



2022

Environmental,
Social and
Governance
Report

centerra**GOLD**



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CEO's Annual Message

At Centerra, we understand that environmental, social and governance (ESG) issues can have significant and long-lasting impacts on the sustainability and profitability of our Company. As such, we remain committed to upholding high ESG standards by prioritizing our people, the environment and the communities in which we operate.

Throughout 2022, we concentrated on strengthening our responsible mining practices, prioritizing safety, promoting inclusion and diversity, and taking action on climate change, all while striving for operational excellence.

We are proud to announce that as active members of the World Gold Council, we have successfully attained full conformance with all 51 Responsible Gold Mining Principles (RGMPs), and we have obtained independent assurance of adherence to these principles. This accomplishment reflects our commitment to responsible mining practices, proactive risk management and continuous improvement in our relationships with stakeholders and local communities.

We recognize the importance of inclusion, diversity, equity and accessibility (IDEA) in our long-term success, and have made significant strides in implementing our global IDEA strategy. Our efforts included establishing a Global Executive IDEA Council in 2022 that, together with regional committee, is responsible for developing and executing the global IDEA strategy, ensuring alignment with regional strategies, and decision making on IDEA initiatives.

We acknowledge the vital role the mining sector plays in advancing climate action and are actively developing a climate and nature strategy that focuses on our energy use, greenhouse gas (GHG) emissions, and biodiversity impacts. Our approach is based on assessing potential pathways, initiatives and actions that exceed our risk threshold for mitigating risks. We will continue to evaluate our climate risks and improve our disclosure based on the framework set out in the Task Force on Climate-related Financial Disclosures (TCFD).

Our dedication to fostering a zero-harm culture and continuously improving our performance in reducing reportable injuries remains our top priority.

Our main safety objective of reducing the number of injuries sustained by employees and contractors has been successful, as evidenced by a decrease from previous years, with Öksüt achieving one million work hours lost-time free. This achievement can be attributed to our effective implementation of several safety initiatives including Visible Felt Leadership and critical control management systems.

I want to acknowledge our global team's resilience and dedication toward progressing our ESG strategy. Our ESG commitments and accomplishments in 2022 are a demonstration of our unwavering dedication to being responsible miners. We understand that ESG is an ongoing journey, and we remain committed to sustainable and responsible mining practices and look forward to further progress in 2023.

(signed)

Paul Tomory
President and Chief Executive Officer

About Centerra Gold

Centerra Gold Inc. (“Centerra” or the “Company”) 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 Türkiye. In 2022, Centerra produced 243,387 oz of gold and 73,864 lb of copper.

In addition to our operating mines, Centerra has the Goldfield District Project in Nevada, United States of America (USA), that is at the exploration and evaluation stage. The Kemess Underground Gold and Copper Project in British Columbia, Canada, is currently on care and maintenance. The Company owns various assets within its Molybdenum Business Unit, particularly the Langeloth Metallurgical Facility in Pennsylvania, USA, and two primary molybdenum mines currently on care and maintenance, Thompson Creek Mine in Idaho, USA, and the Endako Mine (75% ownership) in British Columbia, Canada.

At Centerra, we are focused on quality assets defined by low cost, long life and sustainable robust margins and returns. We recognize that environmental stewardship and social performance are not only the right things to do but that they are also key to achieving this strategy. Being a responsible miner is one of our core values. For Centerra, this means putting our people first, creating and sharing economic value in the countries and communities where we operate, and protecting our surrounding natural environment.

Values & Vision

Centerra’s vision is to build a team-based culture of excellence that responsibly delivers sustainable value and growth. How we conduct business and how all employees act in fulfilling their job responsibilities are fundamental to achieving our vision. While Centerra’s ultimate objective is to deliver value to our shareholders, integrity and ethics will be the foundation for everything we do.

We believe our strong commitment to our vision and these values will continue to make Centerra the employer of choice and the business partner of choice by governments in the countries we operate in.



WIN AS A TEAM

The team is committed, highly engaged, recognizes individual contributions and is focused on achieving results.



BE RESPONSIBLE MINERS

We aim to comply with all regulations and standards while prioritizing active engagement with our people and communities, as well as minimizing adverse impacts to social and economic levels through our operations.



STRIVE FOR CONTINUOUS IMPROVEMENT

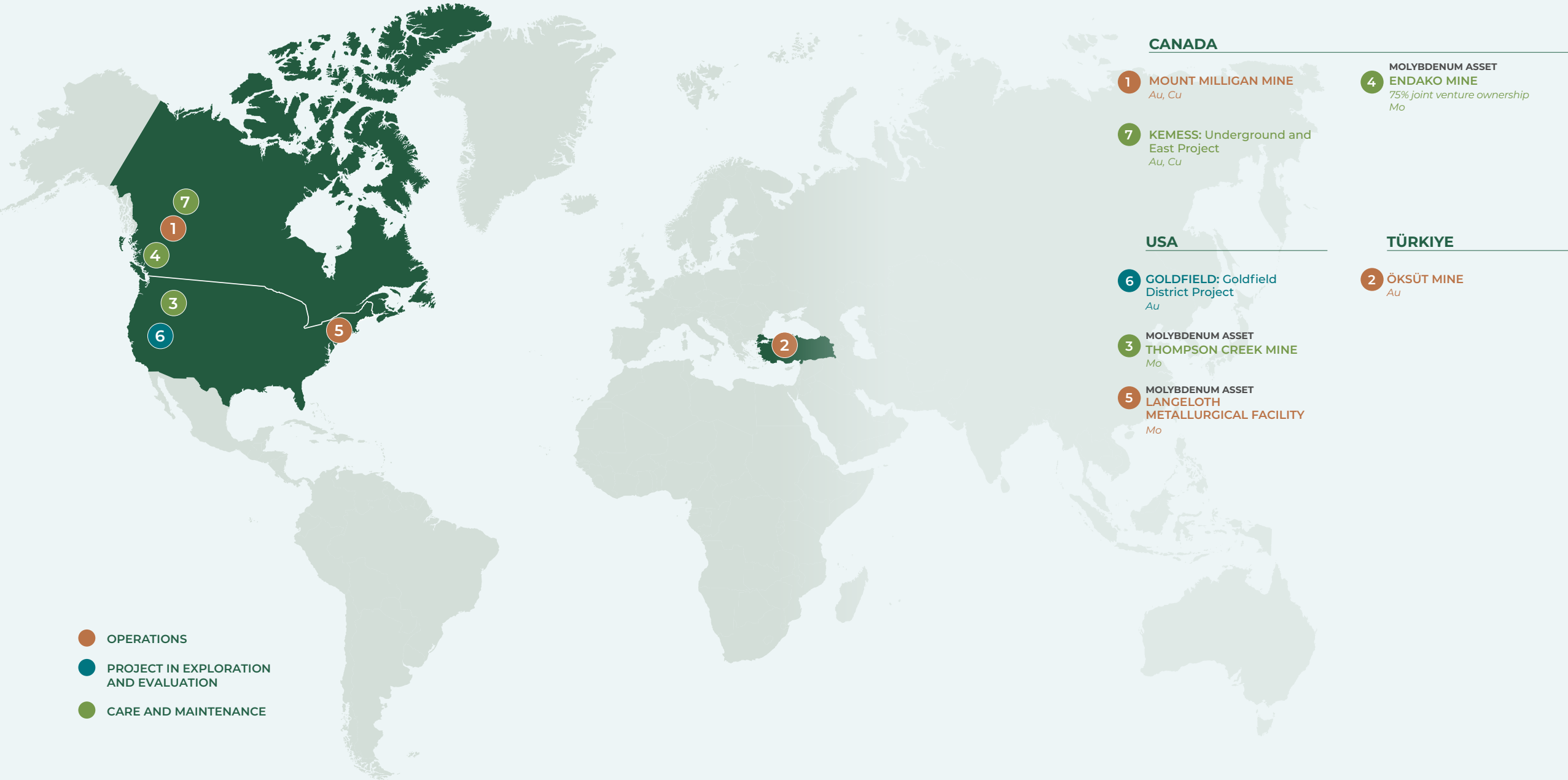
We strive to meet the expectations of our stakeholders and to grow our business by continuously improving our operations, embracing change and challenging the status quo.



DELIVER RESULTS

Strive for operational excellence, safe production and be accountable for our results.

Operational and Asset Map



- OPERATIONS
- PROJECT IN EXPLORATION AND EVALUATION
- CARE AND MAINTENANCE

CANADA

1 MOUNT MILLIGAN MINE
Au, Cu

7 KEMESS: Underground and East Project
Au, Cu

4 MOLYBDENUM ASSET ENDAKO MINE
75% joint venture ownership
Mo

USA

6 GOLDFIELD: Goldfield District Project
Au

3 MOLYBDENUM ASSET THOMPSON CREEK MINE
Mo

5 MOLYBDENUM ASSET LANGELOTH METALLURGICAL FACILITY
Mo

TÜRKIYE

2 ÖKSÜT MINE
Au

About This Report

Centerra's 2022 Environmental, Social and Governance (ESG) Report is for the 2022 financial year (12 months ending December 31, 2022). This Report is focused 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 in care and maintenance, we provide discussion on relevant environmental and social topics. With respect to tailings management, our disclosure for tailings facilities at all applicable sites is included in the [Waste Management](#) section of this report. In future reporting, Centerra will assess the feasibility of including enhanced environmental and social disclosure on its exploration and evaluation stage projects and Molybdenum Business Unit.

Financial amounts are reported in US dollars (USD) 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 main reporting framework as it presents comparable, consistent and financially material ESG disclosures by the industry. The [Performance Data](#) section of this report provides a table summarizing our alignment with the Responsible Gold Mining Principles (RGMPs) and the Task Force on Climate-related Financial Disclosures (TCFD). We are also tracking the emerging ESG reporting standards from the International Sustainability Standards Board (ISSB) for potential integration in future reports. For topics frequently discussed and meaningfully prevalent, but not adequately covered in the SASB Metals & Mining Industry Standard, Centerra selected additional metrics from the Global Reporting Initiative (GRI) Standards to provide external stakeholders and groups with a more comprehensive overview of our operations.

Table 1. Operational Results

	2022	2021	2020	2019
Gold Produced (oz)	243,867	308,141	824,059	783,308
Payable Copper Produced (000s lbs)	73,864	73,275	82,816	71,146

Table 2. 2022 Total Employees (as of December 31)

Global Workforce	Employee		Total
	Male	Female	
Corporate ¹	43	24	67
USA ²	128	16	144
Mount Milligan	500	80	580
British Columbia ³	56	34	90
Türkiye	247	42	289
Total	974	196	1,170

¹ This includes Toronto corporate.

² This includes Thompson Creek Mine, Goldfield Project, Langeloth Metallurgical Facility and USA-based employees.

³ This includes the Kemess Underground Gold Property, Endako Mine and regional offices.



Our Approach to Responsible Mining

At Centerra, being a responsible miner is at the core of everything we do. From exploration to construction and operations through to mine closure, we act in accordance with leading international industry practice, meet regulatory requirements and always strive for continuous improvement.

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

In 2020, our focus was on identifying and prioritizing Centerra's climate-related risks and opportunities using the TCFD's categorization of risks and opportunities. In 2021, we continued to align our climate change work with the TCFD framework to ensure effective climate-related disclosure for increased market transparency. In 2022, we began our emission calculations to include Scope 3 emissions.

RESPONSIBLE GOLD MINING PRINCIPLES (RGMPs)

Centerra acknowledges that acting in a responsible manner is key to maintaining its social licence to operate in the jurisdictions where it does business. In 2022, Centerra achieved conformance with the World Gold Council's (WGC's) RGMPs as outlined throughout this [report](#).

CONFLICT-FREE GOLD STANDARD (CFGs)

We are committed to responsibly producing gold, whereby our mining and processing operations are aligned with the global standard for the responsible sourcing of gold and independently assured under the WGC's CFGs.

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS (VPSHRs)

Centerra's security practices are aligned with the VPSHRs, the UN Guiding Principles on Business and Human Rights, and the articles set forth in the UN's Universal Declaration of Human Rights. Our security and sustainability/community relations personnel and private security contractors across our operating sites participate in routine training to ensure adherence to the VPSHRs.

