our commitment to integrity, human rights, safety, and social and environmental protection.

Centerra’s International Business Conduct Policy, which acts as our anti-corruption policy, defines the rules, principles and procedures for compliance with laws prohibiting corruption and bribery, such as the Canadian *Corruption of Foreign Public Officials Act* and the U.S. *Foreign Corrupt Practices Act*. It also includes additional guidelines and standards for adherence to business best practices. As of 2024, Centerra had no operations or exploration activities in countries ranked within the 20 lowest on the most recent Corruption Perceptions Index (CPI) of rankings (prepared by Transparency International).

Management regularly provides ethics and anti-corruption training to employees, taking a risk-based approach to determine the frequency and target audience for this training. Also, all new employees are required to complete this course as part of their onboarding process.

Training is delivered through various platforms, including policy readings with formal sign-off, online video training, and in-person sessions.

Centerra’s complaint procedure provides employees and third parties with a comprehensive mechanism for raising concerns in good faith around potential violations of all company standards, policies and procedures, and ensures that those individuals will be protected from dismissal or retaliation of any kind. There are three confidential and anonymous conduits for reporting concerns:

- A 24/7 compliance hotline accessible online, by telephone or video calling
- Writing to the Executive Vice President, Legal and Public Affairs, and
- Writing to the Chair of the Audit Committee.

SASB: EM-MM-510a.1

RGMPs: 1.1, 1.2, 1.3, 3.1, 6.7







# Sustainability Risk Management

We acknowledge mining contains several inherent risks. To address these, the Company has an Enterprise Risk Management (ERM) program in place based on risk management standards, to ensure risk-informed decision making is embedded across the organization.

Centerra’s ERM program assesses the complete mining lifecycle across all risk categories, including sustainability-related risks. Site and corporate office functions are responsible for regularly identifying, addressing, and monitoring these risks, the most significant of which are reviewed with the Senior Leadership Team and presented to the Board quarterly to ensure appropriate company oversight.

Climate-related risks, such as water quality and availability, wildfires, extreme weather events, seismic activity, tailings storage facilities, leach pads, waste rock storage, power outages, and air quality impacts are just a few examples included in our risk registers.

RGMPs: 1.1, 1.2, 1.3, 2.1



## How is sustainability embedded in Centerra’s company culture and core values?

Centerra is committed to sustainability and embracing a zero-harm health & safety culture. In 2024, we built on our cultural commitment by relaunching the flagship Work Safe | Home Safe Program for employees and contractors to renew their support for health & safety in the workplace. We also launched key initiatives to measure the impact of our leading internal H&S programs and monitoring activities.

We are committed to conducting business to the accepted industry standards through policies that reflect our values and align with our business strategy and commitment to stakeholders.

[Employee Code of Ethics](#)

[Directors’ Code of Ethics](#)

[Sustainable Development Policy](#)

[International Business Conduct Policy](#)

[Complaint Procedure](#)

[Supplier Code of Conduct](#)

[Health & Safety Policy](#)

# Annual Transparency Reporting



## Payments to Governments and Indigenous Groups

In the countries where Centerra operates, mining is conducted with the approval of national and regional governments. In return, mining companies pay taxes and royalties, and provide various direct benefits to local communities and Indigenous groups. Typically, these include investments in infrastructure or community development projects, the provision of training and knowledge transfer, support for local businesses through procurement, agreements with First Nations groups, and the employment of as many local people as possible.

Financial transfers to host governments in the form of taxes, royalties and fees represent one of the most significant ways in which the benefits of a mining project can be shared beyond the local community. Governments use these tax revenues to fund critical infrastructure, social services like education and healthcare, and other government priorities. While these indirect benefits may not be recognized as “mining revenues,” they can still represent one of the most significant contributions a country receives from the mining of its natural resources.

In 2024, Centerra paid \$128.99 million in taxes to host governments in Canada, Türkiye and the USA. The Company publicly discloses these payments on an annual basis in accordance with the *Extractive Sector Transparency Measures Act* (ESTMA). In addition to direct payments to governments, Centerra also paid \$2.25 million in direct payments to its Indigenous partners in 2024. These payments were pursuant to negotiated Impact Benefit Agreements and are supplemented by a range of other non-financial benefits that include business contracts, employment opportunities, training and other benefits.

Our ESTMA Report reflects only financial payments and does not account for the significant non-financial benefits that Indigenous groups often receive. Therefore, it should not be used to compare the total benefits provided to various Indigenous communities. For a more comprehensive description of our approach to working with and supporting our Indigenous partners and other local communities, please refer to the People and Communities section of this Report.

TABLE 3. PAYMENTS TO HOST GOVERNMENTS AND INDIGENOUS GROUPS IN 2024

US\$ millions	Governments	Indigenous Groups
Canada	5.45	2.25
Türkiye	121.24	N/A
USA	2.30	N/A
<b>Total</b>	<b>128.99</b>	<b>2.25</b>

**TABLE 4. CORRUPTION PERCEPTIONS INDEX (CPI)<sup>1</sup>**

	2024 Score (Ranking)	2023 Score (Ranking)
Canada	75 (15)	76 (12)
Türkiye	34 (107)	34 (115)
USA	65 (28)	69 (24)

Data: Transparency International, 2025.

1 The CPI scores and ranks 180 countries and territories by their perceived levels of public sector corruption, according to experts and businesspeople. It is a composite index, a combination of 13 surveys and assessments of corruption, collected by a variety of reputable institutions. The CPI is the most widely used indicator of corruption worldwide. It uses a scale of zero to 100, where zero is highly corrupt and 100 is very clean. See the full CPI [here](#).

**SASB:** EM-MM-510a.2

**RGMPs: 1.4, 1.5, 1.6**





# Workplace Health & Safety

Centerra is firmly committed to the principles of responsible mining and ensuring that sustainable practices underlie our operations. As a responsible gold miner, sustainability is deeply entrenched in our Company’s culture and core values, in our healthy and safe workplaces, in respectful relationships we maintain with our stakeholders, and in our outreach to protect the environment and invest in the communities where we do business.

### IN THIS SECTION

- 22 Building a Zero-Harm Culture
- 23 Work Safe | Home Safe Program
- 24 Protecting Employee and Community Health
- 25 Health & Safety Performance

### Relevant UN SDGs



### Relevant RGMPs



4.1, 4.2, 4.3, 4.4

# Building a Zero-Harm Culture

We are dedicated to building a zero-harm culture at Centerra by fully embedding health & safety (H&S) into our company processes, systems and initiatives. Our global Health & Safety Policy applies to all our employees and contractors and its commitments apply equally to all stages of the project lifecycle, from exploration to construction and operations and closure.

The H&S safeguards, processes and systems that we have developed are designed to meet or exceed all the requirements of local, regional and national legislation.

Risk assessments are conducted to identify critical H&S issues and concerns present during project planning and regularly during the project management process. Remedial controls are then developed and implemented to mitigate and/or eliminate the key occupational H&S risks once they have been identified.

Management assigns responsibilities and accountability at every level of the organization. In practice, senior management at each site and subsidiary must be fully accountable for the creation and introduction of on-site programs, plans and procedures, and ensuring that these initiatives are aligned with Centerra's current standards.

RGMPs: 4.2

All operating sites have a Joint Occupational Health & Safety Committee (JOHSC) that comprises employees, contractors and management representatives from various departments. Having representation from employees and management allows JOHSCs to serve as an effective platform for communication, decision making and collaboration between those with a deep practical knowledge of specific tasks and colleagues with a broader understanding of company policies and procedures.

Centerra subscribes to Critical Control Management (CCM), a process to eliminate and/or mitigate fatal and significant risk exposure. We believe this has produced a noticeable reduction in the number of potentially serious incidents with the potential for fatalities and/or life-altering injuries. Through CCM, we intend to continuously reduce exposure to potentially serious hazards on-site to the lowest level possible.

At Öksüt, we provide comprehensive occupational H&S training, which covers topics such as labour legislation, workplace hygiene, chemical and ergonomic risks, fire protection and the safe use of equipment. Additionally, employees are trained in manual lifting, first aid, cyanide poisoning, office ergonomics and noise protection among other things.

Öksüt's occupational H&S management system is supported by 13 professionals and follows ISO 45001, ICMI and SEVESO standards, along with NIOSH, OSHA, ACGIH and CDC occupational hygiene regulations.<sup>1</sup>

At Mount Milligan, all employees are accountable for fitness for work, safety compliance, hazard identification and reporting unsafe conditions, ensuring a proactive safety culture and continuous improvement. The site offers extensive training, including Work Safe | Home Safe for all of personnel, supervisor due diligence, Taproot Investigation for JOHSC members, risk tolerance, mine rescue practices, hazmat training and various rescue techniques (swift water, ice, snowmobile and other).

Throughout 2024, we continued to focus on health & safety and living up to our H&S commitments by reducing the number of injuries sustained by employees and contractors through consistent application of Visible Felt Leadership and Critical Control Management deployment.

## How We Foster a Zero-Harm Culture



<sup>1</sup> ISO 45001 – International Organization for Standardization's Occupational Health & Safety Management standard, ICMI – International Cyanide Management Institute, SEVESO Directive – European Union directive for controlling major accident hazards involving dangerous substance, NIOSH – National Institute for Occupational Safety and Health, OSHA – Occupational Safety and Health Administration, ACGIH – American Conference of Governmental Industrial Hygienists, CDC – Centers for Disease Control and Prevention.



# Work Safe | Home Safe Program

Our top priority is to ensure that every company employee, contractor and site visitor to Centerra returns home safely after each shift or visit.

The Company’s flagship Work Safe | Home Safe Program was strengthened in 2024, starting with the training of new senior management program facilitators. The updated program focused on senior management communication skills and implementation of new practical tools to assist in empowering employees.

The goal of these elements is to further strengthen the safety culture at Centerra and increase our workforce engagement by fostering effective collaboration and renewed commitment to safety-related behavioural change. This includes a greater personal and emotional focus, as well

as encouraging more open communication across sites to improve our health & safety practices. For example, the Visible Felt Leadership component of the program highlights safety leadership through direct field interactions between our senior and line management and employees. It also provides management an opportunity to demonstrate its commitment and support for employee well-being by engaging with them in the workplace.

The Work Safe | Home Safe Program demonstrates Centerra’s values and culture in action and offers a training refresher for all our employees and contractors. Everyone at the Company receives both an initial safety orientation and continued training. Additionally, contractors participate in a pre-project selection process consisting of robust H&S criteria that includes consideration of historical H&S performance. Also, each contractor group is assigned an operations or project-based Centerra “owner” who is directly responsible and accountable for the H&S performance of their respective contractor groups.

In 2024, several of our sites reached significant health & safety milestones. Thompson Creek marked two years without a reportable injury, while Langeloth achieved two years without a lost-time injury. The Kemess Project reached five years lost-time injury free, and Endako celebrated an outstanding 11 years without a lost-time injury and nine years without a reportable injury. These achievements reflect our ongoing commitment to maintaining safe workplaces across all operations.

RGMPs: 4.1, 4.3





# Protecting Employee and Community Health

At Centerra, the health of our employees, contractors and mine visitors comes first in our activities to prevent workplace injuries, illnesses and occupational diseases. As we continue along our journey toward zero harm, the Company's occupational health and hygiene strategic plan has entered its next phase with the introduction of new initiatives designed to promote employee and community health. These include efforts to maintain our high standards of occupational health and hygiene management, risk-based health monitoring of our workforce and promoting the mental and physical health and well-being of our employees.

As part of these efforts, the Company is proactively raising awareness and promoting general wellness practices to bolster effective hygiene and good health. This includes conducting pre-employment and periodic health screenings for employees based on their exposure risk. In those operating jurisdictions with increased health risks, additional precautions are taken, and we are working collaboratively with local stakeholders and groups to identify and address local community health challenges.

From exploration through to mine closure, Centerra manages its operations with an occupational H&S mindset that “all incidents are preventable.” We believe in promoting the health and well-being of our employees with comprehensive health services and a wide range of preventive measures. At Mount Milligan and Öksüt, we provide clinical counselling, on-site medical services with registered nurses and paramedics and virtual and on-site physiotherapy. Health awareness is promoted and maintained through regular bulletins, monthly safety topics and quarterly health newsletters, which are publicized at employee orientation sessions.

RGMPs: 4.2, 4.3

As we continue along our journey toward zero harm, the Company's occupational health and hygiene strategic plan has entered its next phase with the introduction of new initiatives designed to promote employee and community health.

## CASE STUDY

### Building Awareness for Community Health in Develi

Centerra's Öksüt team partnered up with local and regional government organizations in the Develi region proximal to the mine to highlight a critical gap in the public health sphere. In rural areas, many students face challenges in accessing vital information relevant to women's health, so raising awareness about these issues – like providing access to sanitary products – is vital for improving living conditions in the communities where we operate.

To bridge this gap, an Öksüt-led program connected subject matter experts with 550 students across multiple schools in the region. Sessions focused on topics such as physical wellness, hygiene and the importance of proper nutrition, as well as gaining valuable knowledge, participants received personal care products to help support their health and well-being.

By fostering these strategic partnerships, Öksüt is not only boosting healthcare access in the community but also empowering the next generation of women. This initiative is an important step forward toward their long-term success, and ensuring they have the resources and knowledge they need.



# Health & Safety Performance

**In 2024, we reduced our total injury frequency rate (TRIFR) to 0.71, an improvement from 0.76 in the previous year. This progress highlights our health & safety programs, enhanced accountability at the site level, and greater workforce engagement in identifying and managing risks. We remain committed to fostering a safety-first culture across all our operations.**

The Company continues to focus on developing and implementing industry best practice H&S leading initiatives, which include Critical Control Management, Safety Leadership, Fatigue Management Technologies, Lagging and Leading Indicator Analysis, Incident Root Cause Analysis and Occupational Health and Industrial Hygiene.

Over the same period, we rolled out the Leading Indicators Initiative that measures the impact of our internal flagship H&S programs, such as Visible Felt Leadership, Work Safe | Home Safe, as well as occupational health and hygiene monitoring and other initiatives. Other achievements include the hiring of occupational hygienists at our operating sites, including one of the first specialists based in Türkiye. We have also developed and maintained Occupational Health and Hygiene Risk Registers, to ensure employee health is protected and risk-based exposures are closely monitored.

## Emergency Preparedness

As a proactive measure to ensure Centerra’s teams are equipped with the tools, skills and resources needed in an emergency, all sites have emergency response plans in place. Every year, each site revises and updates their emergency procedures to ensure they reflect best practices and include all new regulatory updates and requirements.

The Company has two levels of managerial responsibility for emergency preparedness: each site’s H&S superintendent and general manager. In addition, all sites have highly skilled Emergency Response Teams (ERTs) in place who receive regular emergency prevention training, including high-hazard priority incident training around cyanide management, chemical spills and dispersal, high-angle rescues, vehicle extrications and fires. In 2024, the Öksüt ERT also received vehicle accident response, hazardous chemical intervention, earthquake search and rescue and industrial fire response training.

**Centerra’s site ERTs and mine rescue teams attend regular training sessions throughout the year. In 2024, the Mount Milligan Mine ERT won first place for the second consecutive year in the Northern Division’s open-pit mine category at the mine rescue competition. The Öksüt team also competed in the 3rd Mine Rescue Competition in Türkiye for the first time.**

RGMPs: 4.4



## How is sustainability embedded in Centerra’s company culture and core values?

Centerra is committed to sustainability and embracing a zero-harm health & safety culture. In 2024, we built on our cultural commitment by strengthening the flagship Work Safe | Home Safe Program for employees and contractors to renew their support for health & safety in the workplace. We also launched key initiatives to measure the impact of our leading internal H&S programs and monitoring activities.



TABLE 5. 2024 GLOBAL OCCUPATIONAL HEALTH & SAFETY PERFORMANCE\*<sup>1</sup>

Metric	Unit	2024	2023	2022
Total Reportable Injuries (TRIs)	Number	22	20	24
Total Reportable Injury Frequency Rate (TRIFR)	Rate	0.71	0.76	0.81
Lost Days	Number	342	289	276
Total Injury Severity Rate	Rate	10.98	10.91	13.16

\* Based on 200,000 h worked.

<sup>1</sup> Data includes all Centerra Gold Inc. business units under operational control. Joint ventures not operated by the Company are excluded.

TABLE 6. 2024 EMPLOYEE AND CONTRACTOR HEALTH & SAFETY SUMMARY\*<sup>1</sup>

Metric	Unit	2024		2023		2022	
		Employee	Contractor	Employee	Contractor	Employee	Contractor
Total Hours Worked	Person Hours	2,564,315	3,664,379	2,379,014	2,917,636	2,275,164	3,623,249
Total Workdays	Number	365	365	365	365	365	365
Total Number of Fatalities	Number	0	0	0	0	0	0
Fatality Rate	Rate	0	0	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	Number	0	0	N/A	N/A	N/A	N/A
Rate of high-consequence work-related injuries (excluding fatalities)	Rate	0	0	N/A	N/A	N/A	N/A
Total Injury Severity Rate	Rate	13.49	9.22	24.3	0	22.42	7.34
Total Reportable Injuries (TRIs)	Number	15	7	16	4	12	12
Total Reportable Injury Frequency Rate (TRIFR)	Rate	1.17	0.38	1.35	0.27	1.05	0.66
Total Health & Safety-Related Training	Hours	59,287	47,174	43,362	6,783	37,070	52,909
Work Safe   Home Safe Training	Hours	3,248	597	120	N/A	3,212	N/A
Near Miss Frequency Rate (NMFR)	Rate	6.01	6.71	N/A	N/A	N/A	N/A
Lost Days	Number	173	169	289	0	167	109

\* Based on 200,000 h worked.

