



## HEALTH AND SAFETY POLICY

Centerra Gold Inc. recognizes that building a team-based culture of excellence which responsibly delivers sustainable value and growth, the protection of the health and safety of its employees, contractors, and the public as vital to the Company's existence and continued development. Centerra Gold Inc. is committed to conducting all its activities, including exploration, construction, operations, and decommissioning, in a responsible manner, providing a safe and healthy work environment for its' employees, contractors, visitors and the general public.

In support of this commitment, Centerra Gold Inc. will:

- Integrate Centerra's Safety Leadership values into processes, systems, structure to ensure consistency towards a Team-Based Zero Harm culture.
- Assign health and safety responsibilities and accountabilities to each level of the organization.
- Establish and maintain systems which will strive to identify, control, or eliminate health and safety risks.
- Ensure the mitigation of health and safety risks when evaluating, planning, constructing, and managing all projects and operations.
- Meet or exceed local, regional and national health and safety legislation.
- Require senior management of each operation and subsidiaries to be accountable for the establishment, maintenance, and implementation of documented site programs, plans and procedures in a manner consistent with this policy.
- Require Centerra Gold Inc. managers, supervisors and employees to adhere to this policy in identifying, assessing and mitigating health and safety risks.
- Ensure Centerra Gold Inc. employees and contractors have the appropriate training to allow them to safely carry out their health and safety duties and responsibilities.
- Ensure the participation of Centerra Gold Inc. employees in the development and implementation of health and safety programs and procedures.
- Communicate this policy to all Centerra Gold Inc. stakeholders so they are aware of their health and safety responsibilities in a manner appropriate to their role in the organization, and encourage them to make contributions to Centerra's safety, health and safety management system.
- Provide adequate and appropriate resources to implement this policy.
- Monitor and conduct regular assessments in the management of our operations to achieve continual improvement in health and safety performance that is aligned with leading international industry practices.

**Paul Tomory**  
President and Chief Executive Officer

**David Hendriks**  
EVP, Chief Operating Officer

Date: January 01<sup>st</sup>, 2026