CYANIDE CODE

In 2020, Öksüt became a signatory to the International Cyanide Management Code (ICMC) to ensure best practices are maintained during the use and transportation of cyanide. As prescribed within the Cyanide Code, Öksüt will complete the verification and audit process this year.

EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE (EITI)

Centerra discloses information along the extractive industry value chain to promote understanding of natural resource management, strengthen public and corporate governance and accountability, and provide the data to inform policy-making and multi-stakeholder dialogue in the extractive sector.

INTERNATIONAL WOMEN IN MINING (IWIM)

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



2022 ESG Highlights



0.28 tonnes CO2e per Au equivalent oz Scope 1 and Scope 2 GHG emissions intensity.

New electric powerline for the Philip Lake water pumping infrastructure at Mount Milligan, resulting in a decrease of approximately 100,000 litres of diesel fuel annually.



Launched a Reclamation Training and Skills Development Pilot Program at Mount Milligan.

The presence of an endemic plant species named "Astragalus Öksütdaghensis" in the Öksüt region was confirmed by the *Nordic Journal of Botany*.



Installation of a permanent electric pumping system at Mount Milligan enabled the **recycling of 450,000 m³ of water**, leading to a decrease in the site's external water consumption.



Lost-Time Injury Free

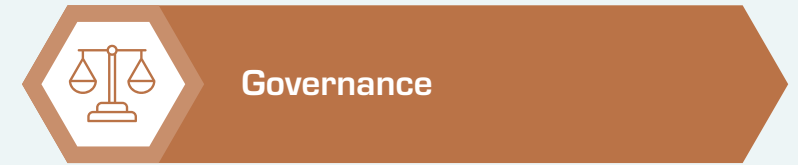
Öksüt Mine achieved 1 million work hours without a lost-time incident.



18% of employees at our three operating sites in British Columbia **self-identify as Indigenous First Nations**, compared to the mining industry average of 12%.



Centerra rolled out its first Human Rights Due Diligence Program at both operating sites and its corporate office.



Conformance

Centerra received independent assurance of its conformance with the Responsible Gold Mining Principles' 51 Principles.



In 2022, Centerra completed an ESG Issue Assessment that included a comprehensive desktop review and a stakeholder engagement process to help identify and validate Centerra's material ESG issues.

Centerra is committed to increasing diversity at all levels, with the achieved goal of over 30% female representation on Centerra's Board of Directors and targeted efforts of 30% female representation among Officers of the Company by 2026.

Women hold 14% of total leadership positions globally (Supervisor and above), of which 24% of mid-level leadership (Manager and Director level) roles and 21% of senior-level leadership (GM, VP and Officer) roles are occupied by women.

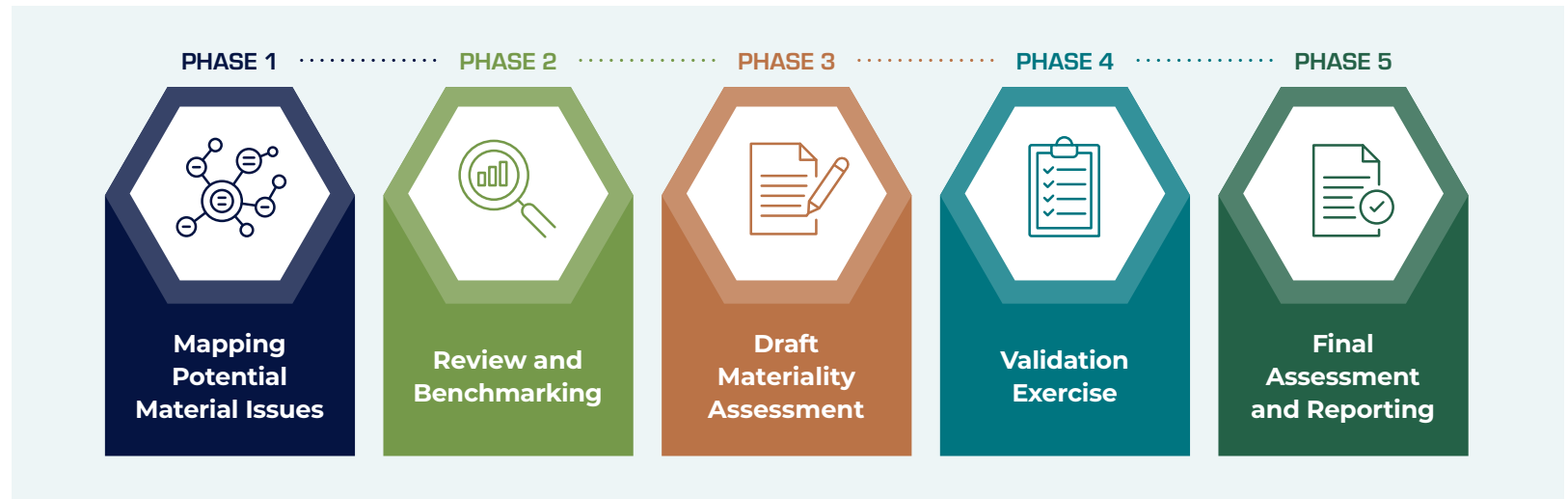
ESG Issue Assessment

In 2022, Centerra updated an ESG Issue Assessment to help identify and validate its material ESG issues, including a comprehensive mapping and peer benchmarking exercise.

Our issues assessment was updated to reflect the evolving landscape of key ESG issues that are important to our business and stakeholders. While we have presented each material topic in comparison to others, our reporting adheres to the SASB and TCFD reporting standards, which pre-define a list of the most common material issues for the mining industry.

Centerra will target the completion of assessments every three years with limited annual reviews completed to ensure any new and emerging topics are considered.

Our Approach



PHASE 1: MAPPING POTENTIAL MATERIAL ISSUES

A risk-based approach was used to identify the universe of ESG issues that could pose a risk to Centerra's operations, financial performance, reputation, social licence to operate, attractiveness to investors and future growth. Building off previous ESG Issue Assessments, a comprehensive desktop review considered inputs from site risk registers and grievance reports to refine the list of ESG risks and opportunities.

PHASE 2: REVIEW AND BENCHMARKING

The benchmarking phase of the assessment drew in the perspectives of Centerra's external stakeholders, in order to understand which ESG topics were most critical from their perspective. A mix of consultancy/investor reports, rating agency profiles, reporting agency materiality lists and industry peer ESG reports were reviewed to supplement the desktop research in Phase 1. Additional insights from this review and benchmarking exercise were folded into the draft list of key material issues.

PHASE 3: DRAFT MATERIALITY ASSESSMENT

The draft list of material topics were then mapped on a grid based on "Importance to Business" and "Importance to Stakeholders." Importance to Business demonstrates the topic's impact and significance to Centerra as a responsible business. Importance to Stakeholders indicates the topic's impact and significance across our external stakeholder groups.

PHASE 4: VALIDATION EXERCISE

We engaged with our key employees at our corporate office and global operations to verify the rank of each identified material topic. The final issues matrix allows us to:

- Communicate each topic's relative importance to the business and our stakeholders;
- Provide a roadmap for the issues to cover in our ESG Report;
- Identify significant changes in previous assessments to revise management plans.

2022 Issues Matrix



We will continue to incorporate updates related to our material ESG issues. The significance of any emerging issues to our business are reported on throughout this report.

- Environment
- Social
- Governance
- Other



Mapping to the UN Sustainable Development Goals (SDGs)

We acknowledge that our operations can both directly and indirectly contribute to the 17 UN SDGs in the communities and countries where we operate. We have chosen to highlight how we contribute to UN SDGs 3, 5, 6, 8, 12 and 15, and we refer to these throughout this Report.



3
GOOD HEALTH
AND WELL-BEING

3. Good Health and Well-being:
WORKPLACE HEALTH AND SAFETY

Operating with a “zero harm” health and safety (H&S) approach is fundamental to our commitment to being a responsible miner. To realize our zero-harm culture, we are committed to integrating our safety leadership values into our processes, systems and initiatives such as our Global Health & Safety Policy, Work Safe | Home Safe Program, Joint Health & Safety Committee (JHSC), H&S management and tracking software, and employee health and wellness programs.

[Learn more](#)

8
DECENT WORK AND
ECONOMIC GROWTH

8. Decent Work and Economic Growth:
COMMUNITY RELATIONS/SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES

We believe strong employee engagement helps foster a culture of belonging, innovation and creative decision making, allowing us to identify new solutions to create long-term value. Centerra contributes to economic empowerment through local employment and procurement opportunities, and collaborates with Indigenous business leaders, entrepreneurs and local Indigenous organizations to facilitate capacity-building and resilience and maximize long-term economic opportunities.

[Learn more](#)

5
GENDER
EQUALITY

5. Gender Equality: LABOUR RELATIONS

We commit to having a respectful and inclusive culture where all employees feel valued, empowered and free to be themselves at work, and where we celebrate and leverage diverse talents across the globe. Centerra is committed to pursuing greater representation of women throughout our organization at all levels by promoting cohesion and collaboration and creating a global united voice for women in the mining industry.

[Learn more](#)

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

12. Responsible Consumption and Production:
WASTE AND HAZARDOUS MATERIALS MANAGEMENT

We understand the importance of protecting the environment from waste and hazardous materials. Our employees are trained in the proper handling and disposal of hazardous materials. The safety of our employees and the health of the ecosystems around our sites drive our commitment to the safe handling and disposal of waste and hazardous materials.

[Learn more](#)

6
CLEAN WATER
AND SANITATION

6. Clean Water and Sanitation:
WATER STEWARDSHIP AND MANAGEMENT

We have a responsibility to ensure that we effectively manage shared water sources, as doing so is critical for the health and wellbeing of our local communities. We strive to improve our water performance with regulatory compliance, consultation with concerned stakeholders and environmental best practices in mind.

[Learn more](#)

15
LIFE
ON LAND

15. Life on Land: BIODIVERSITY

Environmental stewardship is a key aspect of responsible mining and is integral to our core values and the way we do business. Protection of biodiversity at and around our project sites is at the forefront of our progressive reclamation and restoration work. Our environmental teams perform continual species monitoring throughout the year, including projects that protect species at risk or of special concern in the areas we operate.

[Learn more](#)

Commitment to Responsible Gold Mining Principles (RGMPs)

The RGMPs serve as a framework that outlines the expectations of the gold mining industry's stakeholders related to ESG issues. These stakeholders include communities, governments, investors and downstream supply chain actors. We made a commitment to achieving RGMP conformance by 2022. Through implementing the RGMPs, we developed a proactive approach toward identifying and managing ESG risks. By leveraging the principles, we can identify potential non-conformances and take corrective measures to ensure that our operations align with ESG best practices.

2019/
2020

In 2019, Centerra made a commitment to implement the RGMPs within the three years stipulated by the World Gold Council. Mount Milligan and Öksüt 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 useful for the Öksüt Mine to undergo an on-site third-party limited assurance process in 2020 over the self-assessment findings. A company-wide action plan was developed to map out activities to ensure RGMP conformance by the end of 2022.

2021

In 2021, we published our inaugural RGMP Progress Report, which detailed the Company's advancement toward achieving RGMP conformance. The Report highlighted progress made toward meeting RGMP requirements at the Öksüt Mine and self-assessments against RGMPs at the Mount Milligan Mine.

2022

In early 2022, we developed a consolidated RGMP conformance roadmap, including detailed actions to address the remaining conformance gaps. An internal assessment of performance deemed that the Company was largely in compliance with all 51 Principles as planned in late 2022.

Year 3 Independent Assurance of RGMP Conformance

During the third year of RGMP implementation, Centerra enlisted an independent assurance provider to evaluate its conformity with the principles. As part of the assessment, the site-level progress reports and internal progress assessments were scrutinized and compared with previous assurance gap analyses and recommendations to evaluate compliance with all RGMPs.

The Mount Milligan Mine was visited to conduct a review of conformance, which included targeted interviews with departmental leaders and their respective teams. Öksüt's adherence was thoroughly assessed by conducting a detailed review of their procedures, processes and documentation. Additionally, the team also held interviews with Centerra's executives and management at the Toronto and Prince George corporate offices.

After completing their Year 3 conformance assessment, Centerra was granted an [Independent Limited Assurance Letter](#) attesting to the Company's conformance with the RGMPs.