<sup>1</sup> Data includes all Centerra Gold Inc. business units under operational control. Joint ventures not operated by the Company are excluded.

HIGHLIGHTS



This represents our lowest TRIFR in the past three years, driven by ongoing health & safety initiatives, including a strong focus on critical control management and the addition of our Leading Indicators initiative. These efforts reflect our commitment to proactive risk management and continuous improvement in workplace safety performance.

We prioritize emergency readiness with proactive response plans and regular training for our highly skilled ERTs. In 2024, the Mount Milligan Mine Rescue Team excelled in the British Columbia mine rescue competitions, and our Öksüt team entered the 3rd Mine Rescue Competition in Türkiye for the first time, receiving the best new team captain award.

We doubled our total H&S-related training hours.







# Climate Change and Nature

At Centerra, we are exploring opportunities to reduce our energy use and GHG emissions to lessen the impact of our operations on the natural environment.

## IN THIS SECTION

- 28 Governance of Climate Change Matters
- 29 Climate and Nature Strategy
- 30 Climate-Related Risk and Mitigation
- 31 Climate Risk Management
- 32 Climate Metrics and Performance
- 35 Nature and Biodiversity

### Relevant UN SDGs



### Relevant RGMPs



9.1, 9.2, 9.3, 9.4 10.3, 10.4



# Governance of Climate Change Matters

Centerra’s approach to advancing meaningful climate change initiatives is founded on reducing our energy use and lowering GHG emissions.

Our work to date has assessed the energy consuming processes occurring at the site level to identify potential pathways, initiatives and actions capable of achieving reductions in future GHG emissions. Additionally, the Company’s Climate and Nature Strategy evaluates the risks posed to our business from ongoing climate change, including physical and transition risks. The priority is to pursue initiatives that can economically reduce our GHG profile and identify and respond to potential climate-related physical risks and the transition to carbon reduction-related policies.

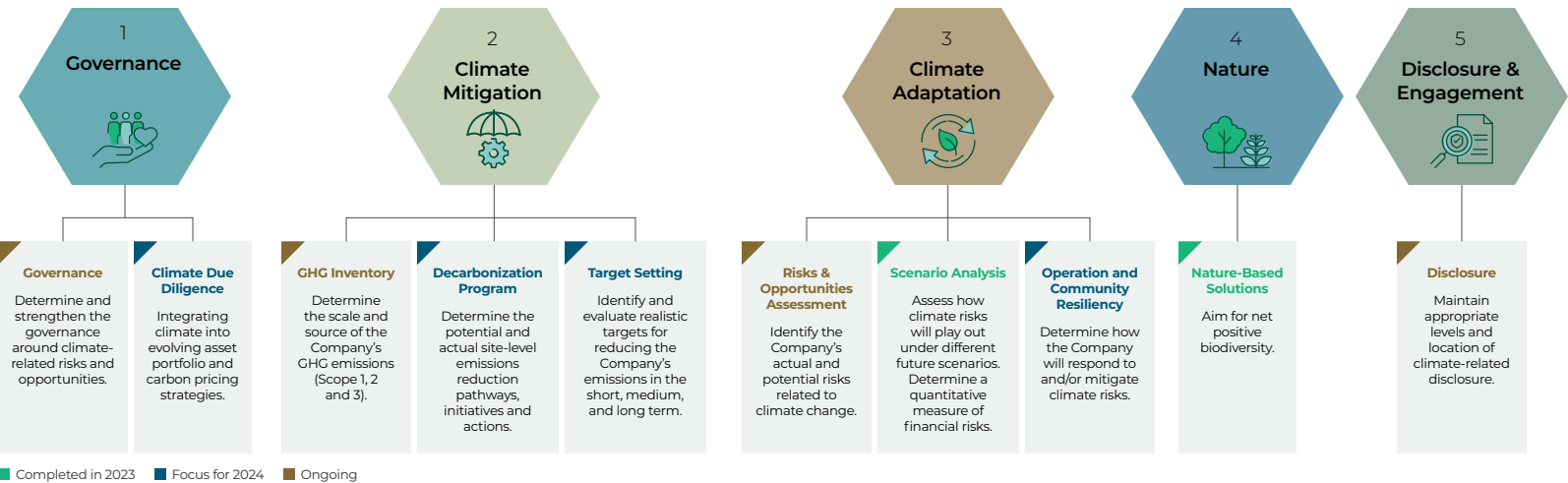
In 2021, Centerra initiated work on its Climate Change and Nature Strategy with the development of a strategic framework. Our Strategy is organized into five main pillars with the following components: Governance; Climate Mitigation; Climate Adaptation; Nature; and Disclosure & Engagement. The approach we have taken builds out our climate change strategy incrementally by introducing the appropriate level of engagement with our internal and external stakeholders, and making measurable progress each year to meet evolving expectations.

RGMPs: 10.3, 10.4



## Governance of Climate-Related Risks and Opportunities

The Climate Change and Nature Strategy is supported by a robust governance framework that is represented in the figure and detailed in the sections below.



The Board of Directors’ Technical and Corporate Responsibility Committee (TCRC) is tasked with oversight of key governance matters and receives quarterly reports highlighting environmental and sustainability topics, including climate-related matters. The Committee supports the Board by guiding and monitoring critical processes and controls related to technical and operational oversight, resource and reserve reporting, environmental risk management, and corporate responsibility.

During the year, the Audit Committee receives quarterly updates from management on emerging climate change reporting guidance and potential regulations and disclosure for the Company.

The Vice President, Environment and Social Performance is responsible for managing Centerra’s sustainability and environmental policies, programs and initiatives. At each active operating site, an on-site team is dedicated to environmental compliance and reclamation matters tied into climate-related issues that support the corporate climate change strategy. The team’s input addresses climate risk assessments, climate-related risk management, and the identification and implementation of emission reduction opportunities. Team members are supported by external environmental experts, consultants and academic specialists, who report to the site’s regional leader or general manager.



# Climate and Nature Strategy

## Impacts on Business Strategy and Financial Planning

Centerra’s goal is to meaningfully grow its low-cost operating portfolio, while at the same time building a great workplace, with care and attention given to the environment and the communities where we operate. Climate considerations are integrated into the overall strategy through our four strategic pillars: Improve ESG Performance, Optimize Existing Assets, Drive Growth, and Create a Great Place to Work.

Going forward, we will continue to strengthen our work as it relates to climate initiatives to ensure that our long-term strategy remains resilient and aligned with the global energy transition.

### 1. Improve ESG Performance

As part of our commitment to embed ESG principles across the organization and throughout the mine lifecycle, management has dedicated efforts to understand where we can advance our corporate climate change strategy.

In 2024, assessments were completed to better understand the actual and potential impacts of climate change on our business. A key component in this effort was the advancement of our decarbonization transition planning, which included evaluating site-specific practical and cost-effective initiatives such as considering the use of renewable diesel at Mount Milligan. We continue to monitor our GHG emissions closely, which are externally verified for transparency and accountability.

Centerra has also refined its climate risk scenario analysis where possible, to financially quantify identified risks and develop a Climate Resiliency Plan to proactively identify and assess climate-related risks and opportunities. These risks will be built into our internal risk register and managed through the enterprise risk management (ERM) system, which ensures a consistent and structured approach is taken across the organization.

Together, these efforts position us to advance our ESG performance in line with stakeholder expectations, while enhancing the resilience of our operations in the face of a changing climate.

### 2. Optimize Existing Assets

To address relevant impacts of climate change and maximize the value of our existing operations, the Company has incorporated climate-related considerations into asset management and performance planning at each of our sites.

Centerra’s approach is guided by an understanding of regional water balances, both in terms of availability and quality, while proactively identifying long-term strategies to address resilience against climate-related risks. For example, at the Mount Milligan Mine, drier years have resulted in the need for more resilient water management solutions, which have led to the diversification of water sources and investment for increased recycling of water in the tailings storage facility, significantly reducing our reliance on surface water withdraws. Our Öksüt site is constructing a contact water treatment plant, allowing treated water to be applied for dust suppression in 2025, reducing withdraws from freshwater sources.

As part of the Company’s decarbonization initiatives, we have electrified some equipment where feasible, and secured renewable electricity credits for the Öksüt site. Details of these decarbonization projects and additional energy efficiency initiatives are described in the [Climate Metrics and Performance](#) section.

Energy efficiency remains a key priority. In 2024, Öksüt achieved ISO 50001 Energy Management System certification, demonstrating our ongoing commitment to continuous improvement in energy performance.

Additionally, we continue to evaluate key opportunities identified through our climate resilience planning, with a focus on enhanced operational efficiency and overall performance. These initiatives reflect our efforts to optimize existing assets in support of both business performance and environmental responsibility.



### 3. Drive Growth

Climate-related considerations are integrated into our project evaluation, due diligence, and decision-making processes. Jurisdictions with reliable access to renewable energy infrastructure are prioritized as they help manage longer-term regulatory, financial, and environmental risks. For example, in Nevada, USA, regulatory frameworks require at least 50% of the electricity sold to Nevada consumers be generated from renewable sources by 2030, which influences how we design and develop projects in the region.

When evaluating potential projects, Centerra assesses both total GHG emissions and emissions intensity on a per-ounce-of-gold-equivalent basis. This enables us to benchmark sustainability performance across the portfolio and align new developments with our broader economic, operational, and environmental objectives. The feasibility of fleet electrification is also examined along with other alternative low-carbon options. We recognize the current or future viability of these options based on the operational needs and infrastructure readiness of each project.

These assessments form part of a broader strategic lens through which we evaluate regulatory and market trends. Carbon pricing mechanisms are monitored closely to anticipate policy developments, such as the introduction of carbon taxes, which may influence future operating costs. This forward-looking approach ensures that climate-related risks and opportunities are factored into our growth strategy, to support outcomes that are both economically and environmentally responsible.

### 4. Create a Great Place to Work

Attracting, retaining and developing a diverse and skilled workforce is essential to executing Centerra’s company strategy. While this pillar is not directly focused on climate, it does support our ability to implement climate initiatives across the organization and attract and retain talent. A collaborative work environment empowers our teams to innovate and respond effectively to the evolving challenges and opportunities around climate change.



# Climate-Related Risk and Mitigation

## Global Climate Scenarios

In 2023, as part of Centerra’s ongoing effort to assess climate-related risks and opportunities, management conducted a company-wide climate scenario analysis to better understand climate- and nature-related risks and opportunities across key sites.

This climate scenario analysis incorporating both physical and transition climate risks was undertaken for four of Centerra’s assets – Mount Milligan, Öksüt, Thompson Creek, and the Goldfield project – and the analysis aligned with international best practices, including the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB). The analysis aimed to support strategic planning, regulatory alignment, and risk management by evaluating the Company’s exposure to climate-related impacts under a range of future conditions.

In 2024, in continuing efforts to address climate-related risks across its operations, Centerra refined its climate risk scenario analysis to financially quantify the top identified physical and transition risks as well as opportunities, to develop a high-level climate resiliency plan. This initiative aligns with Centerra’s commitment to long-term sustainability and operational resilience, while aligning with evolving climate-related disclosure requirements.

In 2024, the assessment evaluated climate-related risks across four Centerra operations – Mount Milligan, Öksüt, Thompson Creek, and Langeloth. Both new and existing physical and transition risks were identified and analysed.

The analysis focused on paring down the scenarios and employing a single time horizon (2030) for a more detailed analysis and to facilitate the creation of a climate resiliency plan. To better understand the resilience of Centerra’s business to physical and transition risks, additional mitigation and control measures were recommended to strengthen climate resilience across Centerra’s facilities and establish a high-level climate resiliency plan.



## Managing Climate-Related Risk

Centerra has strengthened its resilience to both physical and transition climate risks by improving its understanding through a quantitative climate risk and scenario analysis that was completed in 2024. Existing adaptation measures and controls were identified for each risk across all sites.

Climate-related opportunities were also identified. Some of these, such as the availability of renewable diesel at competitive pricing, would reduce the Company’s GHG profile and provide opportunities both for cost savings and mitigate against increased carbon pricing in British Columbia.

From a physical risk perspective, actions have been taken to reduce the residual risk of physical risks, such as drier years potentially impacting surface water sources in proximity to Mount Milligan. As part of the Climate Resilience Plan, additional adaptive measures to increase business resiliency address forest fire risk, water scarcity and high precipitation events.

From a transition risk perspective, British Columbia’s output-based pricing system imposes a carbon tax for diesel consumed, increasing operating costs, but also situates renewable diesel as an opportunity to reduce our GHG profile and annual carbon tax exposure.

Centerra will continue to evaluate climate resilience strategies to safeguard its operations against evolving climate-related risks.

# Climate Risk Management

Climate adaptation requires an understanding of how the risks of a changing climate affect the Company, along with active management and mitigation of these risks.

Centerra uses its ERM program to govern and manage climate risks. We assess how our operations might be impacted by the physical risks posed by climate change, evolving regulations, and the extent to which potential reputational impacts to our Company could be influenced by climate change.

Although not always directly identified as climate risks, these risks may include water access and quality, wildfires, inclement weather, impacts to tailings storage facilities, leach pads, waste rock storage, power outages, and air quality impacts.

All relevant sites and corporate teams review the status of identified operational risks quarterly and evaluate the likelihood and impact of emerging risks. This assessment process ensures we have the necessary resources to manage current and emerging risks. These assessments are reviewed with the executive team and presented to the Board to ensure appropriate oversight.

## Key Climate-Related Opportunities

The climate-related opportunities identified in the Company's Climate Resiliency Plan are based on the TCFD methodology and classified under the five TCFD opportunity types, which are:

- Resource Efficiency

• Energy Source
- Products and Services
- Markets

• Resilience

Here are some examples of the identified opportunities:

- Price uplift of critical minerals at the global/corporate level.
- Increased demand for copper at Mount Milligan.
- Reduced carbon costs at Mount Milligan.
- Molybdenum being crucial in steel alloys and technologies such as wind turbines, solar, and nuclear energy.

The Centerra Enterprise Risk Management matrix was used to characterize likelihood and impact and to rate and financially quantify risks. The table below shows examples of key physical and low-carbon economy transition risks and mitigations in place.

	Material Risk	Examples of Risk Mitigations In Place
Physical Risk	Wildfires	At Mount Milligan, wildfire risk is mitigated through fire breaks and specialized training in wildfire preparedness for the on-site emergency response and mine rescue teams. Select training sessions also included participation from our First Nations partners to support knowledge sharing and strengthen collaborative response efforts.
	Drought	At Thompson Creek, drought risk is managed through a water reclamation system and adequate on-site storage to ensure a reliable water supply.
	Severe weather conditions	At Öksüt, severe weather conditions are managed through protocols for fog, snow, ice, and high winds, including visibility rules, road treatment and clearing, and automated shutdown procedures. These measures are supported by enhanced vehicle lighting, continuous monitoring, and infrastructure designed to maintain safe operations.
	Extreme cold	At Mount Milligan, extreme cold risk is managed through a backup water pipeline system, preventive maintenance, and manual intervention protocols.
	Severe rainfall events leading to landslides	At Öksüt, geotechnical monitoring systems and a comprehensive water management system, including infrastructure enhancements and upgraded pumping capacity, are in place to manage severe rainfall impacts.
Transitional Risk	Canadian policy risk of carbon pricing through 2030 (including increasing stringency factor)	At Mount Milligan, carbon pricing risk is managed through equipment electrification, electric shovels in the open pits, and exploring renewable diesel alternatives.
	Reputational risk of debris/spill from facility caused by storms/wildfires etc. damaging community	Reputational risk from climatic events is managed across our sites through spill containment systems, overflow controls, and community alert protocols.
	Market risk of reduced demand for high carbon copper/molybdenum at a global/corporate level	Market risk is mitigated through Centerra's diversified metals portfolio and its involvement in industry initiatives that strengthen transparency and credibility.



# Climate Metrics and Performance

## Decarbonization Opportunities

In 2024, to further build on the work completed under this strategy, Centerra assessed options for a GHG reduction target in Scope 1 and 2 emissions. Although a commitment to a target has not been made at this time, we instead are focused on advancing opportunities identified in our emissions reduction plan.

To date, Mount Milligan has advanced its decarbonization efforts through the electrification of pumps used for water management within and around the tailings storage facility, as well as for water withdrawals from Rainbow Creek through the implementation of a permanent electric pump system. The site has also improved operational efficiency through measures such as haul cycle optimization and improved blasting practices to help reduce emissions. The most significant opportunity identified is the potential use of renewable diesel to lower GHG emissions and achieve cost savings under British Columbia's industrial carbon pricing system, subject to the success of ongoing pilot tests.

At Öksüt, a key opportunity identified was the purchase of Renewable Energy Credits (RECs). RECs were purchased for 2025, enabling the site to operate on 100%-renewable electricity and achieve an estimated 17% reduction in GHG emissions in the coming year to enhance energy conservation and reduce our carbon footprint. Öksüt earned ISO 50001 energy management system certification in 2024, with the initiative led by a certified energy management specialist.

