

THOMPSON CREEK METALS COMPANY INC. – MOUNT MILLIGAN MINE Pay Transparency Report - FY2024

Thompson Creek Metals Company Inc., a wholly owned subsidiary of Centerra Gold Inc., operates the Mount Milligan Mine, an open-pit copper-gold mine located approximately 155 kilometers northwest of Prince George. Our prefeasibility study published in 2025 outlines a mine life extending to 2045, underscoring the Mount Milligan Mine’s long-term role as a critical minerals asset for the province. As of the date of this report, our workforce is comprised of approximately 650 employees - 84% men and 16% women.

We are pleased to provide an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. This report is an important step in identifying and assessing pay equity in relation to gender.

Employer Name:	Thompson Creek Metals Company Inc. – Mount Milligan Mine
Address:	Suite 1700, Park Place, 666 Burrard St., Vancouver, BC, V6C 2X8
Reporting Year:	2024
Time Period:	January 1, 2024 – December 31, 2024
NAICS Code:	21,212 – Mining and quarrying (except oil and gas)
Number of Employees:	300-999

ORDINARY HOURLY PAY

Mean Ordinary Hourly Pay Gap¹



In this organization, women’s average ordinary pay is 1.4% less than men’s average ordinary pay. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages.

Median Ordinary Hourly Pay Gap²



In this organization, women’s median ordinary pay is 0.88% less than men’s median ordinary pay. For every dollar men earn in median hourly wages, women earn 99 cents in median hourly wages.

Explanatory Notes:

1. “Mean Ordinary Pay Gap” refers to the differences in pay between gender groups calculated by average pay. Ordinary pay does not include bonuses or overtime.
2. “Median Ordinary Pay Gap” refers to the differences in pay between gender groups calculated by the mid range of the pay for each group. Ordinary pay does not include bonuses or overtime.

OVERTIME PAY

Mean Overtime Pay³



In this organization, women's average overtime pay is 0.36% less than men's average overtime pay. For every dollar men earn in average overtime pay, women earn one dollar in average overtime pay.

Median Overtime Pay⁴



In this organization, women's median overtime pay is 0.05% more than men's median overtime pay. For every dollar men earn in median overtime pay, women earn one dollar in median overtime pay.

Mean Overtime Paid Hours⁵

Difference as compared to reference group (Men)
Women +0.05

In this organization, the average number of overtime hours worked by women was 0.05 more than by men.

Mean Overtime Paid Hours⁶

Difference as compared to reference group (Men)
Women +0.02

In this organization, the median number of overtime hours worked by women was 0.02 more than by men.

Percentage of employees in each gender category receiving overtime pay



Explanatory Notes:

3. "Mean overtime pay" refers to overtime pay when averaged for each group
4. "Median overtime pay" refers to the middle point of overtime pay for each group
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group

BONUS PAY

Mean Bonus Pay⁷



In this organization, women's average bonus pay is 1.5% less than men's average bonus pay. For every dollar men earn in average bonus pay, women earn 98 cents in average bonus pay.

Median Bonus Pay⁸



In this organization, women's median bonus pay is 0.42% more than men's median bonus pay. For every dollar men earn in median bonus pay, women earn one dollar in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



Explanatory Notes:

7. "Mean bonus pay" refers to bonus pay when averaged for each group
8. "Median bonus pay" refers to the middle point of bonus pay for each group

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE⁹

Upper Pay Quartile (highest paid)



Upper Middle Pay Quartile



Lower Middle Pay Quartile



Lowest Pay Quartile



In this organization, women occupy 13% of the highest paid jobs and 15% of the lowest paid jobs.

Explanatory Notes:

9. "Pay Quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.