Throughout the report, we have linked each relevant topic area with the corresponding RGMP to illustrate our compliance with each of the 51 Principles.

The RGMPs assist the Company in managing ESG risks proactively, ensuring regulatory compliance, establishing significant performance indicators and integrating best ESG practices into a single framework.

RGMPs

1. Ethical conduct



2. Understanding our impacts



3. Supply chain



4. Safety & health



5. Human rights & conflict



6. Labour rights



7. Working with communities



8. Environmental stewardship



9. Biodiversity, land use & mine closure



10. Water, energy and climate change



Governance

Strong corporate governance policies and processes enable Centerra to effectively manage and oversee ESG-related risks and opportunities and create long-term value for the Company.

IN THIS SECTION

- » Our Approach
- » Business Conduct and Ethics
- » Whistleblower Program
- » Board Oversight of ESG Matters
- » Skills Matrix
- » Executive and Senior Leadership Commitment
- » ESG Risk Management
- » Annual Transparency Reporting on Government Payments
- » Performance

RELEVANT UN SDGs

- 5** Gender Equality
- 8** Decent Work and Economic Growth

RELEVANT RGMPs

- 1** Ethical Conduct
1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7



Our Approach

Operating in an ethical and transparent manner is critical to maintaining the trust of our employees, business partners and external stakeholders, including local communities and governments, Indigenous groups and our investors. Unethical practices will undermine our ESG performance and can lead to significant fines/penalties, decreased employee morale, loss of our social licence to operate, liabilities and long-term reputational damage.

Business Conduct and Ethics

Centerra's Code of Ethics for employees addresses avoidance of conflicts of interest, protection of confidential information and compliance with applicable laws, rules and regulations, among other items.

Our International Business Conduct Policy serves as our anti-corruption policy, outlining rules, principles and procedures to ensure compliance with laws prohibiting corruption and bribery, such as the Canadian Corruption of Foreign Public Officials Act and the US Foreign Corrupt Practices Act. It also incorporates other guidelines and standards to adhere to best business practices.

We provide regular ethics and anti-corruption training to our employees and determine the frequency and audience of this training using a risk-based approach. In particular, we train high-risk departments including government relations, community relations, finance, procurement, legal and managers of most departments. Every new employee must also go through this training as part of their onboarding experience. Training is conducted via numerous platforms including policy reading and formal sign-off, and online video training and in-person facilitation.

► **RGMPs: 1.1, 1.2, 1.3**

Whistleblower Program

Our whistleblower program provides employees and third parties with a means to raise concerns in good faith regarding potential violations of all our 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 mechanisms by which to report concerns:

- A 24-hours-a-day compliance hotline accessed online, by telephone or Skype
- Writing to the General Counsel and Corporate Secretary of the Company
- Writing to the Chair of the Audit Committee

► **RGMP: 6.7**



Board Oversight of ESG Matters

Centerra's Board of Directors ("Board") has ultimate oversight and accountability for the Company's ESG performance. The Board has four standing committees: the Technical and Corporate Responsibility Committee; Human Resources and Compensation Committee; Audit Committee; and Nominating and Corporate Governance Committee.

The Board's Technical and Corporate Responsibility Committee provides oversight on various social and environmental matters including stakeholder engagement, climate-related risks and Indigenous relations, as well as technical and operational matters. Its purpose includes assisting the Board of Directors in fulfilling their responsibilities in areas including mitigating operational risks and effective management of environmental and social performance.

The Board's Human Resources and Compensation Committee provides oversight on the selection and retention of senior management, compensation of senior management, senior management succession and development, diversity, equity and inclusion (DE&I) initiatives, and human resources (HR) policies, among other topics.

The Board's Audit Committee provides oversight on 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 issues.

The Board's Nominating and Corporate Governance Committee provides oversight on Centerra's overall approach to corporate governance, the size, composition and structure of the Board and its committees, the identification and recommendation to the Board 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. This includes ensuring that the Board has the correct training and education on ESG-related topics such as emerging disclosure requirements and ESG standards, and that the Board has the required ESG skills and experience.

On a quarterly basis, the Technical and Corporate Responsibility Committee and Human Resources and Compensation Committee are provided with updates on the Company's environment, social/community, H&S and HR performance, as well as an overview and analysis of emerging issues, from the Vice President, Environmental and Social Performance, Vice President, Health, Safety and Security, and Vice President, Human Resources & Information Technology.



The role of Centerra's Board is crucial in determining the Company's priorities, particularly with regard to ESG matters. This includes overseeing all aspects related to climate-related risks and opportunities. The Board places significant emphasis on managing ESG issues and regards it as an essential element of the Company's overall corporate strategy.

Skills Matrix

When considering Board and committee composition, the Board considers diversity of background, skills, age, culture, geography, experience and gender. Our current directors represent a strong and diverse mix of experience in finance, mining, engineering, sustainability, government relations, Indigenous relations, risk management, metallurgy, mergers and acquisitions, and international business.

To help ensure the Board understands key emerging trends and risks related to ESG, members of the Board receive awareness training on ESG relevant frameworks, standards and topics. Various third-party studies and reports on global risks, including those related to ESG, are regularly provided to the Board for their review and consideration.

62%

(5/8) of our Board members have skills and experience in environmental and social performance

37%

(3/8) of our Board members have skills and experience in H&S

87%

(7/8) of our Board members have skills and experience in HR

75%

(6/8) of our Board members have skills and experience in risk management



Executive and Senior Leadership Commitment

Our Executive and Senior Leadership Teams are accountable for ensuring that Centerra delivers on its ESG performance priorities and targets. Strategy and progress toward our ESG performance priorities and targets are discussed regularly at weekly management meetings. The Vice President, Environment and Social Performance (E&SP) manages the strategic implementation of Centerra's sustainability and environmental policies, programs and initiatives. As necessary, the ESG Team meets directly with members of our management team to discuss progress and make decisions related to the Company's overall ESG performance.

At each active operating site or region, there is a Director or Manager appointed to oversee environmental and social matters. They are actively involved in managing site ESG issues, including climate change and other initiatives, which are led from the corporate office. These individuals are supported by environmental experts, consultants and academic specialists, and report to the Regional Leader or General Manager of the site.

Centerra's short-term executive compensation plan takes into account various factors, such as safety metrics, environmental incidents, adherence to ESG initiatives and ESG. As of 2022, the compensation of all Centerra's Officers has been tied to the successful implementation and rollout of the WGC's RGMPs, which address a range of ESG-related matters, including climate change. To learn more about how ESG factors are considered in our compensation practices, please refer to Centerra's [Management Information Circular](#).

ESG Risk Management

We acknowledge that mining has a number of inherent risks. To this end, we have implemented an Enterprise Risk Management (ERM) program, based on leading risk management standards, to ensure risk-informed decision making throughout the organization.

Centerra's ERM program considers the entire lifecycle of mining and encompasses various risks, including ESG-related risks. The program uses appointed "Risk Champions" to ensure consistency and continuity, where each risk is assigned a designated owner. On a regular basis, site and corporate functions are responsible for identifying, addressing and monitoring these risks. All significant risks are reviewed with the Executive Team and then presented to the Board to ensure appropriate oversight on the management of these risks.

Climate-related risks, such as water quality and availability, wildfires, extreme weather events, seismic activity, tailings failure, power outages and air quality impacts, are currently included in our risk registers.

► **SASB: EM-MM-510a.1, EM-MM-510a.2**
RGMPs: 1.1, 1.2, 1.3, 2.1

Annual Transparency Reporting on Government Payments

Payments to Government and Indigenous Groups

Mining in any country is conducted with the permission of national and regional governments and, in exchange, mining companies pay taxes and royalties and provide a range of direct benefits to local communities. These include direct community investment (in infrastructure or community development projects), the provision of training and knowledge transfer, support for local businesses through procurement and employing as many local people as possible.

Financial transfers to host governments in the form of taxes, royalties and fees form one of the most significant ways in which the benefits of a mining project can be shared beyond the local community, as governments use these tax revenues to fund critical infrastructure, social services like education and health care, and other government priorities. These indirect benefits accrue to people in non-mining areas and, although they are usually not recognized as “mining revenues,” they nonetheless form one of the most significant benefits a country receives from the mining of its natural resource endowments.

In 2022, Centerra paid \$65.2 million in taxes to host governments in Canada, Türkiye and the USA. Centerra publicly discloses these payments on an annual basis in accordance with the Extractive Sector Transparency Measures Act (ESTMA). Centerra also supports the principles of the Extractive Industries Transparency Initiative (EITI),

which promotes transparency and the disclosure of payments to governments in an effort to reduce corruption and enhance accountability. Although Centerra currently does not operate in any EITI-implementing countries, we continue to support the mission of EITI to strengthen public and corporate governance and accountability, improve beneficial ownership transparency and the public disclosure of contracts, and provide data to inform policy-making and dialogue in the extractive sector.

In addition to direct payments to governments, Centerra also paid \$3.2 million in direct payments to its Indigenous partners in 2022. 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 not the often sizeable, non-financial benefits that accrue to Indigenous groups. It should therefore not be used to compare total benefits to various Indigenous communities. For a more detailed description of the approach to working with and supporting our Indigenous partners and other local communities, see the [Community Relations](#) section.

Table 3. Payments to Host Governments and Indigenous Groups in 2022¹

Payments to	Governments	Indigenous Groups
Canada	\$7.1M	
Türkiye	\$56.4M	
USA	\$1.7M	
Total	\$65.2M	\$3.2M

Performance

As of 2022, we had no operations or exploration in countries ranked within the 20 lowest in terms of the most recent Corruption Perceptions Index rankings (prepared by Transparency International).

Table 4. Corruption Perceptions Index (CPI)²

Country	2022 Score (Ranking)	2021 Score (Ranking)
Canada	74 (14)	74 (13)
Türkiye	36 (96)	38 (96)
USA	69 (24)	67 (27)



► RGMPs: 1.4, 1.5, 1.6

¹ Payments are in USD.

² 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](#).



Environmental Stewardship

We are committed to protecting the natural environment and avoiding or minimizing impacts potentially caused by our operations or related activities. Our commitment extends from exploration to construction and operations into post-closure. Environmentally responsible mining is critical to our overall ESG performance; it underpins our ability to earn and maintain a social licence to operate and is required for ongoing compliance with our operational permits. Proactively minimizing our environmental footprint in many cases increases operational efficiencies, strengthens community relationships, and can minimize permitting and regulatory costs.

IN THIS SECTION

- » Environmental Compliance and Permitting
- » Climate Change
- » Air Quality
- » Water Stewardship and Management
- » Waste Management
- » Biodiversity

RELEVANT UN SDGs

- 6** Clean Water and Sanitation
- 8** Decent Work and Economic Growth
- 12** Responsible Consumption and Production
- 15** Life on Land

RELEVANT RGMPs

- 8** Environmental Stewardship
8.1, 8.3, 8.4



Environmental Compliance and Permitting

In the jurisdictions where Centerra operates, robust regulations address exploration, construction, mining and associated activities. Additionally, prior to exploration and mining activities being approved, there are well-established regulatory requirements that evaluate environmental and socio-economic implications of proposed activities and projects. Centerra pays close attention and dedicates extensive resources to ensuring that all applicable laws and regulations are followed in areas where we explore and operate.

Site-specific environmental management systems (EMS) are designed to include scheduled monitoring, engineered controls and reporting on areas including water, waste and hazardous materials, biodiversity, air quality, tailings management, energy and reclamation. Öksüt has put into place an EMS that is aligned with ISO 14001. At Mount Milligan, the site's monitoring and reporting requirements stem from environmental and socio-economic assessments guided by provincial and federal assessments prior to the mine being built and operated. Annual reporting is reviewed by stakeholders and revised from time to time based on feedback and continual improvement.

We conduct environmental impact assessments (EIAs) to evaluate how our projects may affect the environment and the people who depend on it. We submit management plans to regulators that demonstrate how environmental impacts are avoided or reduced. We collaborate with various stakeholders in the development of these plans in efforts to understand and avoid impacts most applicable to the areas where we operate. The completed assessments contain baseline studies that provide information on the environment's present condition at the planned mining location. Future environmental monitoring aims to detect potential changes to baseline conditions so that actions can be taken to avoid or reverse potential impacts.