SASB: EM-MM-110a.1, EM-MM-110a.2, EM-MM-130a.1

TABLE 7. CLIMATE PERFORMANCE

Metric Category	
Scope 1 Emissions	137,719 tonnes CO <sub>2</sub> e
Percentage of Scope 1 emissions under “emissions-limiting regulations”	54%
Scope 2 Emissions	34,727 tonnes CO <sub>2</sub> e
Total Energy Consumption	4,584,515 GJ
Percentage Grid Electricity	57%
Percentage Renewable Electricity <sup>1</sup>	0%
Percentage of assets or business activities vulnerable to climate-related transition and physical risks or aligned with climate-related opportunities	All of our operations have climate-related opportunities and are vulnerable to climate-related risks. Öksüt now benefits from RECs in 2025 and has climate-related risks such as severe weather events. Mount Milligan benefits from British Columbia’s clean electrical grid and has climate-related risks such as wildfires, drought, severe storms, and exposure to carbon pricing.
Capital Deployment	Centerra considers net present value (NPV) positive decarbonization projects that will provide a compelling return while helping to reduce GHG emissions.
Internal Carbon Price	Internal carbon price is not used at this time.
Remuneration	10% of executive remuneration is linked to sustainability initiatives, including climate performance and 10% of site bonus.
Climate-Related Targets	Centerra has not at this time determined a target commitment. We continue to assess and advance opportunities identified in our emissions reduction plan.

<sup>1</sup> While Centerra does use electricity sourced from renewable energy, under SASB’s definition only electricity procured through renewable energy certificates, direct investments, or power purchase agreements (PPAs) can be formally reported as ‘renewable.’ Since our renewable electricity is provided through regional grids and not directly procured, we report 0% renewable electricity per SASB guidelines.





Climate Performance

Centerra has established procedures to monitor and disclose our GHG emissions. Centerra uses the Greenhouse Gas Protocol to quantify GHG emissions with verification completed by a third party using the ISO 14064-3 standard for Scope 1 and 2 emissions.

Centerra’s goal is to meaningfully grow its low-cost operating portfolio, while at the same time building a great workplace, with care and attention given to the environment and the communities where we operate. We continue to assess and advance opportunities identified in our emission reduction plan.

2024 SITE-BY-SITE SCOPE 1 AND 2 GHG EMISSIONS

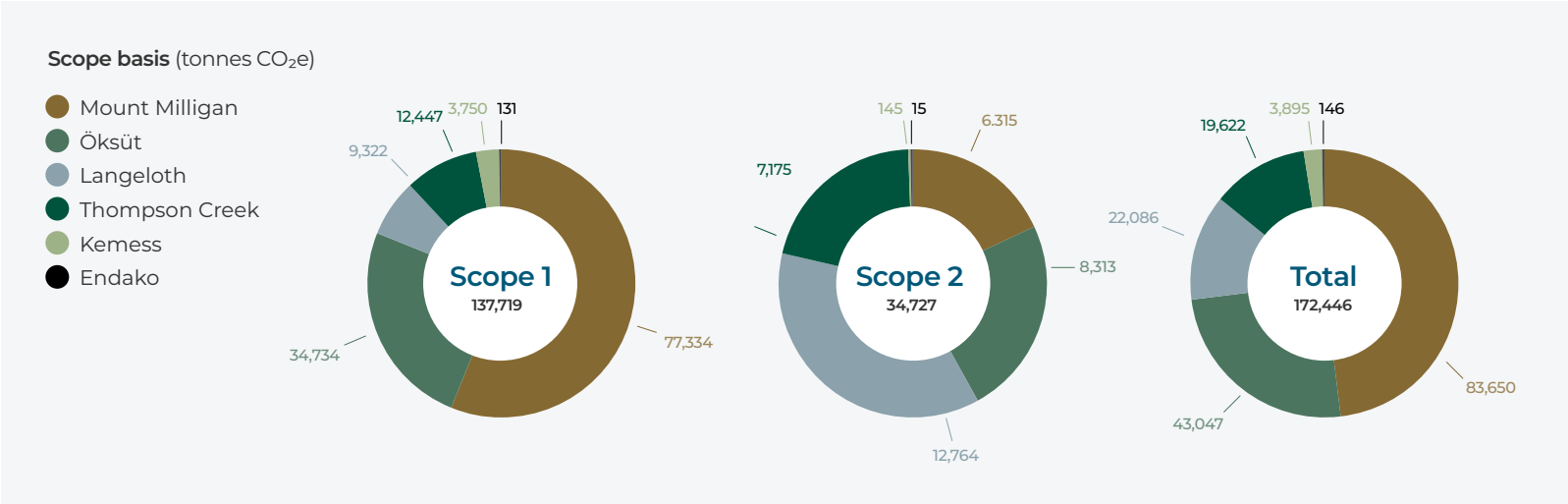


TABLE 8. 2024 EMISSIONS BY SOURCE AND BY SITE

Fuel Basis (tonnes CO <sub>2</sub> e)*	Diesel	Gasoline	Propane	Liquefied Natural Gas	Natural Gas	Diesel – Explosives	Electricity	Total
Mount Milligan	74,164	1,478	1,137	–	–	556	6,315	83,650
Öksüt	33,805	114	–	456	–	358	8,313	43,046
Langeloth	57	1	965	–	8,299	–	12,764	22,086
Thompson Creek	11,567	309	334	–	–	237	7,175	19,622
Kemess	3,392	106	252	–	–	–	145	3,895
Endako	31	42	1	–	58	–	15	147
Total	123,016	2,050	2,689	456	8,357	1,151	34,727	172,446

\* Values are rounded to the nearest tonne CO<sub>2</sub>e.

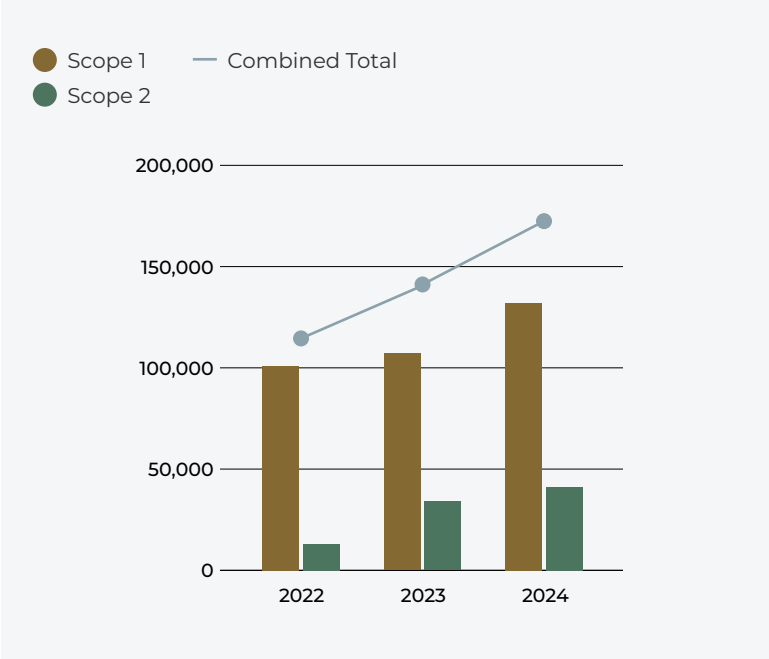


Emissions Intensity

In 2024, the GHG emissions intensity at Mount Milligan and Öksüt was 0.28 tCO<sub>2</sub>e per ounce of gold produced. This metric is calculated by dividing total Scope 1 and Scope 2 emissions by the total gold equivalent ounces produced and includes production of both gold and copper. The increase from 0.22 tCO<sub>2</sub>e/oz in 2023 was primarily driven by higher diesel consumption at Öksüt, resulting from increased mining activities and extended hauling distances. Despite this increase, we continue to maintain a relatively low carbon footprint associated with our gold production, remaining well below the sector's weighted average emissions intensity of 0.66 tCO<sub>2</sub>e/oz.<sup>1</sup> Lower emissions intensity can be a result of several factors, including lower waste rock stripping ratios, higher gold grades, use of low-carbon emission electricity and minimizing diesel consumption for electricity generation and lower mine haulage distances. Centerra benefits from utilization of a low-carbon electricity grid in British Columbia and not relying on large-scale electricity generation from diesel.

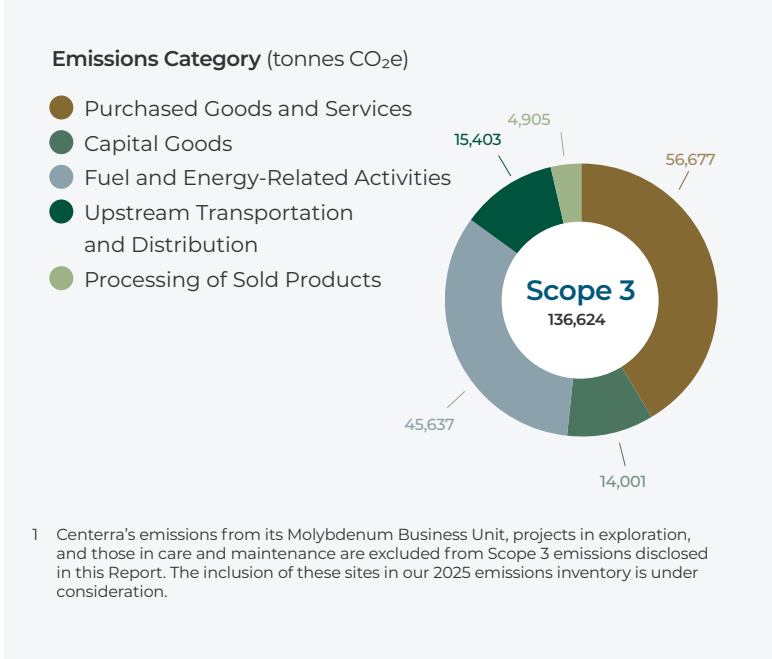


COMPANY-WIDE EMISSIONS TREND



From 2023 to 2024, Centerra's GHG emissions increased by 22%, reaching 172,446 tonnes of CO<sub>2</sub>e. This rise was primarily due to the full restart of operations at Öksüt following its suspension, as well as increased activity at Thompson Creek as it enters through its restart phase. As a result, emissions rose due to an increase in diesel consumption.

2024 SCOPE 3 TOTAL EMISSIONS<sup>1</sup> (TONNES CO<sub>2</sub>e)



In 2024, Centerra assessed material Scope 3 emissions categories which account for more than 5% of total emissions based on the GHG Protocol Corporate Value Chain Accounting Standard. These include Purchased Goods and Services (Category 1), Capital Goods (Category 2), Fuel and Energy-Related Activities (Category 3), and Upstream Transportation and Distribution (Category 4). Emissions from Category 1 represent over 50% of our total Scope 3 emissions.

<sup>1</sup> Data based on broker estimates as of December 18, 2024.





# Nature and Biodiversity

In 2024, Centerra continued to prioritize our ecological stewardship efforts alongside local communities. We always seek to minimize our project footprint disturbances to the extent possible in our operations and aim for net positive biodiversity in closure planning in line with company environmental and social objectives.

## Protecting Legally Designated Areas, Key Biodiversity Areas, and Endangered or Other At-Risk Species

Centerra does not explore nor develop new properties situated in UNESCO World Heritage sites. The Company respects legally designated areas and those designated as Key Biodiversity Areas, and avoids making negative impacts to threatened and protected species. These commitments apply to all phases of the mine lifecycle, from exploration into operations and through to mine closure, and we embrace a philosophy of “no net loss.”

In addition, we protect endangered and threatened species within or near our operational footprints, and we have comprehensive monitoring and protection programs in place across our sites for this purpose. These may include:

- Defining corridors of movement and migratory patterns of key species
- Daily monitoring of avian and mammalian wildlife on or near our mine infrastructure
- “No hunting and fishing” policies within our operational footprint, and
- Monitoring wildlife in the operational footprint.

## Biodiversity Management

Centerra’s mine sites develop wildlife and vegetation monitoring programs in conjunction with local communities and/or Indigenous groups, as well as biodiversity experts such as botanists, wildlife biologists and ornithologists. Each of our sites regularly reviews its management plans, usually every one to five years, to ensure they continue to reflect the primary biodiversity risks and opportunities present at each location. Management plans are developed in accordance with all applicable regulatory and permit obligations and ensure that employees and contractors are made aware of biodiversity priorities at the site.

At Mount Milligan, biodiversity management is an integral part of the environmental stewardship approach. There are no areas of conservation status in or near mineral reserves (proven or probable), and no endangered species or habitat on or adjacent to Mount Milligan’s operations. Biodiversity monitoring is conducted by site teams and external consultants through regular wildlife and fish studies to ensure responsible land and water use.

In 2024, Mount Milligan submitted its first Metal and Diamond Mining Effluent Regulation (MDMER) interpretive report, marking the beginning of ongoing three-year aquatic monitoring cycles to assess potential impacts on fish and aquatic life. Additionally, the Company is partnering with Nak’azdli Whut’en First Nation on a three-year elk population monitoring initiative, helping to advance Indigenous-led conservation and enhance understanding of regional wildlife dynamics.

SASB: EM-MM-160a.1      RGMPs: 9.1, 9.2, 9.3







At Öksüt, site powerlines transect the Sultan Sazlığı National Park and the Erciyes Mountain Key Biodiversity Area, which is an important location at the junction of two bird migration routes across Europe, Asia and Africa. To minimize any negative impacts, bird flight diverters have been installed on the powerlines and the Öksüt Environmental Team regularly conducts area inspections and ornithologists study bird activities during the spring and autumn migration seasons.

Öksüt's Biodiversity Management Plan (BMP) outlines its approach to biodiversity risk management, including a governance framework, monitoring procedures and key performance indicators to measure performance. These action plans detail how the site conforms with the mitigation hierarchy, specifically to avoid, minimize, mitigate or compensate for adverse impacts on the environment. In the region, there are no mineral reserves (proven or probable) in or near sites with protected conservation status or endangered species habitat.

The Thompson Creek Mine actively engages in biodiversity management through its white bark pine replanting program, which plays a critical role in conserving this endangered species. Monitoring efforts include periodic observations of tree plots to monitor the regrowth of white bark pine, ensuring the success of the planting initiatives. The white bark pine planting plot continues to thrive, demonstrating the site's ongoing commitment to preserving biodiversity and promoting sustainable environmental practices.

For our sites on care and maintenance, Centerra has comprehensive plans in place to protect and sustain local wildlife and plant species. At the Kemess Project, we continue to implement the Wildlife Management and Monitoring Plan, which involves employee and camera monitoring of wildlife within the project footprint. In 2024, the environment team rebuilt its bat boxes to improve the likelihood of roosting for little brown bats and northern long-eared bats within the project footprint.

Biodiversity Offset Management

Öksüt's mining area holds great importance for species conservation, and the site is committed to having a net-positive impact on local biodiversity in the Develi region.

Key initiatives include collecting and planting acorns to reinforce oak populations and safeguarding endemic species like *Astragalus Öksütdaghensis*. Topsoil is preserved for future rehabilitation, and conservation areas are maintained on-site. Through the In-Situ Conservation Program, critically distributed species in affected areas were relocated to a greenhouse before being transplanted to suitable, unaffected habitats within the project area. Ongoing monitoring ensures population viability and supports species restoration efforts. The Company continues to work with the Gazi University Laboratory to conduct studies on seed germination of the targeted species, which will promote the revegetation of Öksüt's topsoil stockyards and slopes.

The site has a Biodiversity Offset Management Plan, which aims to ensure residual and unavoidable impacts on priority biodiversity features and critical habitats resulting from the mine's activities will be offset in accordance with European Bank for Reconstruction and Development (EBRD) Performance Requirement 6. Öksüt continues with its enrichment planting of the species identified as the target by the EBRD in Zile Village's sparsely forested area.

As part of our commitment to ecological stewardship, Mount Milligan implemented a fish habitat compensation plan to offset potential project impacts. Following 10 years of post-construction effectiveness monitoring, all offset habitats have been confirmed as stable and functioning as designed, demonstrating the long-term success of our offset management approach.



Mine Closure and Progressive Reclamation

As part of its environmental management, Centerra plans its closure and reclamation of mined areas even before construction is started. In some cases, areas are progressively reclaimed concurrently with mining operations. After mining has permanently ceased, reclamation of the site continues with post-closure monitoring to ensure closure objectives are met.

All mining operations and care and maintenance sites have detailed site-specific closure plans in place. At its sites, Centerra has two levels of managerial responsibility for rehabilitation: environmental superintendent and the general manager.

The Company updates closure plans, including annual mine cost updates on a regular basis, to reflect any changes in operations. Our reclamation standards comply with both local and international standards and we use the industry-recognized Standardized Reclamation Cost Estimator to determine defensible closure cost estimates for all our sites.

Throughout 2024, Öksüt conducted various closure studies to align with local and regional objectives for final closure planning. Mount Milligan continues to advance its operational reclamation efforts, including a tree planting program that has successfully planted 3,650 willows and five different plant species on-site.

RGMPs: 9.4

CASE STUDY

Innovative Reclamation Monitoring at Mount Milligan Mine



As part of the Mount Milligan Mine reclamation initiatives, a key project component is revegetation with native species collected locally. In partnership with the McLeod Lake Indian Band and Nak’azdli Whut’en First Nation, the project integrates Traditional Ecological Knowledge (TEK) into its land-use planning and restoration efforts. Two dedicated seed collection trips gathered seeds from 10 native shrubs and herbs, contributing to a seed inventory and guidebook on species used in the reclamation program. Large-scale propagation and planting efforts are underway, with phenocams deployed to monitor plant growth and assess success over time.