We work closely with various regulatory agencies across our operating jurisdictions to ensure we remain compliant with environmental regulations and our permits. We strive to address any findings from inspections in a timely manner to the satisfaction of that agency and their authority.



Climate Change

Extreme weather events and long-term shifts in climate patterns have the potential to impact mining operations. Centerra is reviewing how our operations could be impacted by the physical risks of climate change. The impact of climate change and associated regulatory and market developments present both risks and opportunities for the Company. Over the life of a mine, Centerra implements a number of initiatives and allocates capital to reduce its energy consumption, carbon footprint and exposure to the physical impacts of climate change (including those regarding water availability). An example of a critical investment decision influenced by climate change risk assessment is the [Lower Rainbow Valley Well Field Electrification Project](#).

Climate Change Governance

Discussions of climate-related factors such as emissions, water, tailings, energy and the regulatory landscape occur during quarterly meetings, keeping climate change top of mind for Centerra's management and Board. The Technical and Corporate Responsibility Committee (TCRC) of the Board has authority over specific matters related to climate change risks. The Company's climate change strategy, including potential emissions reduction targets, is being evaluated by management.

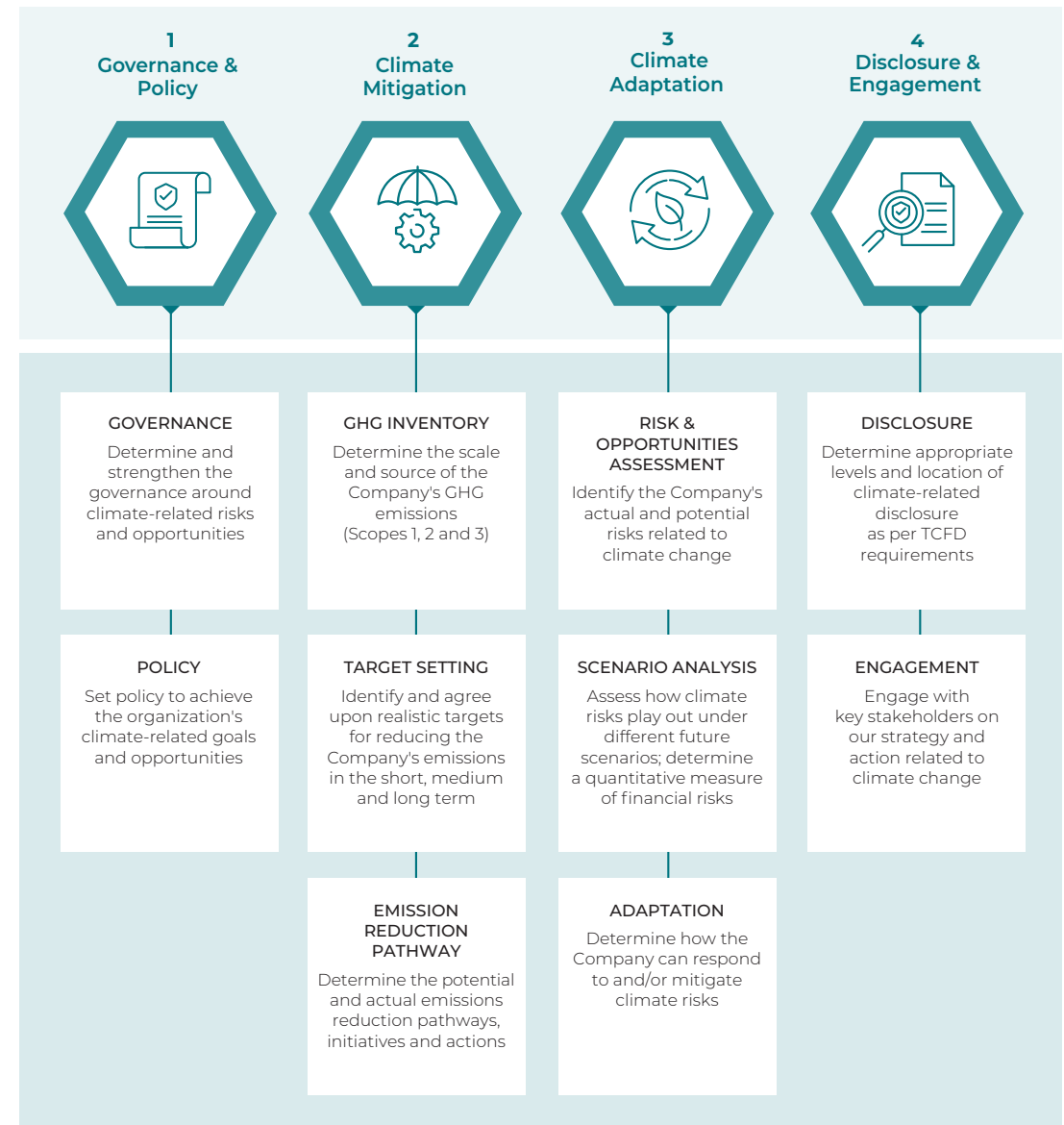
The Vice President, Environment and Social Performance (E&SP) manages the strategic implementation of Centerra's sustainability and environmental policies, programs and initiatives. At each active operating site, there is a team of environmental personnel who work on environmental compliance and reclamation matters. They are

actively involved in managing climate-related issues at the site and contributing to the corporate climate change strategy. Their input addresses climate risk assessments, management of climate-related risks and opportunities to reduce emissions. These individuals are supported by environmental experts, consultants and academic specialists, and report to the Regional Leader or General Manager of the site.

Climate Change Strategy

Our approach to climate change at Centerra is based on the belief that reducing energy use and GHG emissions is not only beneficial for the environment but also for our business. Our main objective is to evaluate our systems, processes and structures to identify potential pathways, initiatives and actions that exceed our threshold for mitigating risks. To achieve this goal, we collaborated with technical and strategy consultants in 2022 to assess our resilience to climate change. Our climate change strategy is organized into four main pillars with the following sub-components: Governance & Policy, Climate Mitigation, Climate Adaptation, Disclosure & Engagement. In 2022, we focused on updating our risk assessments and incorporating an appropriate methodology for calculating and reporting our Scope 3 emissions. As we develop our climate change strategy, we aim to improve our disclosure based on the recommendations from the TCFD, which we started reporting on in 2021. As we move forward, we continue to examine targets, evaluate climate risks under various scenarios, and conduct a quantitative assessment of the financial risks linked to climate change.

Centerra Climate Change Strategy



Climate Risk Management

Centerra has an Enterprise Risk Management (ERM) program, which covers all organizational, operational and financial risks, including those related to climate change, to ensure risk-informed decision making throughout the organization. The program is based on leading international risk management standards such as ISO 31000 and the Committee of Sponsoring Organizations of the Treadway Commission (COSO) as well as industry best practice. It employs both a bottom-up and top-down approach to identify and address risks from all sources that threaten or potentially impact the achievement of our objectives. Each operating site and project is responsible for identifying, assessing, treating and monitoring risk. Centerra's ERM program identifies appropriate risk owners for each risk included in the risk register. All aspects of the operation and our stakeholders are considered when identifying risks. As such, our risk program encompasses a broad range of risks including technical, financial, commercial, social, reputational, environmental, health and safety, political and human resources-related risks. Both the corporate and site-based risk registers incorporate physical and transitional climate-related risks, although not always directly labelled as climate risks. These risks include water access and quality, wildfires, inclement weather, seismic events such as earthquakes, tailings failures from overtopping, power outages, and air quality impacts. The climate-related risks currently identified are prioritized, mitigated and monitored as all other operational risks, with no distinction in process or treatment.

Centerra considers how its operations could be impacted by the physical risks of climate change and existing and emerging regulation, and the potential reputational impacts to our Company related to climate change.

The Company's climate risk assessment has categorized identified risks using the TCFD's framework, which includes chronic and acute physical risks, reputational risks, and policy and legal risks. Climate risks, and strategies for their mitigation, will be reviewed going forward. On a quarterly basis, all relevant site and corporate teams, including environment, community relations, health and safety, and security, review the status of identified operational risks and assess the likelihood and impact of emerging risks. This regular risk assessment process ensures that the teams have proper resources to manage current and emerging risks. Efforts are coordinated by appointed "Risk Champions" who facilitate the process to ensure consistency and continuity. All relevant site teams complete and update a site risk register on a quarterly basis to include identified ESG-related risks.

Given the risks presented by climate change during the life of a mine, Centerra has implemented a number of initiatives and allocated capital to reduce its energy consumption, carbon footprint and exposure to the physical impacts of climate change (including on water availability).

Examples of Identified Risks and Opportunities

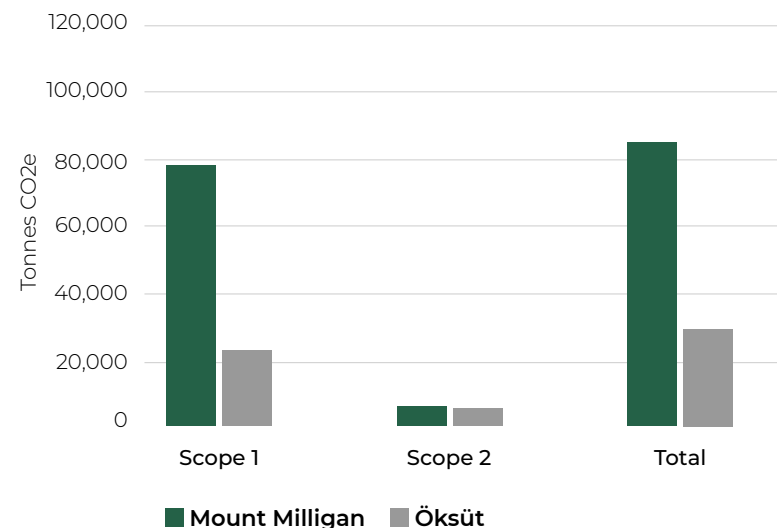
TCFD Risk Category	Risk	Opportunity
Transitional Risk	Centerra faces various policy and legal risks due to the ongoing regulatory initiatives to decrease GHG. Such risks may lead to additional expenses related to compliance and operations, and/or potential harm to the Company's reputation.	To enable effective management of regulatory risks related to GHG emissions, we proactively monitor and assess the regulatory environment in our operating jurisdictions.
Reputational and Operational Risks	If the public perception of Centerra's role in climate change shifts, this could have an impact on the Company's reputational and operational risks. Additionally, the costs associated with managing stakeholder engagement activities may increase.	Our reputational risks are mitigated by ensuring we are operating responsibly, which includes rigorous and transparent business practices, high standards for safety and environmental performance, and strategic community investments/developments in the regions we operate or have projects in. Refer to the Community Relations section to learn how our stakeholder engagement processes are informed about our current activities and future plans.
Acute and Chronic Physical Risks	The financial impacts of acute physical impacts are location specific and can result in operational shutdowns and damage to physical assets, infrastructure and the supply chain, as well as affect workplace health and safety. The chronic physical effects of climate change, such as resource shortages (particularly water quality and availability) and changing temperatures, could have an adverse financial impact on operations located in the regions where these conditions occur.	Mount Milligan's wildfire response plan addresses the risk of increased wildfire incidents. In addition, daily monitoring of forest fire activity is done through the Ministry of Forests website from May through September. Refer to the Water Conservation Initiatives section to learn how Öksüt and Mount Milligan manage water usage.

Scope 1 Emissions¹

To make sure that we comply with regulations and permits and meet the expectation of our stakeholders, we have established procedures at Mount Milligan and Öksüt to monitor and disclose our GHG emissions. Centerra uses the Greenhouse Gas Protocol to quantify GHG emissions at Öksüt and Mount Milligan. Centerra's Scope 1 and Scope 2 GHG emissions for the 2022 operating year¹ were verified using the ISO 14064-3 standard.

In 2022, our total Scope 1 emissions amounted to 101,313 tonnes CO₂e, which is higher than the 97,303 tonnes CO₂e emitted in 2021. The consumption of diesel is Centerra's largest source of GHG emissions and represented 86% of total Scope 1 emissions in 2022, with Mount Milligan consuming over three-quarters of all diesel fuel. Emissions related to the use of diesel fuel increased from 2021 to 2022 by 4% (4,007 tonnes CO₂e). This increase was driven by a 15% increase in the volume of diesel fuel consumed at Mount Milligan due to longer haulage distances related to the pit sequencing and slightly increased production levels. Diesel consumption at Öksüt decreased by 18% over the same period due to the reduction of mining rates as a result of the temporary suspension of gold doré bar production.

2022 Global Scope 1 and Scope 2 GHG Emissions



Global Emissions Trend Analysis

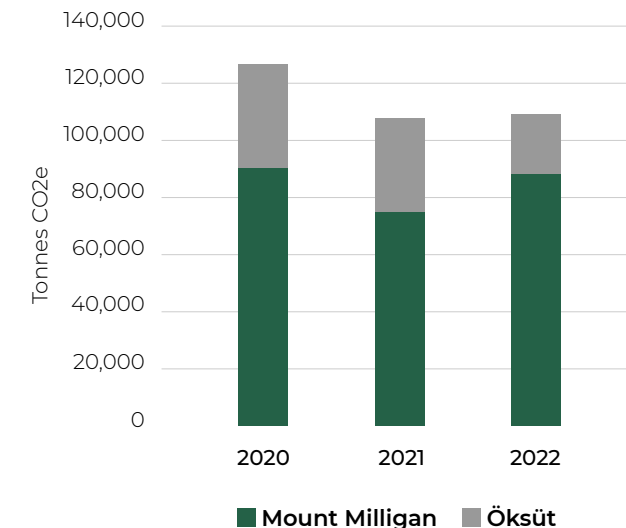


Table 5. 2022 Scope Basis (tonnes CO₂e)¹

	Scope 1	Scope 2	Total
Mount Milligan	78,652	6,714	85,367
Öksüt	22,661	6,496	29,157
Total	101,313	13,210	114,524

Table 6. GHG Emissions Intensity²

	2022			2021		
	Mount Milligan	Öksüt	Total	Mount Milligan	Öksüt	Total
Tonnes CO ₂ e per Au equivalent oz produced	0.24	0.53	0.28	0.21	0.30	0.23

¹ Centerra's emissions from its Molybdenum Business Unit, projects in exploration, and those in care and maintenance are excluded from Scope 1, 2, and 3 emissions disclosed in this Report. The inclusion of these sites in our 2023 emissions inventory is under consideration.

² Emissions intensity is calculated by dividing the total amount of gold equivalent ounces of gold and copper (Au equivalent oz produced) by the total Scope 1 and Scope 2 emissions. The emissions intensity includes production of both gold and copper.

Scope 2 Emissions¹

At Mount Milligan and Öksüt, 100% of our electricity is sourced from the regional electricity grid, representing 12% of our total GHG emissions. In British Columbia, emissions associated with the use of grid electricity are low, minimizing Centerra's GHG emissions from electricity use. At Mount Milligan, 66% of the total energy consumed in 2022 came from British Columbia's grid. At Öksüt, approximately 15% of the energy consumed in 2022 came from the Turkish electricity grid via the Turkish Electricity Transmission Corporation (TEİAŞ).

At Mount Milligan, we prioritize energy-related solutions and regularly assess alternative technologies that utilize renewable energy. In 2022, we implemented a new electric powerline for the Philip Lake water pumping infrastructure, resulting in a decrease of approximately 100,000 litres of diesel fuel annually. Additionally, a booster station at Rainbow Creek now operates with three electric pumps, further reducing diesel consumption by approximately 200,000 litres annually. We also converted 10 of 13 wells from diesel to electric in the tailings storage facility, decreasing our environmental impact.

Our primary energy management objective at Öksüt is to enhance our energy efficiency, which is spearheaded by a certified energy management specialist. To conserve energy and minimize our carbon footprint, we have undertaken various initiatives aligned with ISO 50001 standards.

These include:



Optimizing our compressed air usage.



Reducing compressor idle time, inspecting heating centre insulation frequently and utilizing economizers.



Switching to frequency converters for our crusher plant filters and energy-efficient LED lighting instead of traditional lighting fixtures.



Incorporating astronomical switches for environmental lighting and expanding our use of renewable energy sources to minimize generator emissions in areas with no access to energy infrastructure.



Providing regular energy efficiency training to our employees to improve our energy efficiency efforts.

In 2022, we implemented a new electric powerline for the Philip Lake water pumping infrastructure, resulting in a decrease of approximately 100,000 litres of diesel fuel annually.

3,563,991 kWh

Total energy consumption

75%

Percentage of Scope 1 emissions under "emissions-limiting regulations"

Table 7. Scope 2 Analysis

	Electricity (MWh)			GHG (tonnes CO2e)		
	2022	2021	2020	2022	2021	2020
Mount Milligan	584,000	603,000	595,000	6,174	5,848	23,867
Öksüt	15,000	15,000	11,000	6,496	5,569	5,141
Total	599,000	618,000	606,000	13,210	11,417	29,009

¹ Centerra's emissions from its Molybdenum Business Unit, projects in exploration, and those in care and maintenance are excluded from Scope 1, 2, and 3 emissions disclosed in this Report. The inclusion of these sites in our 2023 emissions inventory is under consideration.

Table 8. 2022 Energy Consumption by Type

Fuel Basis (tonnes CO ₂ e)	Diesel	Gasoline	Propane	Liquefied Natural Gas	Diesel-Explosives	Electricity	Total
Mount Milligan	75,443	1,604	1,195	–	409	6,714	85,367
Öksüt	22,012	–	–	515	134	6,496	29,157
Total	97,456	1,604	1,195	515	543	13,210	114,524

Scope 3 Emissions¹

In 2022, we conducted a screening level calculation of all Scope 3 categories, based on 2021 data, to understand how our value chain emissions compare to our direct operations in line with the GHG Protocol Corporate Value Chain Accounting Standard². The largest Scope 3 categories include Purchased Goods and Services (Category 1), Fuel and Energy-Related Activities (Category 3), and Downstream Transportation and Distribution (Category 9).

Scope 3 Greenhouse Gas Screening Results

(tCO₂e, 2021 data)

60.67% (74,541)
Purchased Goods and Services

6.93% (8,517)
Capital Goods

16.63% (20,434)
Fuel and Energy-Related Activities

14.47% (17,777)
Downstream Transportation and Distribution

0.93% (1,138)
Processing of Gold Products

0.15% (181)
Business Travel

0.21% (258)
Waste Generated in Operations

0.01% (27)
Employee Commuting



¹ Centerra's emissions from its Molybdenum Business Unit, projects in exploration, and those in care and maintenance are excluded from Scope 1, 2, and 3 emissions disclosed in this Report. The inclusion of these sites in our 2023 emissions inventory is under consideration.

² <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>

Air Quality

Air Quality Monitoring and Reporting

We actively manage air quality emissions and maintain compliance with required regulatory standards by way of 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 meet permit requirements, site samples are sent to accredited laboratories for analysis.

The Mount Milligan fugitive dustfall monitoring program consists of five air quality stations and one ambient air quality monitoring station. Ambient air quality monitoring includes meteorological dustfall, fine particulate and plant metal absorption monitoring.

At Öksüt, air quality monitoring includes meteorological, settled dust (TSP), hydrogen cyanide (HCN) and fine particulate monitoring. There are eight air quality monitoring and measurement stations located strategically throughout the mine site and in nearby villages.

In order to address the potential effects of our operations and activities on air quality, our teams engage in ongoing monitoring efforts. We recognize the harmful consequences that air pollution can have on both human health and ecosystems and are committed to taking proactive steps to mitigate these risks.

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 processing facilities. Water is typically used as an effective suppressant for on-site roadways. In 2022, water at the Mount Milligan Mine was regularly drawn from the TSF and applied to haul roads within the TSF footprint on an as-needed basis. Government-approved chemical dust suppressants are sometimes 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, vegetation is planted on the tailings dam at Mount Milligan.

At Öksüt, we have implemented appropriate control measures 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 and on informal tracks.

Table 9. 2022 Air Emissions by Pollutant

Air Emissions by Pollutant (tonnes)	Mount Milligan	Öksüt	Total
CO	114.42	141.35	255.77
NOx	83.64	587.28	670.92
SOx	4.15	0.23	4.38
Particulate Matter (PM ₁₀)	1,978.30	283.33	2,261.63
Particulate Matter (PM _{2.5})	31.77	60.13	91.90
Mercury (Hg)	0	0.20	0.20
Lead (Pb)	0.07	6.76	6.83
Volatile Organic Compounds	4.98	0.85	5.83

► SASB: EM-MM-110a.1 | RGMP: 8.5



Water Stewardship and Management

Water Treatment and Discharge

The management of water quality and quantity at our sites is of great importance at all stages including exploration, care and maintenance, and operations. To protect water quality, sites maintain compliance with applicable water quality laws, regulations and permits. Water use at Kerness, Endako and Thompson Creek is limited during care and maintenance. However, water quality both on site and off site is carefully monitored to ensure compliance is met at locations specified in our permits. Detailed aquatic studies in the surrounding environment are also conducted at these sites in care and maintenance to ensure no adverse impacts.

Mount Milligan 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 so that water on the site is captured, recycled and managed on the 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.

For the TSF at Mount Milligan, a water containment and control system consisting of shallow pumping wells, a basin underdrain, collection ditches and recycling ponds downgradient of the TSF embankment is designed such that seepage through the dam structure is intercepted in the ditches, directed to the 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 into the TSF.

At Öksüt, the site, including the heap leach pad and adsorption–desorption recovery (ADR) plant, is designed as a zero-discharge facility. The objective of this design is to contain contact (process) water within the facility. At the mine, contact water collects in the ponds and non-contact water is directed to the natural dry creeks (which only temporarily or seasonally fill with water as a result of heavy rainfall and/or snowmelt). The heap leach pad and ADR ponds have been designed with a double liner system and have a leak detection and recovery system to minimize the risks of seepage. The ponds have been designed to be sufficient for 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.

Mount Milligan's Site-Wide Adaptive Management Monitoring Plan (SWAMMP) enables the withdrawal of a sufficient volume of water from groundwater and surface water sources to support processing activities while protecting fish and fish habitat, and 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 adverse impacts.

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

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.



Water Conservation Initiatives

Water conservation measures throughout Centerra's operations are of great importance. Across all Centerra sites, integrated water management continues to represent a significant annual operational cost.

At the Mount Milligan Mine, water is recycled from the TSF and used for ore processing in the mill. Mount Milligan was able to recycle approximately 84% of its process water in 2022, a notable improvement from the previous year's 77%. Additionally, the

installation of a permanent electric pumping system enabled the recycling of 450,000 m³ of water, leading to a decrease in the site's external water consumption.

Öksüt's operations utilize a heap leach facility that has been engineered to facilitate the continual recycling of water and solution. The Öksüt Mine has implemented various measures to conserve water and reduce consumption. One such measure is the continuous reuse of water and solution, achieved by burying the irrigation lines

on the heap leach pad to minimize evaporation. Additionally, non-contact water is intercepted before entering the mine facility through diversion ditches and culverts, thereby reducing drainage. Dust suppression chemical trials were conducted on the ore haulage road in 2022 to reduce water usage. Further studies will take place in summer 2023, using treated water from the Contact Water Treatment Plant to suppress dust and reduce water consumption.

Table 10. Water Summary by Site¹

Mm ³		Total Water Withdrawn			Total Water Consumed (withdrawn minus total discharges)			Total Water Recycled
		Total Freshwater Withdrawn	% from High or Extremely High Baseline Stress	Total Other Water Withdrawn	Total Freshwater Consumed	% from High or Extremely High Baseline Stress	Total Other Water Consumed	
Mount Milligan	2021	4.9	0%	8.3	3.6	0%	6.19	77%
	2022	7.0	0%	7.8	8.3	0%	43.1	84%
Öksüt	2021	0.42	100%	0	0.39	100%	0	31%
	2022	0.26	100% ²	0	0.24	100%	0	15%



84%

Mount Milligan was able to recycle approximately 84% of its process water in 2022, a notable improvement from the previous year's 77%.

450,000 m³

New electric pumping system at Mount Milligan has increased recycled water usage by 450,000 m³.

¹ The World Resources Institute's Aqueduct Water Risk Atlas ("Water Atlas") defines water stress as "an indicator of competition for water resources and is defined informally as the ratio of demand for water by human society divided by available water." In its conclusions, the Water Atlas considers only surface water.