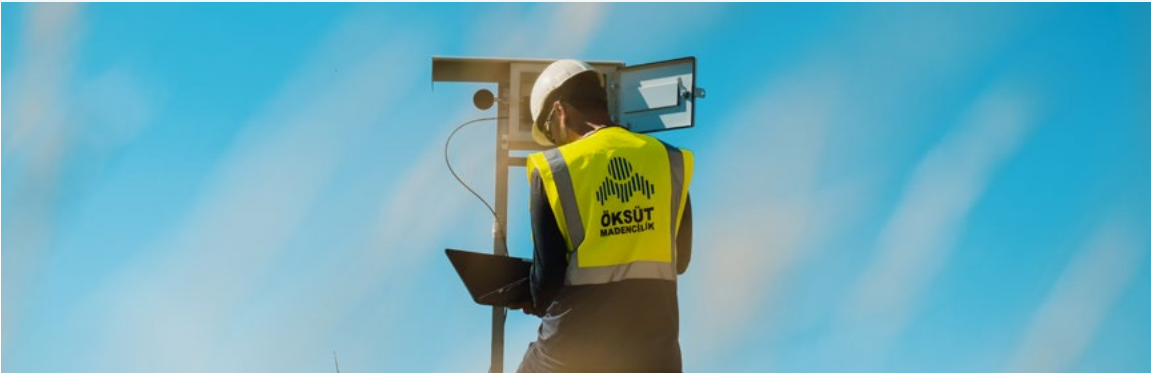
In addition to traditional restoration techniques, a partnership with a local university, environmental researchers, and an Indigenous-owned environmental company is applying genomic techniques to assess reclamation progress. By analysing soil microbial communities and invertebrate populations, researchers can efficiently evaluate ecosystem health beyond conventional monitoring methods. This integration of genomic monitoring with standard reclamation practices enhances the ability to track ecosystem recovery with greater precision.

The initiative demonstrates how TEK and scientific advancements can work together to improve ecological restoration. By combining Indigenous knowledge, innovative monitoring techniques, and collaborative partnerships, the project ensures a more resilient and sustainable post-mining landscape.



CASE STUDY

# Biodiversity Conservation Through Education at Öksüt



To enhance biodiversity and conservation, Öksüt is implementing initiatives focused on habitat restoration, species conservation, and ecological education.

A botanical garden is in development to replicate natural habitats and support the growth of endemic and critically distributed species. This initiative also aims to enhance awareness among staff and the public about biodiversity conservation. Preserving these species is crucial for biodiversity, soil stability, and ecosystem health. A rock garden will support species adapted to rocky environments, while a habitat will be cultivated with native seeds and plants to facilitate research and monitoring. These features will serve as educational resources, raising awareness of local biodiversity and guiding future conservation efforts.

To further support conservation, biodiversity training sessions have equipped staff with knowledge to identify local and regional endemic species and understand their ecological role. A comprehensive guidebook is being produced to assist species recognition and conservation practices. In addition to these activities, posters on endemic species will be prepared and displayed in the office area to help raise awareness. Once in place, the guidebook will provide staff with an accessible reference to the site's biodiversity framework.

CASE STUDY

# Revegetation Strategies for Mining Restoration

In 2023, Centerra partnered with the University of Arizona and mining industry collaborators on the Arizona Initiative for Resilience & International Development (AIRID) Land Research to improve revegetation in the semi-arid U.S. Southwest. This initiative focused on developing seed coatings and refining seedbed preparation methods to enhance plant establishment for reclamation efforts at arid post-mining areas.

In 2024, multi-acre seeding trials started in disturbed and undisturbed sites by our Goldfield Project near Tonopah, Nevada. Trials tested gibberellic acid-coated and uncoated Indian rice grass and shadscale while mulch was used to improve moisture retention and seedling establishment. Data collection throughout 2025 and 2026 will evaluate germination, survival, and growth under different site conditions. Researchers will also develop coatings for additional key restoration species.

By integrating advanced seed technologies with strategic site preparation, this research aims to improve revegetation success in arid mining environments. Findings will support progressive reclamation and closure planning, offering scalable solutions for sustainable ecosystem restoration.







# Environmental Stewardship

Centerra is firmly committed to the principle of environmental stewardship, protecting the natural environment and working diligently to prevent, mitigate and minimize the adverse effects of our company footprint. Environmentally responsible mining is at the heart of our core values and drives our ESG performance. By proactively minimizing environmental impact through careful project design and management, Centerra achieves increased operational efficiencies, stronger community relationships, and the ability to assist in minimizing permitting and operational costs.

## IN THIS SECTION

- 40 Environmental Management
- 41 Air Quality
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- 44 Waste Management
- 46 Active Management of Tailings Storage Facilities

## Relevant UN SDGs



## Relevant RGMPs



2.4      8.1, 8.2, 8.3, 8.4, 8.5      10.1, 10.2



# Environmental Management

Governance of Centerra’s environmental stewardship takes place at multiple levels. Functional responsibility across the organization rests with site managers and environmental directors, who ensure environmental policies and strategies are implemented at the operational level. Environmental risks, opportunities, and performance are reported quarterly to the Board by the Vice President, Environment and Social Performance.

Centerra’s operations follow robust Environmental Management Systems (EMS) to align with industry best practices and regulatory requirements. At the Öksüt Mine, the Environmental and Health & Safety Management Systems are aligned with ISO 14001 and ISO 45001, reinforcing our Company’s commitment to international environmental and occupational health & safety standards.

Similarly, the Mount Milligan and Thompson Creek mines operate an EMS based on Centerra’s environmental policy and management plans. Monitoring and reporting ensure that mitigation strategies are effectively implemented and that potential environmental impacts align with Environmental Impact Assessment (EIA) predictions.

Environmental awareness and training are fundamental to Centerra’s sustainability efforts. Regular departmental morning and toolbox meetings, along with specific project kickoff meetings and environmental training for new hires, help reinforce the Company’s commitment to our environmental stewardship principles.



## Environmental Compliance and Permitting

In the jurisdictions where Centerra operates, there are extensive environmental regulations and government oversight of mining operations. Robust regulations require compliance, monitoring and reporting for exploration, construction, mining and associated activities. Prior to exploration and mining activities being approved, well-established regulatory permitting requirements dictate that environmental and socio-economic components of proposed activities be reviewed prior to project approval as part of detailed environmental, social and economic assessments. This ensures proper project planning, stakeholder consultation and environmental design.

Centerra pays close attention to compliance and permitting requirements and dedicates significant resources to ensuring applicable laws and regulations are followed. Future environmental monitoring aims to detect potential changes to baseline conditions, so that appropriate mitigations may be put in place to avoid or reverse any potential impacts.

Government agencies complete periodic environmental compliance inspections to confirm ongoing monitoring and environmental management systems are in place. Extensive annual reports for each of Centerra’s operations are prepared in accordance with regulatory requirements and subsequently reviewed by government authorities. Where applicable, such as in our British Columbia operations, these reports are also shared with Indigenous Nations to support ongoing dialogue and continuous improvement.

In 2024, Thompson Creek Mine completed a feasibility study and began the restart phase of its operations. The site is currently ramping up to full-scale mining, with production targeted for the second half of 2027.

Centerra works closely with various regulatory agencies across our operating jurisdictions to ensure compliance with environmental regulations and company permits. The Company takes all of the steps necessary to address any findings that result from inspections in a timely manner.



# Air Quality

## Air Quality Monitoring and Reporting

Centerra actively manages air quality emissions and complies with regulatory standards through engineered controls or management of our activities. Monitoring stations are located strategically at mine sites and around various facilities. As part of our air quality monitoring program and to satisfy permit requirements, site samples are sent to accredited laboratories for analysis.

The Mount Milligan Mine maintains a Thermo Scientific Partisol unit to measure Particulate Matter 10 (PM10) year-round, including a fugitive dustfall monitoring program. This program consists of five air quality stations and one ambient air quality monitoring station. Ambient air quality monitoring includes meteorological dustfall, fine particulate and vegetation metal absorption monitoring.

At the Öksüt Mine, air quality monitoring includes meteorological, settled dust (TSP), hydrogen cyanide (HCN) and fine particulate monitoring. There are eight air quality monitoring and measurement stations situated strategically throughout the mine site and in nearby villages. Centerra's teams engage in ongoing monitoring efforts to ensure our operations and activities comply with air quality standards. We recognize the potential harmful consequences of air pollution on both human health and ecosystems and are committed to ensuring compliance with applicable government regulations designed to protect people and the environment.

The Molybdenum Business Unit complies with air quality standards through rigorous monitoring and control measures. At the Langeloth Metallurgical Facility, this effort includes daily inspections and the use of an SO<sub>2</sub> analyzer installed in the ductwork of the main stack to continuously measure sulfur dioxide levels. The Thompson Creek Mine carries out routine inspections and approved best management practices to minimize dust and monitors equipment runtime and efficiency. These practices ensure adherence to regulatory requirements and the maintenance of air quality standards.

SASB: EM-MM-120a.1

RCMPs: 8.5

## Air Quality Management

The Mount Milligan Mine actively manages dust around the mine site. Potential sources of fugitive dust are generated from the haulage of waste rock and ore on roadways, the tailings storage facility (TSF), ore stockpiles and the ore conveyance to processing. Water is typically used as an effective suppressant for on-site roadways and is applied to haul roads within the TSF footprint on an as-needed basis. Government-approved chemical dust suppressants are strategically applied during particularly dry periods to reduce water consumption. At the processing plant, our crushing facilities are equipped with water misting systems to minimize dust. Other control and mitigation measures include progressive reclamation where, for example, vegetative covers are planted on the tailings dam to minimize dust and prevent erosion.

At the Öksüt Mine, appropriate control measures are implemented wherever the potential for fugitive dust generation is significant, including soil stockpiles and highly trafficked roads. Specific controls to manage dust include wetting and covering fine dry materials transported on trucks; enforcing speed limits; periodic wetting of the stockpiled material; and the restriction of vehicle usage in off-road areas. Beginning in 2025, dust suppression chemicals will be applied to site roads.

At the Thompson Creek Mine, a Fugitive Dust Management Plan has been implemented on the TSF whereby the application of soil cement on the embankment minimizes fugitive dust and the surface of the TSF is kept moist to prevent windblown dust in areas where it is most likely to occur.

At our care and maintenance sites, significant efforts have been made to manage fugitive dust. At Endako, progressive reclamation efforts are underway and, in particular, revegetation trails on tailings surfaces are showing signs of success that should reduce dust and erosion as vegetation continues to colonize surfaces. At the Kemess Project, effective mitigation measures have been employed, including wetting roads during hot and windy conditions, regular maintenance of roads to reduce silt content, and strategic planting of vegetation to protect exposed soil from erosion by wind and water.

The table below outlines our emissions inventory for our operating sites. The increasing trends in air emissions correspond with the rise in mining and processing activities at several sites, driven by the execution of our growth strategies. These emissions are managed through a combination of engineered controls and operational management practices and are regulated by government standards with associated monitoring requirements.

TABLE 9. 2024 AIR EMISSIONS BY POLLUTANT<sup>1</sup>

Tonnes*	2024	2023	2022
CO	661	624	129
NOx	1,288	927	671
SOx	71	56	4
Particulate Matter (PM10)	4,662	3,507	2,262
Mercury (Hg)	3	0	0
Lead (Pb)	87	0	7
Volatile Organic Compounds (VOCs)	94	60	6

<sup>1</sup> Totals exclude data from Thompson Creek Mine due to the unavailability of data at the time of reporting. For a detailed site-by-site breakdown, refer to page 71. The materiality of this omission from Centerra's consolidated total figure for each relevant air quality metric was not determined at the time of reporting.

\* Values are rounded to the nearest tonne.





# Water Stewardship and Management

Management of water quality and quantity at our sites is very important at all stages of the mine lifecycle, including exploration, operations, and care and maintenance. To protect water quality, sites comply with applicable water quality laws, regulations and permits.

The Mount Milligan Mine is designed and permitted to recycle water through the TSF for ore processing, thereby avoiding the need to actively discharge excess water from the generation of tailings. The mine was designed to capture, recycle and manage water on-site. The open pit water management program consists of surface water diversion ditches and horizontal drains in the pit walls to minimize freshwater inflows into the pit.

To prevent seepage losses from the TSF, a water containment and control system, consisting of shallow pumping wells, collection ditches and recycling ponds downgradient of the TSF embankment, is designed for the water bypassing the dam structure to be intercepted in ditches that are directed to collection ponds and pumped back into the TSF. Domestic wastewater is treated through a series of lagoon cells and a polishing pond prior to being discharged to the TSF.

Mount Milligan's Site-Wide Adaptive Management Monitoring Plan (SWAMMP) enables the withdrawal of a sufficient quantity of water from groundwater and surface water sources to support processing activities while protecting fish and fish habitat, as well as other aquatic resources in the lakes and watercourses. The SWAMMP relies on monitoring data from select locations to identify where groundwater or surface water withdrawals could result in changes to groundwater and surface water quality. In addition to internal monitoring, sites are subject to external water quality testing by regulators. Surface water and groundwater quality monitoring plans and programs are also used to assess and proactively identify trends, so that mitigation measures can be developed and implemented to preclude any adverse impacts.



In 2024, we began tracking water consumption intensity at Mount Milligan and Öksüt, calculated at approximately 20 m<sup>3</sup> per ounce of gold equivalent produced, to better understand the natural capital required for production and support of future conservation efforts.

The Öksüt Mine is designed as a zero-discharge facility to contain contact (process) water within the heap leach pad and Adsorption, Desorption, and Recovery (ADR) processing facility. At the mine, contact water collects in ponds and non-contact water is directed to natural drainages that only temporarily, or seasonally, convey water from heavy rainfall and/or snowmelt. The heap leach pad and ADR ponds are designed with a double liner system and have a leak detection and recovery system in place to minimize the risk of water seeping into the environment. The ponds have been designed to handle extreme precipitation events and maintain an extra safety margin. During drier times of the year, water collected in the overflow pond is used as additional make-up water. The entire Öksüt Mine has monitoring and measurement procedures in place for comprehensive site water monitoring.

Öksüt's water quality monitoring and sampling program is evaluated under two distinct commitments, the Turkish environmental impact assessment (EIA) criteria and the European Bank for Reconstruction and Development's environmental and social impact assessment (ESIA) criteria. According to the EIA and international ESIA water quality assessment schedules, monitoring operations are conducted monthly, and sampling is done quarterly. Water samples are sent to laboratories approved by the Turkish Ministry of Environment, Urbanisation and Climate Change, and duplicate samples are often sent to additional accredited laboratories for quality control purposes.



The Molybdenum Business Unit adheres to responsible water management across all of its operations. At Thompson Creek Mine, the site-wide water management system ensures that seepage water not meeting discharge criteria is collected and treated, or evaporated, in the tailings facility. Stormwater controls follow all of management’s necessary best practices for controls, collection, analysis and discharge meeting regulatory requirements. The Langeloth Metallurgical Facility follows stringent water treatment protocols in compliance with the National Pollutant Discharge Elimination System (NPDES) permit and maintains high water quality standards. A portion of the water is treated and safely discharged to municipal and surface water systems in accordance with regulatory requirements. In 2024, Langeloth consumed 183 thousands m<sup>3</sup> of water, withdrawing 199 thousands m<sup>3</sup> and discharging 18 thousands m<sup>3</sup>.

Water use at the Kemess Project and Endako Mine is limited during care and maintenance. However, water quality both on-site and off-site is carefully monitored to ensure compliance at locations specified in our permits. Also, detailed aquatic studies in the surrounding environment are conducted at sites in care and maintenance to ensure no adverse impacts are present.

Protecting Water Quality: Monitoring, Sampling and Inspection Programs

Our practices include:

- Regular monitoring and reporting on surface and groundwater quality and quantity
- Data quality assurance protocols
- Comparing annual trends to longer-term trends
- Predictions, especially in regard to metal leaching (ML) and acid rock drainage (ARD) potential, and
- Trend analysis against national and regional water objectives in relevant jurisdictions.

In 2024, we enhanced site-level water management through targeted initiatives at Mount Milligan and Öksüt, focusing on increased recycling efficiency and energy-efficient water treatment solutions.

Water Conservation Initiatives

Mount Milligan is committed to water conservation through a comprehensive management strategy that prioritizes water recycling. In response to recurring drought conditions, Mount Milligan focuses on diversifying water sources and enhancing the water recycling from seepage and tailings to maintain operational resilience.

In 2024, Mount Milligan introduced initiatives to increase water intake efficiency and reduce outflows from the TSF, further strengthening our recycling efforts. Water from the TSF is reused in ore processing, which reduces reliance on freshwater withdrawals from surface and groundwater sources. Additionally, pump-back system improvements have enhanced water recovery, minimizing dependency on external water sources. These measures align with our broader sustainability goals that ensure responsible water stewardship while at the same time improving operational efficiency.

TABLE 10. MOUNT MILLIGAN MINE WATER SUMMARY

Mm <sup>3</sup>	2024	2023	2022
Total Water Withdrawn <sup>1</sup>	8.34	8.11	9.87
Total Water Consumed <sup>2</sup>	8.72	8.11	9.87
Total Water Used <sup>3</sup>	41.50	40.46	40.72
Total Water Recycled	32.78	32.35	30.85
Percentage of Water Recycled	79%	80%	76%
Percentage from High or Extremely High Baseline Stress	0%	0%	0%

1 Includes surface water, groundwater, runoff collected on-site and pit dewatering.  
2 Water pumped to the TSF.  
3 Consumed + recycled.

At Öksüt, the mine operates a heap leach facility that’s designed to support the continuous recycling of water and solution. The mine has implemented various initiatives to enhance water conservation and reduce consumption. A dust suppressant has been tested on-site and will be fully implemented in 2025, reducing freshwater use for dust control. Water and solution reuse is further optimized by burying irrigation lines in the heap leach pad to minimize evaporation. Also, diversion ditches and culverts that are in place intercept and divert non-contact water before it reaches the mine site area. Öksüt’s surface water treatment plant, scheduled for completion in 2025, will improve the treatment efficiency and lower energy demands for pumping.