² The Öksüt Mine is in the Kayseri region, which is defined as an area of high baseline water stress by the Water Atlas. During the detailed engineering phase, optimal water use was considered in mine design and planning. In addition, the mine has completed additional detailed water studies with Turkish and international experts. Öksüt withdraws water from groundwater sources not considered by the Water Atlas.

Waste Management

As part of a mining cycle, mineral waste materials are generated. Waste materials generated from mining and processing include waste rock, overburden materials (excluding topsoil), exhausted heap leach piles (crushed ore with gold extracted) or tailings (crushed ore which has the gold and copper removed) when a heap leach process is not used.

Waste management at our sites is governed by waste management practices and meets or exceeds applicable regulations.

All operating sites classify different streams of waste according to criteria and applicable regulations, guidelines and methodologies. This ensures that we maintain strict control of procedures to mitigate any harm to the environment or our employees. All waste materials are handled in a manner that satisfies government regulations. Each operating site has procedures and plans for waste rock, hazardous waste and non-hazardous waste management, with more detailed plans developed as required by applicable regulatory and legal requirements.

All site-specific management plans and procedures emphasize safety protocols and environmental protection with specific procedures for all stages of material 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.

We have strict protocols and standards in place for managing hazardous materials during transportation, use and disposal to ensure that we avoid potential negative impacts to our employees, the environment and project-affected communities.

Waste materials generated from mining and processing include:



TAILINGS



WASTE ROCK



HAZARDOUS WASTE



NON-HAZARDOUS
AND DOMESTIC WASTE





Active Management of Tailing Storage Facilities (TSFs)

Across all our sites we actively manage five TSFs. One facility is active, two are under care and maintenance, one is entering the decommissioning and closure phase, and the final one is in the early stages of full closure. Centerra's TSFs are designed by professional engineers and are constructed, operated and monitored with the advice of an external Engineer of Record (EoR).

Centerra 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.

Centerra's Technical and Corporate Responsibility Committee (TCRC) of the Board provides oversight of the Company's TSF management. The TCRC receives annual updates on the status of the Company's TSFs and more frequent updates if changes occur to the TSF risk ratings. Also, starting in 2021, the Board directly 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 performance and ensure worker, environmental and public safety. Centerra's TSFs are designed in accordance with all applicable dam safety regulations and requirements. In addition, operation of the TSFs is informed by, and routinely checked against, guidance from the Canadian Dam Association and the International Commission on Large Dams.

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

STEP 1	Site Monitoring Systems	Centerra's on-site teams use monitoring programs that may include but are not limited to piezometers, inclinometers, monitoring prisms, seepage wells, thermistors and settlement plates to monitor the performance of the tailings dams, abutments, natural slopes and water levels. In addition, the on-site teams rely on seepage flow rate measurement, impoundment pool monitoring and routine visual observation. Each of the instruments are tracked against design limits to ensure performance is within tolerance.
STEP 2	Operational Staff Inspections	Trained site personnel and technical staff perform daily inspections on each active TSF. The operations and on-site teams perform monthly inspections and review systems data to monitor the tailings facilities for cracking or other signs of potential instability. More frequent inspections are conducted following significant precipitation, wind, fire or seismic events. The inspections are done according to the Operation, Maintenance and Surveillance (OMS) Manual.
STEP 3	Annual Engineer of Record Inspections	Annual safety inspections are completed by an external EoR. The EoR reviews the performance of the facility against the design criteria and submits reports to the site with prioritized action items for review, as well as proposes a timeline to complete any required actions items.
STEP 4	Independent Third-Party Dam Safety Reports	In all jurisdictions, a team of qualified independent tailings reviewers conducts an assessment of the design, operation, monitoring data and maintenance practices to evaluate the performance of the tailings facilities against the design criteria and to provide guidance and recommendations regarding these practices every five years.
STEP 5	Independent Tailings Review Boards	Each site, regardless of its facilities lifecycle, has an ITRB or equivalent externally appointed expert. An ITRB comprises independent experts who work with Centerra to review the tailings dam management status and issues a report that evaluates the performance of the tailings facilities to Centerra. Starting in 2021, the lead ITRB member provides an annual report directly to the TCRC of the Board of Directors.

In 2019, Centerra formed a multidisciplinary Tailings Steering Committee comprised of site general managers, tailings engineers and corporate subject matter experts with sustainability, technical services, investor relations and risk experience. Since its establishment, the Tailings Steering Committee has worked to enhance TSF risk management, records and disclosures.

An up-to-date Emergency Response and Preparedness Plan (ERPP) is necessary for the safe operation of the Mount Milligan Mine TSF. 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, 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 detailing the facility and its safe operation. This may include understanding the civil structures, control systems, operating procedures, hazards and failure modes.

The Öksüt Mine does not have a TSF as it utilizes a heap leach facility to process gold.

Table 11. Tailings Storage Facility Inventory

Tailings Dam Name/Identifier	Location	Ownership Status	Operational Status	Construction Method	Maximum Permitted Storage (metric tons)	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	313 Mm ³ (The TSF is designed to store both tailings and waste rocks; only volume can be provided here)	85.4 m ³	Very High	June 2022	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 m ³	Very High	June 2022	Yes	Yes	Yes
Thompson Creek Mine Bruno Creek TSF	USA, Latitude: 44.320278° Longitude: -114.51444°	Owned and Operated by Centerra Gold	Inactive: Care & Maintenance	Centreline	326 M	150 m ³	Very High	September 2022	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), Sojitz (25%)	Inactive: Care & Maintenance	Upstream	570 M	216 m ³	TP1 – High TP3 – Significant	June 2022	Yes	Yes	Yes
Endako Tailings Pond #2 (TP2)	Canada, Latitude: 54.021438° Longitude: -125.11678°	Joint Venture: Centerra (75%, Operator), Sojitz (25%)	Transition to Closure	Upstream	160 M	107 m ³	High	June 2022	Yes	Yes	Yes

* m³ = million cubic metres



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. Centerra's Kemess, Endako and Thompson Creek sites have waste rock from past mining activities that is actively monitored during care and maintenance to ensure contact water meets or exceeds discharge criteria. Waste rock characteristics are extensively monitored to understand their acid and neutralizing properties so that proper management techniques can be implemented to avoid environmental harm in the long term. Additionally, extensive aquatic monitoring programs at all sites, including those in care and maintenance, are required to characterize the health of the aquatic environment and ensure potential effects from mining activities, including waste rock management, are avoided or mitigated.

Mount Milligan has established an extensive program for monitoring metal leaching and acid rock drainage (ARD), which involves analyzing static and kinetic tests and characterizing waste rocks and tailings. Waste rock that is potentially acid generating (PAG) is stored within the TSF to comply with environmental approval 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 Mount Milligan.

To ensure the stability of our waste rock piles, we undertake general monitoring activities, which 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 that includes the interpretation of static and kinetic testing and the characterization of waste rocks and tailings. Geochemical data is used to assess the longer-term behaviour of the net-acid generation potential of the different waste materials.

At the Öksüt Mine there is an active waste rock facility that is designed and operated as permitted. Öksüt has comprehensive monitoring and measurement procedures in place to manage ARD risks.

Table 12. Acid Rock Drainage

	Mount Milligan	Öksüt	Percentage of Operating Mine Sites
Predicted to Occur	Yes	Yes	100%
Actively Mitigate	Yes	Yes	100%
Under Treatment or Remediation	No	No	0%



Hazardous Waste and Materials

At the Mount Milligan Mine, environmental staff facilitate proper waste management and disposal of hazardous materials offsite, in accordance with the British Columbia Hazardous Waste Regulation (HWR) and federal Transportation of Dangerous Goods (TDG) regulations.

CYANIDE

Öksüt is a signatory to the International Cyanide Management Code (ICMC), as it uses sodium cyanide (NaCN) to extract gold. As part of this, Öksüt successfully completed stages 1 and 2 of its environmental and safety management systems (ISO 14001 & ISO 45001) audit in 2021 and is working toward ICMC certification by the end of 2023.

As a signatory to the ICMC, Öksüt successfully completed stages 1 and 2 of its environmental and safety management systems (ISO 14001 & ISO 45001) audit.

► RGMP: 8.3

MERCURY

We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment.

In March of 2022, the production of gold doré bars at the Öksüt Mine was temporarily suspended after mercury was detected in the gold room of the ADR plant. The issue was limited to the gold room and a comprehensive remediation program was implemented to ensure that no mercury was left in the affected building. An extensive sampling program indicated that no detectable mercury was released into the environment and posed no threat to the surrounding environment. A thorough risk assessment and investigation was conducted to determine the source of the naturally occurring mercury in the ore, which is commonly found in many gold deposits globally. Before restarting operations in the gold room, new equipment was installed and tested with the regulators to safely remove any mercury from the process in the future.

► RGMP: 8.4



Non-Hazardous and Domestic Waste

To reduce disposal volumes sent to the landfill and the overall generation of wastes, all sites follow the reduce, reuse and recycle concepts in day-to-day operations. In addition, employees at all operating sites are made aware of expected waste management and segregation practices during the on-site environmental orientation.

Mount Milligan operates an on-site landfill for domestic and inert industrial waste, such as wood products, rubber, non-recyclable scrap metal, building-construction debris, plastic and ash from the incinerator.

Due to the site's remote location, minimizing wildlife attractants is a priority, which is why domestic food waste is transported offsite and disposed of in Fort St. James, British Columbia. In 2022, Mount Milligan sorted and transported all recyclable beverage containers, consisting of 11,900 aluminum cans, 22,400 drink boxes and 63,500 plastic bottles, to the Fort St. James Bottle Depot.

At Öksüt, non-hazardous wastes are temporarily stored on site in designated storage areas, and then disposed of offsite 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.

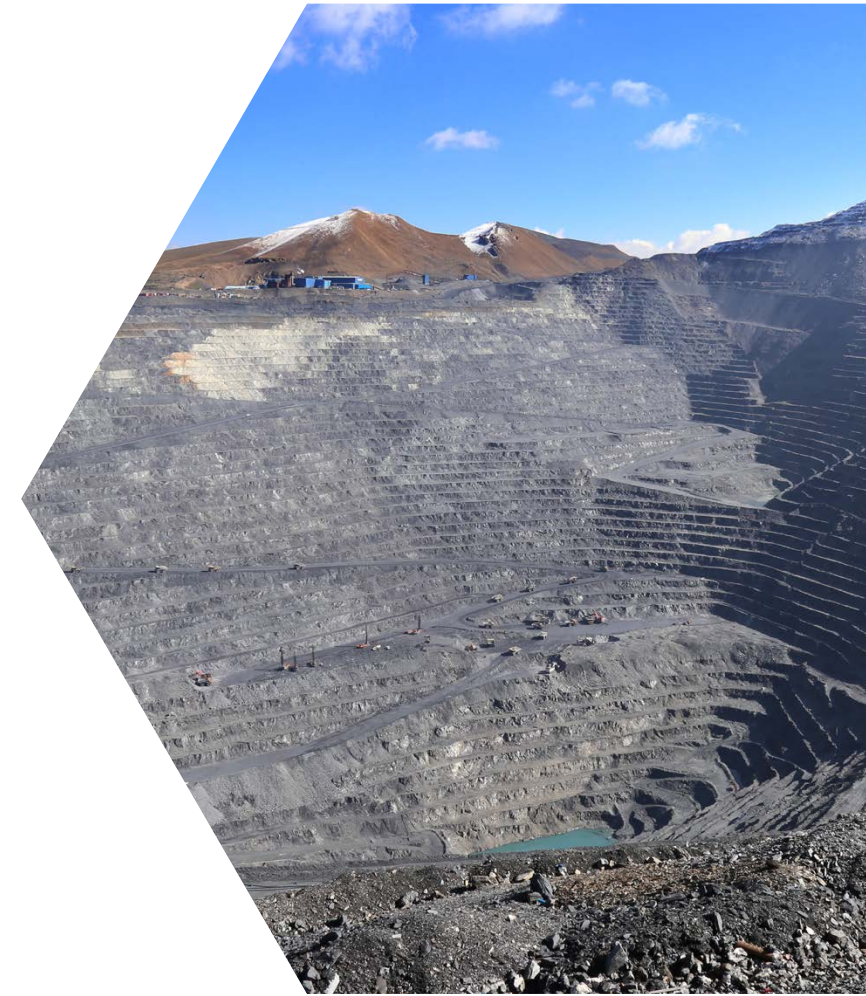
In December 2020, Öksüt was issued a Zero Waste Certificate by the Turkish Ministry of Environment, Urbanisation and Climate Change. Due to changes in local regulations, companies must have the zero-waste program in place for at least 24 months to achieve subsequent certifications. As such, Öksüt aims to achieve its Gold Tier Certification in 2023.

Table 13. 2022 Total Waste Weight & Recycling Summary

Tonnes, %	Mount Milligan	Öksüt
Total Weight of Waste Rock	26,189,392	2,704,439
Total Weight of Waste Rock Recycled	15,050,082	0
Percentage of Waste Rock Recycled	57.47%	0%
Total Weight of Industrial Waste	5,709.7	704.93
Total Weight of Industrial Waste Recycled	3,664.4	649.93
Percentage of Industrial Waste Recycled	63%	92%
Total Weight of Tailings Produced	21,184,309	N/A
Total Weight of Hazardous Waste Generated	435.6	489,789
Total Weight of Hazardous Waste Recycled	435.6	489,789
Percentage of Hazardous Waste Recycled	100%	100%



In 2022, the amount of waste generated and the total volume of waste landfilled (on- and off-site) at Mount Milligan decreased compared to 2021.



Biodiversity

During the mine design phase, Centerra aims to minimize the project's footprint to avoid disturbances to land, biodiversity and to minimize on-site haulage and transportation. During operations our mines aim to minimize air and water emissions to protect the surrounding environment to the extent possible. Land stewardship on owned and leased lands is an important priority whereby management plans protect biodiversity for exploration programs and reclamation activities. At Mount Milligan, there is potential for northern myotis and little brown myotis to be present. While not listed as endangered species under provincial legislation, they are afforded protections under the B.C. Wildlife Act. There are no areas of conservation status in or near mineral reserves (proven or probable), and there are no endangered species or habitat at or near Mount Milligan.

The powerlines at the Öksüt site cross through the Sultan Sazlığı National Park and the Erciyes Mountain Key Biodiversity Area, an important location for birds as it lies at the junction of two bird migration routes across Europe, Asia and Africa. The powerlines are located within the buffer zone of the National Park, (but not in the park), and outside of the Ramsar Protection Area. To minimize any negative effects, bird flight diverters have been installed on the powerlines. The Öksüt Environmental Team conducts regular inspections of the buffer zone, and ornithologists study bird activities during migration seasons (spring and autumn). In spring 2022, the intersection of the powerline with the Ramsar Protection Area was monitored by ornithologists.

At Öksüt, there are no mineral reserves (proven or probable) in or near sites with protected conservation status or endangered species habitat.

Biodiversity Management

All operating sites develop biodiversity activities and programs in collaboration with local communities and/or Indigenous groups and biodiversity experts, including botanists, wildlife biologists and ornithologists.

Each site reviews its Biodiversity Management Plans (BMPs) regularly (every one to five years) to ensure that they continue to reflect the main biodiversity risks and opportunities of each site. Both sites have developed and implemented employee training programs on biodiversity awareness, the management of biodiversity information and data, and procedures for documentation and record keeping, including annual regulatory and stakeholder reporting. The BMPs are developed in accordance with all applicable regulatory and permit obligations.

Mount Milligan has stand-alone, topic-specific plans that together constitute the main components of a BMP, including a Wildlife Management Plan, an Environmental Effects Plan, a Fisheries Management Plan, a Cultural Heritage Plan, a Landscape, Receiving Water Quality, Soil and Vegetation Management Plan, and a Reclamation and Closure Plan. Biodiversity monitoring is managed by a combination of site teams and external consultants, and includes annual wildlife and fish enumeration studies. In addition, the newly implemented Invasive Plant Management System is intended to prevent, treat and monitor invasive species during construction, operation, decommissioning, reclamation and post-closure activities.

Öksüt developed and maintains a BMP that outlines its approach to managing biodiversity risks, including a governance framework, monitoring procedures and KPIs to measure performance. At Öksüt, the BMP exceeds Turkish regulatory requirements and meets European Bank for Reconstruction and Development (EBRD) and International Finance Corporation (IFC) performance requirements. 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 relating to our activities.

To ensure the effectiveness of these BMPs, each site has an environmental monitoring program in the surrounding environment to monitor flora and fauna.

CASE STUDY

Effective Biodiversity Monitoring and Habitat Enhancement at Mount Milligan

Biodiversity monitoring is a crucial component of environmental management at a mining site, and it involves a combination of internal teams and external consultants.

The monitoring program at Mount Milligan includes annual wildlife and fish enumeration studies to assess the effects of medium-term operational water withdrawals on the mountain whitefish population in surrounding waterbodies. The mountain whitefish is a species valued by local Indigenous groups as a sport fish, and their eggs are susceptible to the effects of decreasing lake-water levels during winter months. In 2021, successful revegetation and survival were documented at two habitat reclamation areas, Lower Rainbow Pond and Powerline Meadow Pond. The final year of monitoring in 2022 found that most enhancement structures in Rainbow Creek met performance objectives for stream cover, rearing, structural condition and stability. The compensation ponds provided adequate overwintering habitat for rainbow trout, and manual and natural revegetation of the riparian zone of the ponds was successful. The project has been successful in maintaining and enhancing the habitat for rainbow trout in Rainbow Creek, providing a valuable case study for effective environmental management practices at Mount Milligan.

Biodiversity Offset Management

Öksüt's mining area holds great importance for species conservation, and the site is committed to ensuring a net-positive impact on local biodiversity in the Develi region. Ongoing efforts include the collection and planting of acorns in designated areas for oak population reinforcement, as well as identifying and protecting endemic species found at the mine, such as the endemic plant species "Astragalus Öksütdaghensis." Additionally, preserving topsoils for future rehabilitation and maintaining conservation areas within the mining site are continual processes.

Öksüt has a Biodiversity Offset Management Plan which aims to ensure that residual and unavoidable impacts on priority biodiversity features and critical habitats resulting from the mine's activities will be offset in accordance with EBRD Performance Requirement 6.

Öksüt's offset activities are focused on endemic, vulnerable and endangered flora species as well as threatened habitat. Offset activities include the protection of existing native populations (fencing areas to protect them from excessive grazing and trampling from livestock), reintroductions and direct planting or seeding of vulnerable flora, enrichment planting of existing forested areas, and reforestation of selected areas along the mine fence line.

Öksüt continues to perform enrichment planting of the species that were identified as the target by the EBRD in Zile Village's sparsely forested area. The Company worked with the Gazi University Laboratory to conduct successful studies on seed germination of the targeted species, aiding in the revegetation of topsoil stockyards and slopes at the Öksüt site. In 2022, topsoil stockyards were successfully revegetated.

In January 2022, the presence of an endemic plant species named "Astragalus Öksütdaghensis" in the Öksüt region was confirmed by the *Nordic Journal of Botany*.

Protection of Legally Designated Areas, Key Biodiversity Areas and Endangered or Other At-Risk Species

Centerra does not explore nor will it develop new mines in UNESCO-recognized World Heritage sites. The Company respects legally designated protected areas and areas designated as Key Biodiversity Areas, and avoids negative impacts to threatened and protected species. These commitments apply from exploration into operations and through to mine closure and include a philosophy of no net loss.

Protection of Endangered and Other At-Risk Species

To protect endangered and threatened species within or near our permitted area, we have comprehensive monitoring and protection programs across our sites. Activities may include:

- Defining corridors of movement and migratory patterns of key species, including through and/or near our permitted and exploration areas;
- Daily monitoring of avian and mammalian wildlife on or near our mine infrastructure;
- "No hunting" policies within all our permitted areas; and
- Monitoring wildlife in the permitted area.



Mine Closure and Progressive Reclamation

As part of environmental management, Centerra plans how to close and reclaim mined areas 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 operations and care and maintenance sites have detailed site-specific closure plans in place. The Company updates closure plans, including annual mine cost updates on a regular basis. Centerra considers the International Council on Mining & Metals (ICMM) Mine Closure framework in combination with local and regional objectives to arrive at final closure plans.

For the Mount Milligan Mine, we estimate closure costs of approximately C\$51.4 million; for the Öksüt Mine, we estimate reclamation costs of approximately USD\$29.7 million. We regularly update our final closure plans to reflect any changes in operations. Our standards for reclamation comply with both local and international standards and we utilize the industry-known Standardized Reclamation Cost Estimator (SRCE) to determine defensible closure cost estimates for all our sites. As of December 31, 2022, we provide financial assurance (surety bonds) for closure costs for our operation sites.



Mining is really turning its reputation around. It isn't even possible, today, to operate a mine without being committed to progressively reclaiming new landforms that are created."

Mount Milligan Environmental Team

▶ RGMP: 9.4

CASE
STUDY



Innovative Reclamation Techniques at Mount Milligan Mine

The Mount Milligan Mine demonstrates its dedication to improving conditions and implementing sustainable reclamation practices through several ongoing projects.

The purpose of the reclamation treatment at 15 groundwater well pads in the summer of 2022 was to restore the sites to their natural state and increase habitat complexity for wildlife. The work was carried out by external contractors in partnership with Mount Milligan and involved decompacting the well pad surface, backfilling and recontouring the site, and placing soil material in a loose and heterogenous manner. The well pads were planted with trees and shrubs in spring 2023 with a target planting density of 1,400 to 2,400 stems per hectare.

As part of the reclamation process, an initial feasibility trial of insect monitoring was conducted in the 2022 field season to determine if insect community development can be used as an early indicator of reclamation success. The results of the trial are still being analyzed, but they hold great promise for the future of reclamation efforts and the role of insect monitoring in these

efforts. The findings of this study provide valuable insights into the effectiveness of insect monitoring as an indicator of reclamation success and inform future reclamation efforts.

The reclamation treatment and insect monitoring program are aimed at restoring the site to its natural state, increasing habitat complexity and value, and providing insight into the success of the reclamation effort. Both projects highlight Mount Milligan Mine's commitment to sustainable reclamation practices and its innovative approach to improving the conditions of the site. The results of this project will be monitored and evaluated to determine the effectiveness of these reclamation techniques.

CASE
STUDY

Empowering the Next Generation: The 2022 Reclamation Training and Skills Development Pilot Program

The 2022 Reclamation Training and Skills Development Pilot Program was developed in partnership with Chu Cho Environmental (CCE), an Indigenous-owned environmental services company. The goal of the program was to provide training and skills development opportunities to young people entering the workforce in the field of land reclamation.

The pilot program offered employment opportunities with CCE to students from the McLeod Lake Indian Band and Tsay Keh Dene Nation. In addition to job shadowing environmental mine staff, the program provided one-on-one training and mentorship in land reclamation and environmental monitoring. It also helped the students achieve certifications in related fields such as reclamation, environmental monitoring and environmental stewardship.

The program included hands-on fieldwork at Mount Milligan Mine, where the students participated in activities such as invasive plant monitoring, insect monitoring, vegetation monitoring, groundwater well reclamation, and seed and stem collections. This gave them

practical experience in the field and allowed them to apply what they learned in the training program.

By summer 2023, a short video showcasing the pilot program is expected to be completed. This highlights the experiences and achievements of the students and the impact the program had on their professional development. The 2022 Reclamation Training and Skills Development Pilot Program serves as a successful example of how partnerships between industry and Indigenous communities can create opportunities for young people and contribute to the development of a skilled and knowledgeable workforce in the field of land reclamation.

“

I also want to thank Mount Milligan's Reclamation Team for all the support and the courage they gave us this summer... they made sure you had everything when they were there, they gave it to you if you needed it, they definitely took care of us like we were their own.”

Erianna Calder, Chu Cho Environmental and Summer Student for the Mount Milligan Land Reclamation Program

Social Performance

Centerra is committed to creating and sharing economic value in the countries and communities where it operates. These commitments are in line with our People First mandate. People First encompasses diversity and inclusion, health and wellness, safety, talent management and development, employee experience and engagement initiatives, environmental responsibility and community wellbeing. It is our firm belief that if we focus first on our people, everything else will follow.