RGMPs: 10.1, 10.2

TABLE 11. ÖKSÜT MINE WATER SUMMARY\*

Mm <sup>3</sup>	2024	2023	2022
Total Water Withdrawn <sup>1</sup>	0.38	0.30	0.30
Total Water Consumed <sup>2</sup>	0.45	0.37	0.38
Total Water Used <sup>3</sup>	6.23	5.91	5.75
Total Water Recycled	5.78	5.54	5.37
Percentage of Water Recycled	93%	94%	93%
Percentage from High or Extremely High Baseline Stress	100%	100%	100%

\* In 2025, we revised our methodology for data collection at Öksüt and updated retroactive data in this summary accordingly.  
1 Includes groundwater supply wells.  
2 Withdrawn – discharged from domestic wastewater treatment.  
3 Consumed + recycled.



# Waste Management

Waste materials generated from mining and processing include waste rock, overburden materials (excluding topsoil), exhausted heap leach piles (crushed ore with the gold extracted) or tailings (crushed ore with most of the gold and copper removed). Other waste streams generated at mines include domestic waste from offices and camps, hazardous waste such as used oil from machinery and non-hazardous waste such as wooden pallets that are used to receive supplies. These materials are managed through control procedures designed to prevent or mitigate harm to the environment and our employees.

## Hazardous, Non-Hazardous, and Domestic Waste

Waste materials are required to be managed in accordance with applicable regulations and permit requirements. At each site, management of waste is dictated by specific procedures and management plans for waste rock, hazardous waste and non-hazardous waste. Environmental staff at our sites oversee proper waste management and the off-site disposal of hazardous materials, which ensures compliance with local and regional regulations. Our site-specific Hazardous Materials Management Plan applies to all hazardous materials and hazardous waste present at the mine, providing guidance on their identification, storage, handling, transport, recycling, tracking, and disposal. All sites follow the reduce, reuse and recycle protocols in day-to-day operations to reduce disposal volumes sent to landfill and in the overall generation of wastes. In addition, employees at all of our operating sites are made aware of current waste management and segregation practices during the on-site environmental orientation.

Centerra's site-specific management protocols emphasize safety and environmental protection with specific procedures for all stages of materials handling, including transportation, storage, inventory, training, spill response and spill reporting. Waste segregation and tracking are routinely conducted at all sites, and wastes stored on-site are securely contained and monitored pending further treatment, transportation and/or disposal to avoid potential negative impacts to our employees, the environment and project-affected communities.

Due to Mount Milligan's remote location, minimizing wildlife attractants is a priority. This has resulted in domestic food waste being transported off-site for disposal in nearby Fort St. James, B.C. At Öksüt, non-hazardous waste is temporarily stored on-site in designated storage areas and then disposed of off-site by a licensed contractor. Certain non-hazardous wastes, including paper, nylon, plastic, glass, wood, metal scraps, waste oils and vehicle tires, are recycled at a local facility.

The Thompson Creek Mine continues to follow responsible waste management practices, with the aim of minimizing environmental impact by reducing waste generation, maximizing recycling and reuse, and properly disposing of waste in accordance with regulations. Similarly, Langeloth Metallurgical Facility's waste management practices abide by

the *Pennsylvania Solid Waste Management Act*, ensuring environmentally responsible disposal. Compliance with these regulations requires that all waste is handled and processed according to state-mandated standards.

Waste generation at our Kemess and Endako care and maintenance sites is limited during this stage of the mine lifecycle. Nevertheless, waste management plans and standard operating procedures are implemented to effectively segregate and manage waste materials. These measures ensure compliance with necessary regulations and facilitate responsible waste handling practices.

The table below outlines our waste and recycling summary for our operating sites.

TABLE 12. 2024 TOTAL WASTE WEIGHT & RECYCLING SUMMARY

Tonnes*	Mount Milligan	Öksüt	Thompson Creek	Langeloth	Total
Total weight of non-mineral waste generated	3,755	670	62	359	4,847
Total weight of non-mineral waste recycled	2,698	654	0	158	3,510
Percentage of non-mineral waste recycled	72%	98%	0%	44%	72%
Total weight of tailings produced	21,583,467	N/A	N/A	N/A	21,583,467
Total weight of waste rock generated	27,059,571	12,809,035	11,086,250	N/A	50,954,856
Total weight of waste rock recycled	3,038,777	0	0	N/A	3,038,777
Percentage of waste rock recycled	11%	0%	0%	N/A	6%
Total weight of hazardous waste generated	720	302	1	0	1,022
Total weight of hazardous waste recycled	384	302	1	0	686
Percentage of hazardous waste recycled	53%	100%	100%	N/A	67%

\* Values are rounded to the nearest tonne.

In 2024, waste generation at Öksüt increased due to expanded site operations and ongoing construction activities. Additionally, waste rock capacity was increased, leading to higher production volumes. Annual variations are anticipated due to the mineralization structure of the open pit.

Cyanide

The Öksüt Mine is a signatory to the International Cyanide Management Code (ICMC), as it uses sodium cyanide (NaCN) to extract gold. In 2020, Öksüt joined the International Cyanide Management Institute as a signatory. Over the span of four years, the site underwent a certification program to align with the Institute's Principles and Standards of Practice. Mount Milligan does not use cyanide to extract gold.

RCMPs: 8.3

In early January 2024, Öksüt attained certification from the International Cyanide Management Institute.

Mercury

Mercury is managed at the Öksüt Mine through a comprehensive system designed to safely handle mercury-bearing ores and mitigate environmental and occupational risks. A dedicated mercury abatement system has been installed at the ADR plant to capture and process the mercury vapours generated during gold processing. This system helps to prevent the release of mercury into the workplace and environment by effectively containing and neutralizing mercury emissions.

The mercury management system also includes regular inspections, testing, and compliance reviews conducted in coordination with the relevant regulatory bodies to ensure it operates to approved environmental and occupational health standards. Operations are continuously monitored to identify and manage mercury content appropriately in ores processed at the site.

RCMPs: 8.4



Waste Rock

Proper planning, management and monitoring of waste rock at our mine sites, including those in care and maintenance, is important to minimize or avoid potential safety and environmental risks. Waste rock characteristics are monitored to understand their acidic and neutralizing properties so that proper management techniques can be applied to avoid environmental harm in the long term. Additionally, long-term aquatic monitoring programs at all sites, including those in care and maintenance, are required to assess the health of the aquatic environment and ensure any potential effects from mining activities, including waste rock management, are avoided or mitigated.

The Mount Milligan Mine has an established program in place for monitoring metal leaching and acid rock drainage (ARD), which involves analysing static and kinetic testing and characterizing waste rock and tailings. Waste rock that is potentially acid generating (PAG) is stored within the TSF to comply with approved environmental requirements. Non-acid generating (NAG) waste rock is used for TSF dam construction. The use of overburden and NAG waste rock to build the downstream TSF embankment eliminates the need for conventional waste rock piles at the site.

Centerra undertakes general monitoring activities to ensure the stability of our waste rock piles and tailings storage facilities. These include the installation and monitoring of prisms and piezometers as well as regular visual inspections by site personnel. Mount Milligan has developed a comprehensive metal leaching and ARD monitoring program involving the interpretation of static and kinetic testing and the characterization of waste rock and tailings. Geochemical data is used to assess the longer-term behaviour of the net-acid generation potential of the different waste materials.

At Öksüt, the active waste rock facility is designed and operated as permitted. There are comprehensive monitoring and measurement procedures in place to manage ARD risk including water collection ponds.

In 2024, Thompson Creek Mine started to generate waste rock from re-start activities, with waste rock stored in the two permitted facilities.

Centerra's Kemess and Endako sites have waste rock from past mining periods that is actively monitored during care and maintenance to ensure contact water meets or exceeds discharge criteria.



# Active Management of Tailings Storage Facilities

Centerra manages several tailings storage facilities (TSFs), but only Mount Milligan’s facility is currently active. Endako Tailings Ponds 1 & 3 and Thompson Creek Mine are under care and maintenance. The Kemess TSF and Endako Tailings Pond 2 are entering the decommissioning and closure phase.

Centerra’s TSFs are designed by professional engineers and constructed, operated, and monitored on the advice of an external Engineer of Record (EoR). The Company implements a five-step framework in accordance with the Canadian Dam Association’s Dam Safety Guidelines for mining dams and applicable local regulations at each site.

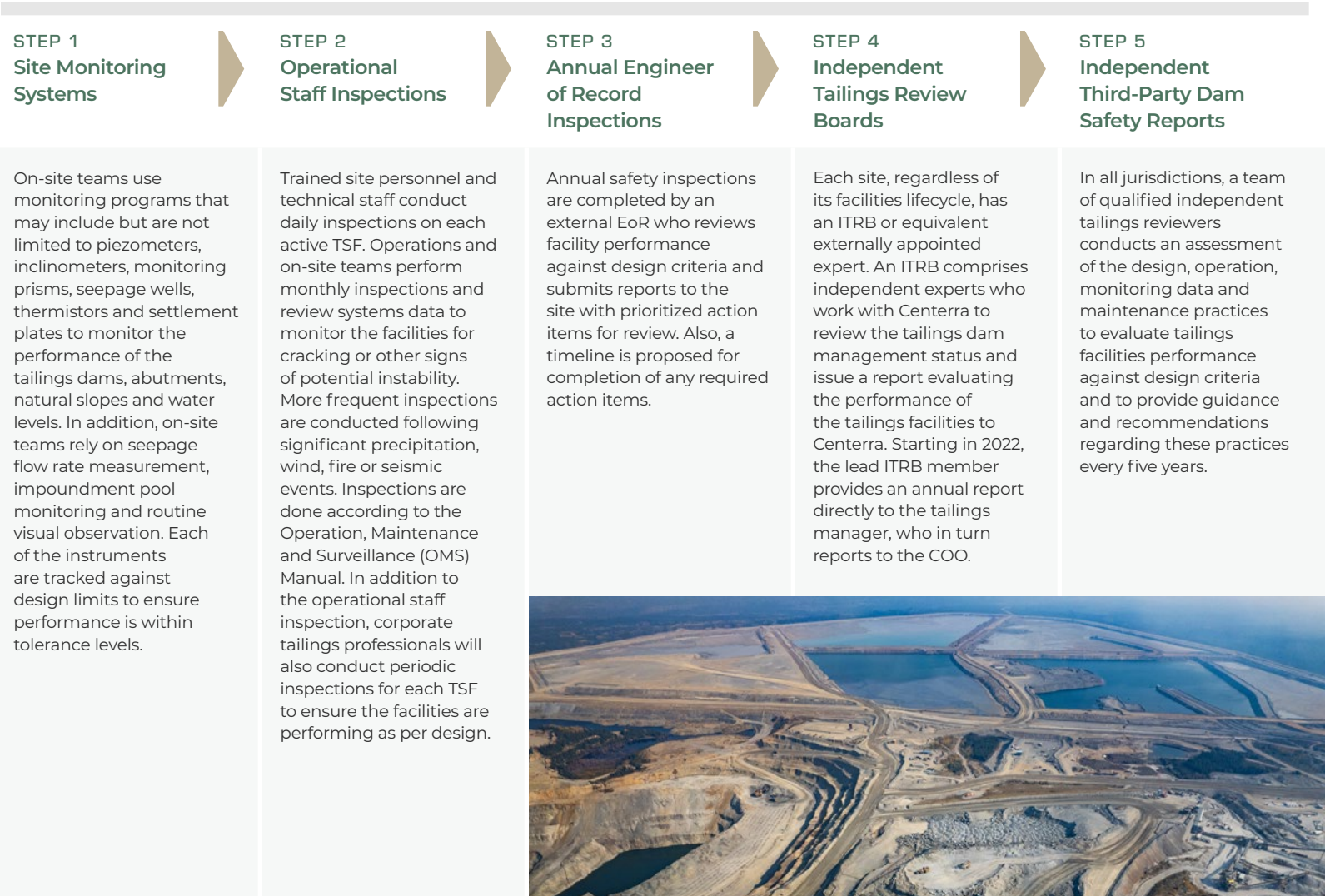
Our Board’s Technical and Corporate Responsibility Committee (TCRC) provides oversight of the Company’s TSF management. The TCRC is updated annually on the status of the Company’s TSFs and more frequently if changes occur to the TSF risk ratings. Also, beginning in 2022, the corporate tailings manager receives a report from the lead member of our Independent Tailings Review Board (ITRB) on the review findings of all TSFs.

Centerra’s TSFs are managed to maintain structural integrity and ensure worker, environmental and public safety. They are designed in accordance with all applicable dam safety regulations and requirements. In addition, TSF operation is informed by, and routinely checked against, guidance from the Canadian Dam Association, Mining Association of Canada, and the International Commission on Large Dams.

SASB: EM-MM-540a.2, EM-MM-540a.3

RGMPs: 8.2

The Company has developed a five-step process that is diligently applied at each site and includes:





An up-to-date Emergency Response and Preparedness Plan (ERPP) is necessary for the safe operation of the TSFs. In the event of a hazardous condition or incident, a Dam Emergency Situation Report shall be provided to the EoR with a description of locations, extent, instrumentation responses, estimated deformation rate, effects on adjoining structures, prevailing weather conditions and other pertinent observations such as photographs (or video footage) of damage or condition. Emergency situations are not common occurrences; therefore, training and exercises are necessary to maintain readiness, timeliness and responsiveness. Individuals performing dam safety activities must receive training on the facility and its safe operation. This may include understanding the civil structures, control systems, operating procedures, hazards and failure modes.

TABLE 13. 2024 TAILINGS STORAGE FACILITY INVENTORY

	Location	Ownership Status	Operational Status	Construction Method	Maximum Permitted Storage (metric tonnes)	Current Tailings Storage Impoundment Volume*	Consequences Classifications	Date of Most Recent Independent Technical Review	Material Findings	Mitigation Measures	Site-Specific ERPP
Mount Milligan TSF	Canada, Latitude: 55.138129° Longitude: -124.018504°	Owned and Operated by Centerra Gold	Active	Modified Centreline	320 Mm <sup>3</sup> (The TSF is designed to store both tailings and waste rocks; only volume can be provided here) <sup>2</sup>	260 Mm <sup>3</sup>	Very High	June 2024	Yes	Yes	Yes
Kemess South TSF	Canada, Latitude: 57.021667° Longitude: -126.669722°	Owned and Operated by Centerra Gold	Transition to Closure	Modified Centreline	196 M	141 Mm <sup>3</sup>	Very High	October 2024	Yes	Yes	Yes
Thompson Creek Mine <sup>1</sup> Bruno Creek TSF	USA, Latitude: 44.320278° Longitude: -114.51444°	Owned and Operated by Centerra Gold	Inactive: Care & Maintenance	Centreline	326 M	150 Mm <sup>3</sup>	Very High	September 2024	Yes	Yes	Yes
Endako Tailings Ponds #1 and #3 (TP1 and TP3, respectively)	Canada, Latitude: 54.051582° Longitude: -125.09193°	Joint Venture: Centerra (75%, Operator), Moon River Moly Ltd (25%)	Inactive: Care & Maintenance	Upstream	570 M	216 Mm <sup>3</sup>	TP1 – High TP3 – Significant	June 2024	Yes	Yes	Yes
Endako Tailings Pond #2 (TP2)	Canada, Latitude: 54.021438° Longitude: -125.11678°	Joint Venture: Centerra (75%, Operator), Moon River Moly Ltd (25%)	Transition to Closure	Upstream	160 M	107 Mm <sup>3</sup>	High	June 2024	Yes	Yes	Yes

\* Mm<sup>3</sup> = million cubic metres

1 The mine and concentrator were placed on care and maintenance in December 2014. In September 2023, a Prefeasibility Study on the restart of mining at Thompson Creek was completed; a Feasibility Study was completed in 2024.

2 Reported in million cubic meters as TSF manages 4 streams of waste that varies depending on mine plan.





# People and Communities

Responsible mining practices are at the core of our values, from creating safe workplaces and prioritizing respectful relationships with stakeholders, to preserving the environment and investing in the communities where we operate. Centerra strives to nurture meaningful relationships with local communities and Indigenous groups by engaging with them transparently, consistently and in an accessible manner.

### IN THIS SECTION

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- 62 Strategic Community Investments and Donations
- 65 Local Procurement

### Relevant UN SDGs



### Relevant RCMPs



2,2, 2,3, 2,4, 2,5    3,1, 3,2, 3,3    5,1, 5,2, 5,3, 5,4    6,1, 6,2, 6,3, 6,4, 6,5, 6,6    7,1, 7,2, 7,3, 7,4, 7,5, 7,6, 7,7, 7,8



# Our Approach

We conduct in-depth impact assessments that examine a full range of environmental, socio-economic and cultural factors to address the local cumulative impacts of our operations. These assessments are made available to the affected communities and specify our plans for avoiding, mitigating or compensating for potential impacts, but also seeking to maximize the likelihood of positive project outcomes.

Centerra is committed to honouring the rights, values and traditions of Indigenous peoples and communities where we operate. We work alongside our community partners in an open and transparent manner to build strong and resilient relationships based on common goals and respect.

Economic value may include direct contributions to national and regional governments, employee wages, direct and indirect taxes and mandatory payments, purchases of local goods and services, and strategic community investment programs.

Our Sustainable Development Policy reflects the Company's strong commitment to, and respect for, human rights in accordance with international standards, with approval from the highest level of the organization. It includes a pledge to implement grievance mechanisms and address concerns transparently, as well as a commitment to conduct human rights due diligence and regular risk assessments. The policy also emphasizes the promotion of the social, economic, and cultural rights of Indigenous peoples, as outlined in our broader commitment to support. Fair and respectful labour practices, including working hours, are embedded within our "Putting People First" commitment in the Policy.

RGMPs: 2.4, 7.5, 7.8







# Creating a Culture of Respect and Inclusion

At Centerra, we believe diversity highlights the inherent value within our organization. It showcases our philosophy of building a workforce that is a true reflection of the demographics of our local communities.

At its heart, our inclusive workplace culture empowers us to attract, retain and develop top talent at all levels of the organization. Different policies, programs, procedures, training activities and agreements at each of our operations demonstrate the breadth of cultural diversity and value existing in every workplace, while also acknowledging the contribution of distinct cultures, communities and people of each region.

RGMPs: 6.2, 6.5, 6.6



## Respect Connects

Respect Connects is Centerra's global diversity and inclusion program, established to foster respectful, inclusive, and psychologically safe workplaces across all our operations. In 2024, we continued to strengthen this foundation to encourage meaningful dialogue and engagement throughout the organization. Through Regional Respect Connects events and activities, we promoted dialogue, learning, and collaboration, reinforcing our commitment to cultivating an environment where all employees feel valued and supported.

### Key Achievements to Date



Annual review of human resources policies through an **inclusive lens**.

**Sponsor** of the International Women in Mining program for three consecutive years.

Psychological **safety module** integrated into our occupational health & safety training program.

Psychological **health awareness training** delivered across the organization.

Region-specific projects developed to **strengthen relationships** with local employees and stakeholders.

**Regional Respect Connects** events and activities.

Inclusive **leadership module** integrated into leadership development programs.





In 2024, four years post-launch of Centerra's diversity and inclusion journey, management undertook a comprehensive review of the Respect Connects program at its inaugural summit. The event brought Respect Connects leaders and co-leads together to forge a renewed vision for Centerra Gold: a respectful workplace where all people want to work, with a culture where they all feel they belong. In this evolution, we have streamlined the Company's strategic pillars with a renewed focus on Respect for All, Responsibility for All and Development for All. In addition, the Respect Connects regional committees were restructured, defining responsibilities at each level of the organization, and establishing cohesive global and regional action plans to secure alignment with the new vision.

Our Global Executive Respect Connects Council continues to play a critical role in the unfolding of our new vision and is co-chaired by the President and CEO, and the Executive Vice President of People, Technology and Supply Chain, with key support from senior management. The Council is responsible for developing and implementing the global diversity and inclusion strategy, which aligns regional action plans, makes decisions on overarching goals and initiatives, and oversees strategy implementation through the regional committees.

Centerra is a respectful workplace where all people want to work, with a culture where everyone feels that they belong. We have streamlined the Company's strategic pillars with a renewed focus on:



Talent Management

Centerra is dedicated to growing our organization into a highly valued work environment by attracting, recruiting, retaining and developing diverse skilled talent, and executing a talent management strategy rooted in a collaborative, respectful, and inclusive context.

The Company's global talent management initiative actively promotes women's leadership programs, identifies high-potential female talent and creates individual development plans to monitor their progress. In 2024, Centerra continued to focus on targeting current demographic gaps in employee representation that exist at various talent levels, particularly in the areas of leadership and the number of high-potential roles for women. The talent review process now underway emphasizes increasing female representation levels throughout the organization.

TABLE 14. FEMALE REPRESENTATION ACROSS CENTERRA

	2024	2023
Number of Female Employees	229	208
Female Representation	16%	17%

RGMPs: 6.1, 6.4



1,388  
Global Employees

16%  
Female Representation





Human Capital Management

Centerra is committed to full compliance with labour rights enshrined in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. All employees have the right to freedom of association and to bargain collectively with their employer. In 2024, the Company had two sites with collective bargaining agreements (CBAs) in place, namely, Öksüt and the Kemess Project. At year-end, our global workforce consisted of 1,364 permanent and 24 contract employees, for a total of 1,388. During the year, there were no significant permanent layoffs and turnover has remained stable.

In the jurisdictions where we operate, Centerra's standard entry-level wage is higher than the minimum wage set by the respective host state or country and there is no variance between entry-level wages for men and women.

Our Company has an established global compensation framework with uniform and fair pay grades at different levels in place throughout the organization, based on employment role and job descriptions. The framework, which is benchmarked regularly, enshrines equity both internally and externally for salary levels, and target annual incentive and target long-term incentive amounts, where these apply. It also adds consistency and transparency to our total compensation structure and allows for employee movement and inter-site transfer for career development opportunities while preserving total compensation levels. Also, all employees are offered a range of financial, health and well-being benefit packages.

197

Total Employees Under a Collective Bargaining Agreement

14%

Percentage of Employees Under a Collective Bargaining Agreement

TABLE 15. COLLECTIVE BARGAINING: 3-YEAR SUMMARY

	2024	2023	2022
Total Employees Under a Collective Bargaining Agreement	197	193	181
Percentage of Employees	14%	15%	14%

Location	Expiry Date
Öksüt	31-Dec-24
Mount Milligan	N/A
Kemess Underground Project	31-Dec-25
Langeloth Metallurgical Facility	N/A
Thompson Creek Mine	N/A
Endako Mine	N/A

SASB: EM-MM-310a.1

# Human Rights

Centerra’s commitment to human rights aligns with the UN’s Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights (VPSHRs) and the UN Guiding Principles on Business and Human Rights (UNGPs), beginning with internal policy setting and employee training. To monitor our human rights performance, the Company conducts an annual due diligence program at our operating sites at Mount Milligan Mine and Öksüt Mine.

In 2024, we filed our annual report mandated by the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, requiring entities in Canada to disclose actions taken to address forced and child labour within their operations and supply chains. The Company strengthened efforts to mitigate these risks and update disclosures that reflect progress. Our dedication to transparency and full disclosure is evident from our continuing efforts to address these critical issues in compliance with the legislative requirements.

SASB: EM-MM-210a.3    RCMPs: 2.3, 5.1, 5.2, 6.3

## Upholding Labour Rights

Centerra is committed to satisfying all the labour requirements in jurisdictions where we operate, as well as the fundamental labour rights set out in the ILO Declaration on Fundamental Principles and Rights at Work. The Company has formal mechanisms in place to promote an open feedback culture, respect for our employees’ right to earn fair wages, having workdays and rotations that are the industry standard, having freedom of association and working in an environment where all forms of forced or compulsory labour are eliminated, and to work in settings where equal opportunities are promoted and safe working conditions are granted the greatest importance. All forms of forced labour or child labour are strictly prohibited.

Additionally, discrimination and harassment on any grounds are strictly prohibited. Company policies clearly specify expectations for employee compliance with laws respecting non-discrimination, harassment and

ensuring a safe workplace. Employees may report concerns to their manager or HR lead at their site, if they prefer. Alternatively, where employees and third parties have issues around potential infringement of employee rights, mechanisms are in place for reporting their concerns confidentially and anonymously.

Centerra’s high standards and expectations extend beyond employees to include suppliers of products and services to the Company. Suppliers are required to comply with applicable employment standards, including labour, non-discrimination and human rights laws relating to, without limitation, wages, working hours, working conditions and the prohibition on forced labour and child labour. Our Supplier Code of Conduct is intended to provide Centerra’s partners with a clear appreciation of our vision, core values, expectations of business conduct with suppliers, and their commitment to integrity.







Human Rights and Security

Our Company’s security practices are aligned with the VPSHRs. Security, social and community relations staff at our operating mine sites receive VPSHR training and the “Protect, Respect, Remedy” framework that is outlined in the UNGPs.

The training, which includes classroom instruction and knowledge checks, is given to both employees and private security contractors. Management strongly emphasizes the importance of respecting fundamental human rights and acting proactively to prevent or report any violations.

Additionally, local communities and stakeholders impacted by Centerra projects can use our community-based grievance mechanism to report any incidents not aligned with the VPSHRs. Also, where required, other specific training may be provided to company teams, including appropriate conduct, rules of engagement and the use of force based on internationally recognized law enforcement protocols, as well as basic conflict resolution techniques.

Furthermore, management has strict site security operating procedures in place to ensure community and employee safety. These measures include hiring of appropriately qualified and licensed security contractors,

conducting legal background checks on employee candidates to ensure they do not have criminal records or records of abuse or human rights violations, restricting firearm and lethal ammunition possession at company sites, unless it’s legally required, and conducting ongoing security contractor performance assessments.

Where circumstances dictate, other specific team training may be provided when warranted. Typically, this would include appropriate conduct, rules of engagement, the use of force based on internationally recognized law enforcement protocols, and basic conflict resolution techniques.

In addition to VPSHR training, the Company has established strict security operating procedures at each of our sites to ensure community and employee safety is a priority. Measures taken include:

- Hiring only appropriately qualified and licensed security contractors
- Conducting background checks, where legal, to ensure employee candidates do not have criminal records or a record of abuse or violation of human rights, and
- Restricting the possession of firearms and lethal ammunition on our sites, unless legally required, and undertaking ongoing security contractor performance assessments.

RGMPs: 5.3

Responsible Sourcing

As a member of the World Gold Council, Centerra is in compliance with the Conflict-Free Gold Standard. Our latest Conflict-Free Gold Report, independently assured in 2025, confirms that all gold and gold-bearing materials produced at our operating mine sites have been extracted in a manner not causing, supporting or benefiting unlawful armed conflict or contributing to serious human rights abuses or breaches of international humanitarian law.

Also, none of our gold and copper reserves are located in or near areas of active conflict. Artisanal and small-scale mining (ASM) is not a material issue for the Company as there are no ASMs located in the vicinity of our operations.

SASB: EM-MM-210a.1

RGMPs: 3.3, 5.4



Our latest Conflict-Free Gold Report, independently assured in 2025, confirms that all gold and gold-bearing materials produced at our operating mine sites have been extracted in a manner not causing, supporting or benefiting unlawful armed conflict or contributing to serious human rights abuses or breaches of international humanitarian law.

# Community Engagement

Commencing at the exploration stage, Centerra identifies communities of interest to ensure the necessary permits and licences are obtained. When projects progress through the evaluation and design stages, community engagement grows and develops perspectives that help shape environmental and social priorities for each project. The process moves into the environmental assessment stage to ensure the project is appropriately permitted to address community concerns and opportunities.

We are proud to support local community-based organizations at our project sites and in-country offices. Management is pleased to encourage these initiatives with complementary financial and in-kind contributions to organizations and/or projects at the local level.

## How does Centerra engage with the local community when it develops its projects?

Centerra engages meaningfully, openly and in an accessible way with local communities when initiating projects. The process begins with an in-depth impact assessment of the environmental, socio-economic and cultural factors around our operations. The results are shared with local community leaders, together with plans for addressing the likely impacts as well as our Company's strategies for maximizing positive outcomes.





Stakeholder Engagement

Company projects develop in cooperation and communication with official institutions and organizations, non-governmental organizations (NGOs) and the people living locally in the region. Stakeholder engagement occurs throughout the life of every project, from the construction and operation phases, through the successive stages leading up to closure planning.

Centerra strives to process community-driven feedback and manage potential social risks before they escalate to grievances or beyond. Our community engagement system is designed to ensure stakeholders and project-impacted Indigenous groups are always kept informed of our current activities and future plans. Centerra's stakeholder engagement and social investment initiatives are managed by site social performance teams which often include members of local communities who have a good understanding of regional nuances and community perspectives.

Across all company sites, management routinely organizes mine site visits for local communities, Indigenous groups, regulatory authorities and partner organizations, as well as teachers and students from various educational institutions. During these site tours, visitors have the opportunity to meet with personnel from different departments, learn about Centerra's employment and training initiatives, environmental management, health & safety programs, and community partnerships.

SASB: EM-MM-210b.1      RGMPs: 2.2, 7.1, 7.4

Our community engagement system is designed to ensure stakeholders and project-impacted Indigenous groups are always kept informed of our current activities and future plans.

CASE STUDY

Empowering Local Communities Through Sustainable Development



Öksüt has made significant strides in community development with strong, local initiatives promoting economic empowerment and sustainable growth.

Since 2022, Öksüt's *Women Producers Development Project* has made a remarkable impact on socio-economic development in the local community with opportunities for women to join the workforce and become entrepreneurs. The project empowers women entrepreneurs to leverage their skills in producing handcrafts, offering them a pathway to financial independence. The result has been a 40% increase in women partners and 122% more women employees working between 2022 and 2024. Over the same period, the number of customers grew by 334%, pointing to the success of the project's reach. The initiative was recognized for its work, winning the prestigious Stevie Awards, Titan Awards and Communitas Awards for achievement in female empowerment and promoting sustainable business practices.

Similarly, the *Animal Feed Production Project*, also supported by Öksüt, has helped to transform the agricultural landscape of the Develi district. Before the project was launched, the Develi Milk Producers' Association only served 125 farmers and lacked essential facilities. Now, with the introduction of silage baling and flake feed production plants, the project serves over 3,500 farmers, with 33,053 silages baled and 528 tonnes of flake feed produced in 2024. Employment in the region has grown nine times over, with more than 1,000 people benefiting indirectly.

Through its contribution to transformative projects like the *Women Producers Development Project* and the *Animal Feed Production Project*, Öksüt has helped to enhance the livelihoods of local people, while also establishing a benchmark for responsible mining that prioritizes socio-economic development for the long term.



Accessible Community Feedback and  
Grievance Mechanism

Social performance teams monitor, track and evaluate engagement activities by documenting and reviewing all feedback and grievances received through community meetings, community offices, company and community events, presentations, and by phone or email. Our sites have accessible mechanisms to raise grievances and provide community feedback.

Centerra's grievance mechanism and procedures create a framework for our teams to develop an effective remedy for addressing both community and individual grievances. These are available to all local stakeholders with concerns about any stage of our operations or related activities, including exploration, operation, care and maintenance, and closure. It provides an effective dialogue at each stage of the grievance process and creates transparency and predictability throughout the entire process.

Community concerns can be submitted anonymously and are managed by an external whistleblower reporting agency. Centerra's Audit Committee Chair, and Executive Vice President, Legal and Public Affairs oversee all submissions and investigations. Both corporate and site senior management review grievances regularly to ensure timely and appropriate responses are provided to complainants. Our sites undertake to document the steps taken in response to grievances as a matter of routine. Attention and urgency are given to any grievance or complaint that may be related to a matter of human rights.

RGMPs: 2.5

Protection of Cultural Heritage

At Mount Milligan and Öksüt, formal screening and checklists are completed prior to the start of any exploration targets situated outside of the Company's main permitted licence area, or areas falling within the permitted area that are undisturbed. Exploration at our sites in care and maintenance follows applicable permitting requirements that require specific management plans for the protection of cultural heritage.

At Mount Milligan, this screening process also includes a cultural heritage assessment that involves *BC Heritage Conservation Act* permit applications and field assessments. For exploration drilling projects at Mount Milligan, Centerra's exploration team completes an internal environmental permit to disturb application, including an environmental risk assessment. The risk assessment considers environmental hazards and mitigation for all aspects of the project, from exploration to reclamation, including spills, erosion, removal of brush and trees, archaeological assessment, bird nesting periods and other wildlife habitat considerations, and protection of natural waterways. The permit is reviewed and must be approved by the site's environmental team in advance of any work being done to ensure the proper authorizations are applied for and in place.

Additionally, employees and contractors are trained in the Mount Milligan Archaeological Chance Find Policy and supplied with a copy of the documented procedure. Following procedure by the exploration teams also ensures that any suspected artifacts are protected pending further investigation by a designated professional. Öksüt has a formalized EBRD/IFC-compliant Cultural Heritage Management Plan and Chance Find Procedure that upholds Turkish Law on Protection of Cultural and Natural Assets and includes working with Kayseri Museum and local archaeological experts.

At Mount Milligan, social investments are made through collaboration with local communities, stakeholders and Indigenous groups. The Company's Community Sustainability Committee is a forum for providing updates and obtaining feedback on mine operations and keeping the community informed of any advancements, social initiatives, investments and donations. In 2015, the Mount Milligan Legacy Program was established to improve the quality of life for residents of nearby communities, such as Fort St. James, Nak'azdli Whut'en First Nation, McLeod Lake Indian Band, Vanderhoof, Mackenzie and Prince George. The program seeks to optimize the mine's positive social impact and economic contributions to the region.

RGMPs: 7.7





# Indigenous Relations

Building long-term relationships with Indigenous groups and their members is essential to our operations and fostering productive dialogue with local communities. Centerra’s approach emphasizes creation of a diverse range of meaningful, mutually beneficial partnerships that lead to positive, impactful outcomes for the community.

Our Mount Milligan Mine, Endako Mine and Kemess Project properties are in close proximity to multiple Indigenous communities. Situated within the territories of Dakelh and Tse'khene First Nations, Mount Milligan collaborates with Indigenous communities to ensure their effective representation and input through all stages of the mine lifecycle. Agreements are in place with both the McLeod Lake Indian Band and Nak’azdli Whut’en First Nation at Mount Milligan Mine.

The Kemess Project is subject to an Impact Benefit Agreement with Tsay Keh Dene First Nation, Takla First Nation, and Kwadacha Nation, collectively known as Tse Keh Nay (TKN). In 2023, Centerra formalized our partnership with the Gitxsan Wilp Nii Gyap First Nation to support cultural activities, education and environmental programs. At the Endako Mine, our collaboration with the B.C. government and Indigenous partners continues through engagement in the Environmental Life of Mine Committee.

## Our principles and values shaping engagement with Indigenous peoples are broad and include:

1. **Building respectful relationships** through early and frequent dialogue and collaborative engagement processes.
2. **Cultural immersion** learned from Indigenous engagement to inform new hire onboarding, company management plans, offering cultural immersion activities at site.
3. **Taking the opportunity** to review and comment on management’s plans through various platforms of meetings and dialogue.
4. **Supporting development of Indigenous-owned and affiliated business opportunities** for Indigenous groups to benefit from our operational activities and needs, we prioritize Indigenous business capacity development to increase positive exposure to economic opportunities. We also prioritize training, education and capacity building within the community through initiatives like the Pre-Employment Training and Education Readiness (PETER) program, our annual scholarships program and a multi-year partnership with local school districts.
5. **Creating shared value** with our Indigenous partners and local communities, supporting their development priorities and providing strategic social investments to build long-term benefits.
6. **Facilitating** access to employment, procurement and business development.
7. **Prioritizing** timely and proactive engagement with Indigenous groups who are potentially affected by our operations in British Columbia.



### 2025 Women in Mining Canada Indigenous Trailblazer Award

Caroline Sam, Environmental Technician at Mount Milligan and proud member of the Nak’azdli Whut’en First Nation, was honoured with the 2025 Women in Mining Canada Indigenous Trailblazer Award. Based on her family’s traditional keyoh, Caroline brings her deep connection to the land, together with a demonstrated commitment to environmental stewardship and responsible mining. Her work demonstrates Centerra’s values of teamwork and accountability in action, and her award recognizes her significant contribution to both her community and the mining industry.



How do you build trust with the Indigenous community where your projects are located?

Centerra deeply respects the Indigenous cultural traditions of communities where we operate. The Company interacts closely with Elders and community members in meaningful, mutually beneficial partnerships intended to produce positive outcomes for the whole community. At site locations, our teams work to build strong and resilient relationships that yield rewarding results at every stage of the mine lifecycle.

CASE STUDY

Embracing Indigenous Heritage & Culture Through Art at Mount Milligan Mine

Mount Milligan Mine continues to honour Indigenous heritage through cultural recognition activities, making it a central feature in our efforts to celebrate local cultures.

One key initiative was the installation of a new painting in the lodge lobby, which serves as a visual tribute to the diversity and richness of Indigenous cultures. This artwork not only enhances the work environment but also reflects our dedication to integrating Indigenous traditions into daily operations.

In addition to this art piece, Centerra participated in Red Dress Day, where a red dress, purchased from an Indigenous artisan, was framed and mounted in the administration building. This act of solidarity has raised awareness about the unacceptable injustices faced by Missing and Murdered Indigenous Women, Girls, and Two-Spirit People in Canada.

On Orange Shirt Day and the National Day for Truth and Reconciliation, the Company demonstrated its firm commitment to Indigenous culture by distributing orange T-shirts designed by Nak'azdli Whut'en and Cree artist Clayton Gauthier, further highlighting the significance of reconciliation and cultural recognition.








Through these artistic expressions, Centerra Gold effectively uses art as a medium to honour Indigenous heritage, promote cultural understanding, and support reconciliation efforts at Mount Milligan Mine. These initiatives demonstrate the power of cultural integration in fostering deeper connections and awareness of Indigenous issues within the community.







In 2024, under the leadership of our newly established Vice President, British Columbia External Affairs, Centerra’s External Relations team continued its community engagement through initiatives that included:

1. Leadership Engagement	2. Community Outreach & Cultural Integration	3. Stakeholder Meetings	4. Traditional Knowledge & Land Use	5. Archaeological Assessments	6. Education & Training	7. Mount Milligan 2035 Life of Mine Application Review Consultation
						
<p>Regular meetings with and presentations to Indigenous leadership covering:</p> <ul style="list-style-type: none"><li>• Health &amp; safety, production, and permitting updates.</li><li>• Employment, training, and contracting opportunities.</li><li>• Community concerns and relationship building.</li><li>• Facilitating community update, coffee house, business opportunities, environment and HR and training meetings.</li><li>• Participating in Nak’azdli Whut’en First Nation and McLeod Lake Indian Band Annual General Assemblies, Stelat’en Industry Update meeting and Kwadacha Career Fair.</li><li>• This also includes, when appropriate, engagement between the CEO and senior leadership of our First Nations partners.</li></ul>	<ul style="list-style-type: none"><li>• Participating in and supporting key community events such as National Indigenous Peoples Day celebrations and important days of reflection such as National Day for Truth and Reconciliation and Red Dress Day.</li><li>• Hosting Mount Milligan Community Sustainability Committee (CSC) meetings, which include local municipal governments, community and First Nations reps and administration of our scholarship program and community project fund.</li><li>• Community Meetings &amp; Coffee Houses: Monthly sessions with Nak’azdli Whut’en First Nation and McLeod Lake Indian Band to share updates and address questions.</li><li>• Carried out an important holiday donation program to 18 food banks, shelters and non-profit organizations.</li><li>• Tours provided to Indigenous communities, students, and stakeholders:<ul style="list-style-type: none"><li>– Highlights: Nak’azdli Whut’en First Nation, McLeod Lake Indian Band, Takla First Nation, CNC students, Fort St. James Secondary, and Keyoh members.</li><li>– Further tours planned in 2025.</li></ul></li></ul>	<p>Ongoing meetings with stakeholders and tenure holders to provide updates and respond to concerns. These meetings often included site tours to areas of concern to foster relationship building and integration of traditional knowledge and environmental mitigations.</p>	<ul style="list-style-type: none"><li>• Collaborating with Indigenous Nations to integrate Traditional Knowledge/Traditional Land Use data into environmental assessments and mitigation planning.</li><li>• Nak’azdli Whut’en First Nation is developing a Water Stewardship Plan.</li><li>• Finalizing the End Land Use Plan for Endako through community engagement, including meetings and a site visit with Stelat’en and Nadleh Whut’en First Nations.</li></ul>	<p>Indigenous participation integrated into Archaeological Impact Assessments (AIAs) for cultural appropriateness.</p>	<ul style="list-style-type: none"><li>• Support for mining education via site tours, guest speaking, and CNC’s Mining Skills Certificate.</li><li>• PETER Program: 6-month paid work experience, life skills training, and three participants hired.</li><li>• Renewed K–12 academic support agreement with local school districts, extending the partnership through 2027.</li></ul>	<p>Ongoing engagement during the amendment review to:</p> <ul style="list-style-type: none"><li>• Include First Nations in assessments, mitigation planning, and site visits.</li><li>• Identify long-term participation opportunities.</li><li>• Engage Nak’azdli Whut’en, McLeod Lake, and Takla First Nations, with invitations to West Moberly, Yekooche, and Halfway River First Nations.</li></ul>



Indigenous Employment and Capacity-Building

Centerra is dedicated to promoting economic empowerment and supporting the local economy through different initiatives, including local hiring and procurement opportunities. In order to strengthen our relationships and opportunities for our Indigenous partners, we collaborate with Indigenous business leaders, entrepreneurs and local Indigenous organizations to increase their positive exposure to maximize long-term economic prospects.

To advance Indigenous employment at Mount Milligan Mine and build capacity within local communities, Centerra, the McLeod Lake Indian Band, and the Nak'azdli Whut'en First Nation have partnered with the local community college to develop a customized pre-employment training program for members of both bands. In 2024, we launched the revamped PETER Program 7.0 in collaboration with the College of New Caledonia, the Nak'azdli Whut'en First Nation, and McLeod Lake Indian Band. Ten participants completed a two-week life skills boot camp as part of the program, which aims to equip them with the specific skills and competencies required for employment at the mine.

In 2024, we launched the revamped PETER Program 7.0 in collaboration with the College of New Caledonia, Nak'azdli Whut'en First Nation, and McLeod Lake Indian Band. Ten participants completed a two-week life skills boot camp as part of the program, which aims to equip them with the specific skills and competencies required for employment at the mine.

The paid program includes two weeks of mine-specific training, followed by six months of on-the-job experience. During the training, participants learned valuable skills such as workplace communication, budgeting, wellness, work-life balance, first aid, and fall arrest. All 10 participants successfully completed the training period, marking a key milestone in building Indigenous employment at Mount Milligan. This collaborative effort is designed to enhance participants' preparation and boost their success as they transition into meaningful roles within the mining industry.

RGMPs: 7.3

Centerra works with communities to help build capacity for tomorrow by supporting Indigenous and community youth through academic sponsorships, with an emphasis on empowering local students and fostering educational growth.

The Academic Sponsorship for Indigenous and Community Youth specifically targets students pursuing STEM or community-driven programs, awarding five students in 2024. Another key aspect, the

CASE STUDY

Centerra's Collaborative Reclamation and Indigenous Partnership



Royal Gold & Centerra Gold Multiyear Academic Sponsorships for Indigenous and Community Youth, is dedicated to students from Mount Milligan's First Nation partners, including the Nak'azdli Whut'en First Nation, McLeod Lake Indian Band, and Takla Nation. This sponsorship helps students pursuing careers in the mineral industry or related fields, with four students receiving support in 2024. Together, these programs contribute to the educational and professional development of Indigenous youth in the community.

In addition, we actively foster collaboration with Indigenous business leaders, entrepreneurs, and local organizations to strengthen capacity, resilience, and long-term economic opportunities.

In 2024, Centerra's ongoing partnership with Nak'azdli Whut'en and other Indigenous communities showcased a shared commitment to environmental stewardship and sustainable reclamation.

Working closely with the Nak'azdli Whut'en First Nation Land Guardians, site teams at Mount Milligan successfully led seed collection trips in both the spring and fall seasons, gathering native plant species essential for ongoing reclamation projects. The initiative not only focused on ecological restoration but also incorporated the use of phenocams to monitor plant growth, ensuring that data was collected for the effective tracking of reclamation progress.

Building on this successful partnership, Mount Milligan is furthering its efforts in 2024 by developing an Illustrated Guidebook. This guide will focus on the native plant species utilized in reclamation and will be produced in collaboration with plant knowledge holders from McLeod Lake Indian Band and the Nak'azdli Whut'en First Nation. The guide aims to preserve traditional ecological knowledge while also providing a valuable resource for future generations involved in ecological restoration efforts.

Through these initiatives, Centerra continues to strengthen its relationship with Indigenous communities, demonstrating a mutual commitment to environmental sustainability and cultural preservation.





# Strategic Community Investments and Donations

Centerra’s approach to community investment focuses on addressing local needs. Through engagement with community stakeholders, we can deepen our understanding of the impact of our operations and their goals for sustainable development. Each community investment project undergoes a thorough evaluation before being carried out by our community relations and social performance teams at the site level.

Mine general managers, with oversight from their respective vice presidents, are responsible for ensuring the successful implementation of these projects and their alignment with strategic objectives.

At Mount Milligan, social investments are driven by partnerships with local communities, stakeholders, and Indigenous groups, reinforcing our commitment to promote community development. Our Community Sustainability Committee serves as a platform to share updates, gather feedback on mine operations, and keep the community informed on progress on social initiatives, investments, and donations. In 2015, the Mount Milligan Legacy Program was launched to enhance the quality of life for residents in surrounding communities, including Fort St. James, the Nak’azdli Whut’en First Nation, Vanderhoof, Prince George, Takla First Nation, Mackenzie, and the McLeod Lake Indian Band. The program aims to maximize the positive social and economic impacts of the mine in the region.

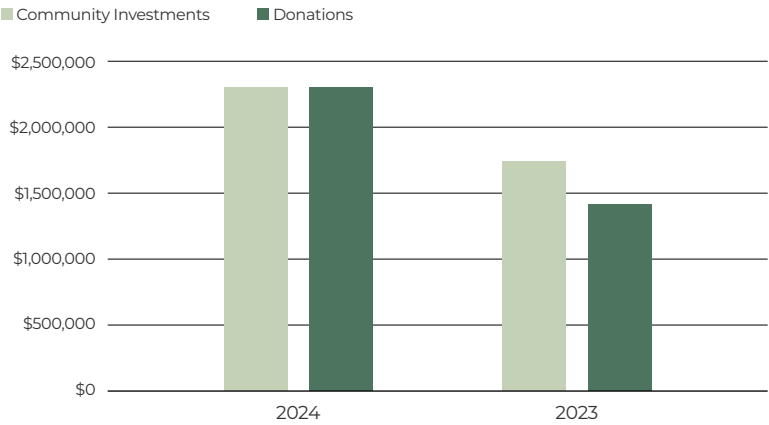
In December 2024, Centerra Gold provided donations to support 18 community organizations across British Columbia. These included local food banks, shelters, and non-profit groups that deliver essential services to residents. The Company recognizes the important role these organizations play in strengthening communities and is committed to contributing to their continued efforts.

RGMPs: 7.3

The Mount Milligan Legacy Program has four key components:

- 1. Purchase of local goods and services
- 2. Training for local employment
- 3. Educational scholarships
- 4. The Community Project Fund – providing financial support to local organizations focused on building community capacity in areas such as education and training, health and wellness, the environment, economic development, and literacy.

We are proud to collaborate with our neighbouring communities to support their social, economic, cultural, and environmental well-being, contributing a total of \$4.6 million in community investments and donations in 2024.



In the United States, the Molybdenum Business Unit prioritizes community engagement through customized social investment strategies at its sites. At Thompson Creek Mine, initiatives are focused on enhancing local education and fostering youth development. The mine collaborates with educational institutions to create exhibits and programs that promote regional history and environmental stewardship. Meanwhile, the Langeloth Metallurgical Facility emphasizes community sponsorships to local organizations, ensuring that vital resources are provided to schools, emergency services, and other community needs. As a member of the Washington County Chamber of Commerce, Langeloth actively contributes to local economic growth.

These combined efforts reflect a commitment to improving community well-being and promoting sustainable development across all regions.

TABLE 16. 2024 COMMUNITY INVESTMENTS & DONATIONS\*

US\$**	Community Investments	Donations	Total
Mount Milligan	\$299,090	\$113,662	\$412,753
Öksüt	\$1,985,242	\$2,147,367	\$4,132,610
Kemess	\$10,438	\$4,141	\$14,579
Endako	\$1,766	\$2,843	\$4,609
Thompson Creek	\$900	\$37,174	\$38,074
Langeloth	\$10,380	\$2,000	\$12,380
Total	\$2,307,816	\$2,307,188	\$4,615,005

\* The figures presented do not capture payments made under formal agreements with local First Nations communities in British Columbia. These contributions are disclosed separately in the Governance section on Table 3, page 20 and through our ESTMA reporting.

\*\* Values are rounded to the nearest dollar.

Öksüt has launched several social investment and donation projects aimed at improving the quality of life in local communities and promoting sustainable development.

**Our strategic investments focus on eight key priority areas:**

<div>1.</div> <div>Community Health</div> <div>In 2024, Öksüt focused on strengthening healthcare access in the local community by prioritizing local initiatives that directly benefit surrounding areas. By procuring critical medical equipment, such as an MRI device, the regional hospital will enhance diagnostic capabilities and reduce patient referrals, benefiting approximately 25,000 individuals. The MRI is scheduled to be operational by January 2025.</div>	<div>2.</div> <div>Educational Support</div> <div>In collaboration with the local government, the Virtuous Youth Project established the first district-based Youth and Sports Centre in Develi, providing local youth with a space to foster personal growth and promote healthier lifestyles through art and sport. As part of the initiative, multiple Youth and Sports Centres were opened across Kayseri City, benefiting approximately 300 students, with the Develi Centre serving as the first in the district.</div>	<div>3.</div> <div>Sustainable Income Opportunities</div> <div>To improve water accessibility for livestock in local villages, Öksüt collaborated with local municipalities to conduct feasibility studies. The aim is to install boreholes, solar energy systems, and modern watering troughs to enhance water supply for livestock.</div>	<div>4.</div> <div>Infrastructure Improvement</div> <div>In 2024, a community development project was launched to improve the quality of life for villagers by upgrading the common areas such as schools and parks across 14 neighbouring quarters, directly benefiting 5,500 residents. The project aimed to address key areas that impact daily life, enhancing living comfort and fostering a stronger, more connected community environment.</div>
<div>5.</div> <div>Supporting Cultural and Artistic Activities</div> <div>Öksüt proudly supports Youth and Sports Day, part of a national festival celebrating community socio-cultural programs. These include educational, cultural and tourism activities, youth concerts and other artistic performances held across the country.</div>	<div>6.</div> <div>Donations</div> <div>At Öksüt, multiple social investment projects and donations were made to bolster the quality of life in local communities. In 2024, food aid for low-income families was organized in collaboration with the Develi District Governorship Social Assistance and Solidarity Foundation. See Table 16 on page 62 for more information.</div>	<div>7.</div> <div>Sponsorships</div> <div>In 2024, we continued to sponsor community sport through our support of volleyball and football teams in the Develi District of Kayseri Province. Our financial commitment for these organizations gives young people the opportunity to spend more time on these activities and appreciate the importance sport plays in the life and sustainability of the community.</div>	<div>8.</div> <div>Rural Development Projects</div> <div>Öksüt's commitment to waste management and using resources efficiently reflects our vision for a sustainable future. In the Develi District, we launched the Zero Waste Training Program for Women Entrepreneurs, in collaboration with the Develi District Governorship, to build greater awareness on reducing waste and protecting the environment. For details, see the case study on page 64.</div>







CASE STUDY

# Empowering Women Entrepreneurs through Zero Waste Awareness

As part of our “Respect for the Environment” policy, we strive to use resources more efficiently and reduce waste through innovative recycling initiatives.

In collaboration with the Develi District Governorship, we launched the Zero Waste Training Program for Women Entrepreneurs, aligning with our vision of contributing to a sustainable future. This program brought together 25 women entrepreneurs from Develi to promote awareness and practical knowledge about adopting a zero-waste approach in daily life and business practices. The program fostered greater environmental awareness among local women entrepreneurs, equipping them with actionable insights to integrate sustainability into their business operations and personal lives.

Through initiatives like this, Öksüt reaffirms its commitment to environmental responsibility and community development, showcasing how collaborative efforts can create a lasting impact.



CASE STUDY

# Education and Youth Programs Driving Community Impact at Thompson Creek Mine

At Thompson Creek Mine, supporting education and youth development is a key part of our community engagement.

Education remains the top priority, with contributions to local schools supporting scholarships, technology access, and extracurricular programs. The site team supports local schools by engaging with students and participating in initiatives that promote a safe, drug-free environment. Employees contribute their expertise and time to help students prepare for future careers by sharing industry knowledge and encouraging skill development.

Youth sports and recreational activities also receive strong support. Sponsorships for school sports teams and local events to ensure that young participants have access to training, equipment, and opportunities to showcase their talents.

Through hands-on involvement in community activities, Thompson Creek Mine fosters a culture of engagement, teamwork, and shared success. By dedicating time and effort to local programs, the site teams play an active role in strengthening the community and ensuring a positive impact beyond the workplace.

CASE STUDY

# Fostering Community Education through Experiential Learning at Mount Milligan Mine

In collaboration with School District 91, Mount Milligan Mine has launched several experiential learning programs designed to provide students with hands-on experience in the mining industry and help foster future talent. The initiative seeks to bridge the gap between local students and the mining sector, offering practical learning opportunities that complement their academic studies and better prepare them for future careers.

A key component of the initiative is the Junior Environmental Monitor Program, which involves elementary and secondary school students analysing data collected from wildlife cameras situated on-site at the mine. This program allows students to gain real-world experience in environmental monitoring while developing valuable skills in data analysis and presentation. It also offers a unique opportunity for students to engage with the natural environment and contribute to ongoing efforts in environmental stewardship.

We are committed to working with local school districts to explore meaningful opportunities to increase youth exposure to careers in the mining industry.



# Local Procurement

Centerra's sites are committed to promoting local businesses and driving community economic growth through a series of targeted initiatives. Our procurement strategy prioritizes local suppliers<sup>1</sup> whenever possible, taking steps to strengthen community partnerships and reinvest in the local economy to support the long-term sustainability of our Company's operations.

In 2024, approximately 27% of our expenditures in British Columbia were directed into local businesses, resulting in a \$25 million increase in local spending over 2023 for a total of \$114 million. The total local spend figure reflects updates to our methodology, including the inclusion of electricity payments to the province and other adjustments.

Over the course of the year, Centerra onboarded 94 new local suppliers, expanding our local supplier<sup>1</sup> network in British Columbia by 35%.<sup>1</sup> These additions have included new productive engagements with First Nations partners that have resulted in more collaborations with 21 Indigenous-owned businesses, up from 16 in 2023.

In Türkiye, the Company doubled its local spending over 2023, up to \$17 million. Also, our local supplier network increased by 70% this year, with the onboarding of 79 new vendors from Kayseri Province.

Centerra continues to improve supplier performance at our projects in the United States, which includes the Thompson Creek Mine, Langeloth Metallurgical Facility and the Goldfield Project. Last year, our local suppliers grew to a total of 56, which is a two-fold increase over the previous year.

Overall, we increased our local spending by 26% in 2024 across the three countries where the Company operates.

RGMPs: 3.1, 3.2, 7.3

TABLE 17. 2024 LOCAL PROCUREMENT SPEND

US\$ millions*	Total spend	Local procurement spend	Local spend (%)	National spend (including local)	International spend
Canada <sup>1</sup>	417	114	27%	395	22
Türkiye	159	17	11%	153	6
USA	158	3	2%	114	44
Total	734	134	18%	662	72

\* Values are rounded to the nearest million dollars

<sup>1</sup> Numbers reflect all our Canadian operations, including the Mount Milligan, Kemess Project and Endako Mine. Mount Milligan represents the most significant portion of the spend as it is our only operating mine in British Columbia.

TABLE 18. 2024 SUPPLIER PERFORMANCE

Total number	Active suppliers	Local suppliers	New suppliers in 2024	Indigenous-owned suppliers <sup>2</sup>
Canada	1,416	363	185	21
Türkiye	997	193	210	N/A
USA	870	56	102	N/A
Total	3,283	612	497	21

<sup>2</sup> By "Indigenous-owned suppliers", Indigenous-owned businesses and businesses with Indigenous affiliations are included.

US\$134M  
in local spending in 2024

21  
collaborations with Indigenous-owned businesses

26%  
increase in local spending in 2024

<sup>1</sup> The definition of 'local supplier' or 'local spending' varies by site to reflect regional geographic and economic contexts. For our operations in British Columbia, 'local' refers to suppliers located in Northern B.C. At Öksüt, it refers to those within the Kayseri Province in Türkiye. In the United States, local spending is defined through our Thompson Creek Mine and Langeloth facility, where 'local' includes suppliers based in Idaho and Pennsylvania, respectively.





# Performance Data

At Centerra, being a responsible miner is central to our values. From exploration to construction and operations through to mine closure, we act in accordance with good international industry practice, meet regulatory requirements and strive for continuous improvement.

Additionally, we independently assured  
**25** performance metrics  
in this Report.

This section of the Report outlines our performance against the Responsible Gold Mining Principles (RGMPs), and provides the Independent Limited Assurance Report for RGMP conformance.

IN THIS SECTION	
67	Sustainability Accounting Standards Board Index
69	Additional Sustainability Accounting Standards Board Data Tables
71	<i>Responsible Gold Mining Principles (RGMPs)</i> Index
73	Independently Assured Performance Metrics





# Sustainability Accounting Standards Board Index

Topic	Code	Metric	Data
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Table 7, page 32; see also page 72
	EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 32
Air Quality	EM-MM- 120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Table 9, page 41; see also page 71
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Table 7, page 32; see also page 72
Water Management	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Page 69
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Table 12, page 44; see also page 72
	EM-MM-150a.5	Total weight of tailings produced	
	EM-MM-150a.6	Total weight of waste rock generated	
	EM-MM-150a.7	Total weight of hazardous waste generated	0
	EM-MM-150a.8	Total weight of hazardous waste recycled	
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Page 44

Topic	Code	Metric	Data
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Pages 35 and 40
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Not reported
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Not reported
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	(1) 0% (2) 0%
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Not reported
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Pages 53 and 58
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 56
	EM-MM-210b.2	(1) Number and (2) duration of nontechnical delays	(1) 0 (2) 0
Labour Practices	EM-MM-310a.1	Percentage of active workforce employed under collective agreements	Table 15, page 52
	EM-MM-310a.2	(1) Number and (2) duration of strikes and lockouts	(1) 0 (2) 0





Topic	Code	Metric	Data
Workforce Health & Safety	EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Tables 5 and 6, page <u>26</u>
	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Page <u>18</u>
Business Ethics & Transparency	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Table 4, page <u>20</u>
	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, and (12) site-specific EPRP	Table 13, page <u>47</u>
Tailings Storage Facilities Management	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Page <u>46</u>
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Page <u>46</u>
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Table 1, page <u>8</u>
	EM-MM-000.B	Total number of employees, percentage contractors	Table 2, page <u>8</u> (partial)



# Additional Sustainability Accounting Standards Board Data Tables

**EM-MM-120a.1** Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N<sub>2</sub>O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)

Tonnes	2024			2023			2022		
	Mount Milligan	Öksüt	Langeloth	Mount Milligan	Öksüt	Langeloth	Mount Milligan	Öksüt	Langeloth
CO	112.75	540.90	7.02	150.43	468.23	4.88	114.42	14.14	N/A
NOx	57.04	1,225.95	4.68	61.00	861.24	4.55	83.65	587.28	N/A
SOx	2.35	4.48	64.66	–	3.56	52.62	4.15	0.23	N/A
Particulate Matter (PM10)	2,313.46	2,339.07	9.26	2,368.41	1,129.43	9.03	1,978.31	283.33	N/A
Mercury (Hg)	2.75	–	N/A	–	–	–	–	0.20	N/A
Lead (Pb)	87.39	0.02	–	–	–	–	0.07	6.76	N/A
Volatile Organic Compounds (VOCs)	2.72	91.31	0.20	–	59.65	0.05	4.96	0.85	N/A

**EM-MM-140a.1** (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress<sup>1</sup>

Thousand cubic metres (m <sup>3</sup> )*	Total Water Withdrawn		Total Water Discharged	Total Water Consumed	
	Total Water Withdrawn**	% from High / Extremely High Baseline Stress		Total Water Consumed**	% from High / Extremely High Baseline Stress
Mount Milligan	8,336	0%	0	8,716	0%
Öksüt	377	100%	23	447	100%
Thompson Creek	N/A	***	2	N/A	***
Langeloth	199	0%	18	183	0%
Total	8,912	4%	42	9,346	5%

\* Values are rounded to the nearest thousand cubic metres (m<sup>3</sup>).

\*\* Only freshwater was withdrawn and consumed.

\*\*\* Area of arid and low water use.

Data: World Resources Institute, 2025

<sup>1</sup> Total water withdrawn and total water consumed exclude data from Thompson Creek Mine, due to the unavailability of data at the time of reporting. The materiality of this omission from Centerra's totals was not determined, but the data will be included in future reports when available.





**EM-MM-150a.4** Total weight of non-mineral waste generated, **EM-MM-150a.5** Total weight of tailings produced, **EM-MM-150a.6** Total weight of waste rock generated, **EM-MM-150a.7** Total weight of hazardous waste generated, **EM-MM-150a.8** Total weight of hazardous waste recycled

Tonnes	2024				2023				2022			
	Mount Milligan	Öksüt	Thompson Creek	Langeloth	Mount Milligan	Öksüt	Thompson Creek	Langeloth	Mount Milligan	Öksüt	Thompson Creek	Langeloth
Total weight of non-mineral waste generated*	3,755	670	62	359	7,261	554	N/A	186	5,710	705	N/A	N/A
Total weight of non-mineral waste recycled*	2,698	654	0	158	5,371	537	N/A	0	3,664	650	N/A	N/A
Percentage of non-mineral waste recycled	72%	98%	0%	44%	74%	97%	N/A	0%	64%	92%	N/A	N/A
Total weight of tailings produced*	21,583,467	N/A	N/A	N/A	28,177,873	N/A	N/A	N/A	21,184,309	N/A	N/A	N/A
Total weight of waste rock generated*	27,059,571	12,809,035	11,086,250	N/A	23,170,013	9,386,591	N/A	0	26,189,392	2,704,439	N/A	N/A
Total weight of waste rock recycled*	3,038,777	0	0	N/A	5,007,858	0	N/A	0	15,050,082	0	N/A	N/A
Percentage of waste rock recycled	11%	0%	0%	N/A	22%	0%	N/A	N/A	57%	0%	N/A	N/A
Total weight of hazardous waste generated*	720	302	1	0	593	253	N/A	0	436	490	N/A	N/A
Total weight of hazardous waste recycled*	384	302	1	0	333	253	N/A	0	436	490	N/A	N/A
Percentage of hazardous waste recycled	53%	100%	100%	N/A	56%	100%	N/A	N/A	100%	100%	N/A	N/A

\* Values are rounded to the nearest tonne.

**EM-MM-110a.1** Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations

	2024	2023	2022
Scope 1 (tCO <sub>2</sub> e)	137,719	107,384	101,313
Percentage covered under emissions-limiting regulations	54%	65%	75%

**EM-MM-130a.1** (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable electricity

	2024	2023	2022
Total Energy Consumption (GJ)	4,584,515	4,112,785	3,563,991
Percentage Grid Electricity	57%	62%	61%
Percentage Renewable Electricity	0%	0%	0%



Responsible Gold Mining Principles (RGMPs) Index

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Principle	Code	Section	Data
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# Independently Assured Performance Metrics<sup>1</sup>

#	Selected Information	Unit of Measure	Centerra's 2024 Total
Air Quality: EM-MM-120a.1 <sup>2</sup>			
1	Air emissions: CO	Tonnes	661
2	Air emissions: NOx (excluding N <sub>2</sub> O)	Tonnes	1,288
3	Air emissions: SOx	Tonnes	71
4	Air emissions: PM <sub>10</sub>	Tonnes	4,662
5	Air emissions: Mercury (Hg)	Tonnes	3
6	Air emissions: Lead (Pb)	Tonnes	87
7	Air emissions: Volatile Organic Compounds	Tonnes	94
Water: EM-MM-140a.1 <sup>3</sup>			
8	Total fresh water withdrawn	Thousand cubic metres (m <sup>3</sup> )	8,912
9	Total fresh water consumed	Thousand cubic metres (m <sup>3</sup> )	9,346
10	Percentage of fresh water withdrawn in regions with High or Extremely High Baseline Water Stress	%	4%
11	Percentage of fresh water consumed in regions with High or Extremely High Baseline Water Stress	%	5%
Waste: EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.9			
12	Total weight of non-mineral waste generated	Tonnes	4,847
13	Total weight of tailings produced	Tonnes	21,583,467
14	Total weight of waste rock generated	Tonnes	50,954,856
15	Total weight of hazardous waste generated	Tonnes	1,022
16	Total weight of hazardous waste recycled	Tonnes	686
17	Number of significant incidents associated with hazardous materials and waste management	Number	0

#	Selected Information	Unit of Measure	Centerra's 2024 Total
Health and Safety: EM-MM-320a.1 <sup>4</sup>			
18	Total Number of Fatalities	Number	0
19	Total Reportable Injuries (TRIs)	Rate	22
20	Total Reportable Injury Frequency Rate (TRIFR)	Rate	0.71
21	Total Injury Severity Rate	Rate	10.98
22	Total Health and Safety-Related Training	Hours	106,461
Community Engagement			
23	Total Strategic Community Investments and Donations	USD	4,615,005
Climate Change			
24	Scope 1 Emissions	Tonnes CO <sub>2</sub> e	137,719
25	Scope 2 Emissions	Tonnes CO <sub>2</sub> e	34,727

1 Metrics #1-25 received limited assurance.

2 Totals exclude data from Thompson Creek Mine due to the unavailability of data at the time of reporting. The materiality of this omission from Centerra's totals was not determined, but the data will be included in future reports when available.

3 Total water withdrawn and total water consumed exclude data from Thompson Creek Mine, due to the unavailability of data at the time of reporting. The materiality of this omission from Centerra's totals was not determined, but the data will be included in future reports when available.

4 Data includes all Centerra Gold Inc. business units under operational control. Joint ventures not operated by the Company are excluded.





Responsible Gold Mining Principles (RGMPs)  
Independent Limited Assurance Report

June, 2025



Introduction

Centerra Gold Inc. (“Centerra”; or the “Company”) retained Cedar Water Strategy and its associates (“Cedar Water Strategy”) to provide an independent limited assurance pertaining to Centerra’s conformance with the World Gold Council’s *Responsible Gold Mining Principles (RGMPs)*; the “Principles”) for the calendar year 2024. Cedar Water Strategy’s role is to provide an independent opinion to validate Centerra’s conformity statements relating to *RGMP* implementation during the reporting period.

Assurance Scope

The scope of this independent limited assurance consisted of a review of Centerra’s 2024 public Environmental/Social/Governance (ESG)-related disclosures, including its public commitment to achieving conformance with the Principles and Centerra’s internal progress report. Using a risk-weighted approach, Cedar Water Strategy undertook an assessment of supporting evidence for conformance with the *RGMPs*, as provided by Centerra. The Principles, as described in the *RGMP* documentation (published by the World Gold Council), were the standard against which we conducted the review.

Sources:

- <https://www.centerragold.com/sustainability/>
- <https://www.gold.org/industry-standards/responsible-gold-mining>

Responsibilities

Centerra is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to achieve compliance with policies and procedures that conform with the requirements of the Principles. Centerra is also responsible for preparing and publishing annual reports pertaining to *RGMP* implementation.

Cedar Water Strategy, in its role as a third-party assurance verifier/provider, is responsible for undertaking a limited assurance engagement, to render a conclusion based on the progress made towards implementation and conformance with the *RGMPs*. We conducted our assurance engagement in accordance with industry best practices, including: specific elements related to limited assurance in the International Standard of Assurance Engagement (ISAE) 3000, and guidance outlined in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework*.

*RGMP* Independent Limited Assurance Report  
Centerra Gold Inc.



Source:

- <https://www.gold.org/industry-standards/responsible-gold-mining/rgmpstm-implementation-and-assurance>

Limited Assurance Procedure

We conducted our independent evaluation between the months of January to May of 2025. Our evaluation comprised the following activities:

- interviews with corporate *RGMP* implementation staff;
- a review of publicly-available ESG information, including, but not limited to:
  - Centerra’s implementation of the Principles, including the Company’s commitment to *RGMP* implementation; and,
  - Centerra’s application of the Principles to its operations in its 2024 *Sustainability Report*
- a review of the Company’s internal *RGMP* self-assessments at both the corporate and site levels, with supporting documentation; and,
- a site visit – including facility tours and Centerra staff interviews - at the Mount Milligan Mine in central British Columbia, Canada.

Centerra’s activities during 2024 met the requirements expected of companies in the maintenance and on-going continual improvement related to *RGMP* implementation.

Conclusion

Based on the assurance procedures conducted, and the evidence obtained, nothing has come to our attention to indicate that Centerra’s conformance with the *RGMPs*, as described in the *CENTERRA GOLD 2024 Sustainability Report*, as of May 31, 2024, is not fairly stated, in all material respects. This conclusion is to be read in the context of the remainder of this report.

Amiel Blajchman, M.Sc., P.Ag.  
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ISO 14001, 14064, 14065 Auditor, Mining Association of Canada *TSM* Verification Service Provider, The Copper Mark certified Auditor  
Cedar Water Strategy  
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*RGMP* Independent Limited Assurance Report  
Centerra Gold Inc.



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