IN THIS SECTION

- » Our Approach
- » Workplace Health and Safety
- » Human Rights and Indigenous Peoples
- » Employee Relations
- » Community Relations
- » Local Procurement

RELEVANT UN SDGs

- 3** Good Health and Well-being
- 4** Quality Education
- 5** Gender Equality
- 8** Decent Work and Economic Growth
- 9** Industry, Innovation and Infrastructure

RELEVANT RGMPs

- 2** Understanding Our Impacts
2.2, 2.3, 2.4, 2.5
- 3** Supply Chain
3.1, 3.2, 3.3
- 4** Health & Safety
4.1, 4.2, 4.3, 4.4
- 5** Human Rights and Conflict
5.1, 5.2, 5.3, 5.4
- 6** Labour Rights
6.1, 6.2, 6.3, 6.4, 6.5, 6.6
- 7** Working with Communities
7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8



Our Approach

Centerra is committed to responsible mining and sustainability excellence. Responsible mining practices are embedded in Centerra's values, from providing safe workplaces and maintaining respectful relationships with our stakeholders, to protecting the environment and investing in the communities where we operate.

We conduct impact assessments that consider environmental, socio-economic and cultural factors, including human rights where relevant, and address local cumulative impacts. These assessments are made accessible to affected communities and include plans to avoid, minimize, mitigate or compensate for significant adverse impacts.

We are committed to respecting the values, rights, cultures and traditions of the local communities and Indigenous groups in the areas where we operate. We engage in a transparent, consistent and accessible manner to build strong and resilient relationships and aim to create and equitably share economic and social value in the countries and communities where we operate. 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 commitment is to respect the values, rights, cultures and traditions of the local communities and Indigenous groups in the areas where we operate. We strive to establish strong and durable relationships by engaging with them in a transparent, consistent and accessible manner.



Workplace Health and Safety

Fostering a Zero-Harm Culture

In order to realize our zero-harm culture, we are committed to integrating our safety leadership values into our processes, systems and initiatives. Our global Health & Safety (H&S) Policy is applicable to all employees and contractors. The commitments made as part of this policy are applicable throughout the entire project lifecycle, from exploration to construction and operations and closure.

Site	2022 Highlights
Öksüt	1 million work hours, lost-time injury free
Thompson Creek Mine	2 years, lost-time injury free
Endako Mine	9 years, lost-time injury free and 7 years without a reportable injury
Kemess Mine	3 years without a lost-time injury and 2 years without a reportable injury

All H&S safeguards, processes and systems are developed to ensure we meet or exceed local, regional and national H&S legislation.

During project planning, and regularly during project management, risk assessments are conducted to identify critical H&S concerns. Controls are then developed and implemented to mitigate and/or eliminate key occupational health and safety risks.

We assign responsibilities and accountability at each level of the organization and require senior management at all sites and subsidiaries to be accountable for the establishment, maintenance and implementation of documented site programs, plans and procedures, and ensure that these initiatives are consistent with Centerra standards.

Each site has a Joint Health & Safety Committee (JHSC) that includes employees, contractors and management representatives from various departments. Having representation from employees and management ensures the JHSC can act as an effective platform for communication, decision making and collaboration between those who have in-depth practical knowledge of specific tasks and those individuals with a greater understanding of the Company's policies and procedures.

Centerra subscribes to Critical Control Management (CCM) in eliminating and/or mitigating fatal and significant risk incidents. This has resulted in eliminating and/or a notable reduction in the number of high – and potentially – serious injuries by eliminating fatalities and/or life-altering injuries. Our goal is to reduce the number of potentially high hazards on site to the lowest possible level.

In 2022, Centerra introduced the Professional Investigator program aimed at enhancing the quality of significant incident investigations by using root cause analysis (RCA) methodology. This initiative improves RCA investigations, resulting in better corrective actions, fewer reportable incidents and valuable recommendations for preventing future incidents.

Throughout 2022 as an organization, we continued to focus on health and safety commitments and reduce the number of injuries sustained by our employees and contractors through consistent application of Visible Felt Leadership and Critical Control Management.

HOW WE FOSTER A ZERO-HARM CULTURE



Work Safe | Home Safe Program

At Centerra, our top priority is to guarantee that every employee, contractor and site visitor returns home safely after each shift or mine visit.

Centerra's Safety Leadership program, Work Safe | Home Safe, has been formatted to accommodate a virtual/remote setting, and we are now in a position to offer safety leadership training remotely or in a face-to-face environment. The focus of the program is to build a Centerra-wide culture of safety leadership.

In 2022, H&S training continued to take place at all locations, and with the lifting of COVID-19 restrictions, live Work Safe | Home Safe training was conducted, involving management participation and workplace engagement.

The program focuses on both senior management communication and the implementation of practical tools to empower employees. The aim is for these elements to work together to effectively create an employee commitment to safety-related behavioural changes by adding a personal and emotional element and encouraging open communication across sites to improve operational practices related to H&S. The Visible Felt Leadership aspect of the program is focused on safety leadership field interactions between Centerra's senior and line management personnel and employees. It is also an opportunity for management to show they genuinely care for employees' wellbeing by giving them their time while in the field.

Work Safe | Home Safe continues to serve as an introduction to Centerra's values and culture and act as a refresher training for existing employees. Our commitment to H&S extends to all contractors. We take ownership for ensuring that each contractor receives initial safety orientation and continuing safety training and education. In addition, contractors are subjected to a pre-project selection process that includes robust H&S criteria, including consideration of historical H&S performance. Meanwhile, on any Centerra site each contractor group is assigned a site-based Centerra "owner" who is directly responsible and accountable for the H&S performance of their respective contractor groups.

In 2022, Centerra continued diligently with the implementation of its data collection and analysis software platform. The system is instrumental in collecting, organizing and analyzing key occupational health and safety leading indicators. These metrics assist and guide corporate and site teams with informed decision-making data by directing our focus on value-added opportunities for improvement.

► **RGMPs: 4.1, 4.3**

Protecting Employee and Community Health

We prioritize the protection of the health of our employees, contractors and mine visitors in all our activities to prevent injuries, illnesses and occupational diseases, and to continue our journey toward zero harm. Our occupational health and hygiene strategic plan entered its next phase in 2022. The plan includes maintaining high standards of occupational health and hygiene management, risk-based health monitoring of our workforce based on exposures, and promoting employees' physical and mental wellbeing.

To protect our employees and communities, we take proactive measures to raise awareness and promote good hygiene and wellbeing practices. We conduct a pre-employment health screening for employees and contractors, and on a periodic basis throughout their employment or contract. In certain operating jurisdictions, we take extra health precautions where there are increased health risks. Further, we work collaboratively with local stakeholders and groups to identify and address community health challenges.

From exploration to mine closure, we operate our mines and facilities with occupational health and safety top of mind and with an "all incidents are preventable" mentality. This is fundamental to being a responsible miner.



We maintain our focus on providing H&S training to our employees and contractors, making it a top priority. Our Work Safe | Home Safe Program, which is an essential part of Centerra's safety culture, is delivered to all employees and contractors at every site and company location.

Emergency Preparedness

To ensure our teams have the tools, skills and resources required to address an emergency, each site has proactive emergency response plans. Each year, all Centerra sites revise and update their site emergency response plans to ensure they incorporate best practices and integrate any new regulatory requirements.

All Centerra sites have highly skilled Emergency Response Teams (ERTs) that receive regular training on emergency prevention, including high-hazard priority incident training regarding cyanide and chemical spills and dispersal, high-angle rescues, vehicle extrications and fires. With our ability to resume face-to-face training in 2022, new emergency responders have been trained and are available to respond as required. Our site ERTs and mine rescue teams continued to attend regular training sessions throughout the year.

Due to pandemic-related restrictions, Centerra's ERTs at Mount Milligan were unable to participate in annual mine rescue competitions in 2022. However, regular training for site teams continued to maintain a high level of emergency readiness. In 2021, Öksüt's ERTs conducted emergency response training at the Kayseri Fire Department and in 2022, they continued to train and attended a five-day training hosted by the city of İzmir Fire Department to enhance their skills and knowledge.

► RGMP: 4.4

Performance

In 2022, Centerra again successfully met its primary safety objective of achieving zero fatalities. We reduced the number of reportable incidents by 11%, from 27 to 24, albeit with fewer employee hours and no fatalities. This meant our total injury rate increased to 0.81 in 2022 compared to the previous year of 0.69. This increase is something we are working hard to reverse. Centerra continues to focus on the development and implementation of industry best practice health and safety leading indicator initiatives (i.e., Critical Control Management, Safety Leadership, Fatigue Management Technologies, Root Cause Analyses, amongst others).

Table 14. Employee and Contractor Global Health & Safety Summary¹

	Unit	2022	2021
Total Hours Worked	Person Hours	5,898,413	7,812,542
Total Number of Fatalities	Number	0	0
Total Injury Severity Rate	Rate	13.16	6.68
Total Reportable Injuries (TRIs)	Number	24	27
Total Reportable Injury Frequency Rate (TRIFR)	Rate	0.81	0.69
Total Health & Safety-Related Training	Hours	90,616	160,337
Work Safe Home Safe Training ²	Hours	3,212	3,947

Several of Centerra's sites achieved numerous significant health and safety milestones. These important milestones serve as tangible momentum-builders in Centerra's journey toward zero harm.

¹ 1. Worked hours used in injury performance calculations means the total number of hours worked by employees and/or contractors carrying out work-related activities during the recorded reporting period (typically a calendar year). 2. Fatality rate calculations are for both full-time employees and contractors. Calculation: Rate: [Number of fatalities as a result of work-related injury x 200,000/Number of hours worked]. This does not include fatalities from occupation-related diseases. 3. Centerra's Total Injury Severity Rate uses two metrics in this calculation: [Total Lost Days] and [Total Restricted Work Days]. Lost time is an occupational injury or disease that results in the worker's inability to perform routine work functions on the next calendar day after the injury is a reportable injury case. Inability to perform routine work functions includes cases resulting in either assignment of alternate or restricted duty or missed work days. 4. Centerra's Incident Reporting Standards require that when a fatality occurs at a site/project, a penalty of 6,000 lost days is automatically charged to the site/project Injury Severity Rate. 5. Our metrics align with the ICMM H&S recommended performance indicators and are reviewed regularly to ensure they align with best practices and reflect Centerra's operations.

² Work Safe | Home Safe training hours include both employees and contractors.



Human Rights and Indigenous Peoples

Our approach to human rights is in alignment with the UN's Universal Declaration of Human Rights (UDHR), the Voluntary Principles on Security and Human Rights (VPSHRs) and the UN Guiding Principles on Business and Human Rights (UNGPs), and starts with internal policy setting and employee training. We believe that respecting and upholding human rights are fundamental to achieving our purpose. Centerra's internal standards and commitments include mitigating social and human rights-related risks, enhancing social performance and guiding continual improvement.

► **RGMPs: 5.1, 5.2**

Upholding Labour Rights

Centerra is committed to meeting all labour requirements in the jurisdictions where we operate, as well as the fundamental labour rights set out by the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work. We respect our employees' right to earn fair wages, have work days and rotations that are the industry standard, have freedom of association and work in an environment where all forms of forced or compulsory labour are eliminated, and to be in settings where equal opportunities are promoted and safe working conditions are of the utmost importance. We strictly prohibit any forms of child labour.

Our Sustainable Development Policy was developed in 2022 to encompass our performance in various areas including the environment, community relations, human rights, workplace health and safety, and DE&I. This policy is applicable to all Centerra sites and subsidiaries, at all phases of the mine lifecycle.

We are firmly committed to eliminating and taking prompt action against any and all forms of discrimination or harassment. We prohibit discrimination and harassment on any grounds.

Our policies set out expectations for employees around compliance with laws respecting non-discrimination, harassment and ensuring a safe workplace. Employees may report concerns to their manager or HR lead, if preferred. Alternatively, employees and any third parties with concerns around a potential infringement of employee rights have mechanisms by which to report concerns in a confidential or anonymous manner.

Our expectations extend beyond our employees and also include our suppliers. Centerra's suppliers must 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 child labour.

Our Supplier Code of Conduct is intended to provide our partners with a clear understanding of our vision, core values, how we expect to conduct our business with suppliers, and how we expect our suppliers to embrace our commitment to integrity.

In 2022, we revised our Supplier Code of Conduct to include international human rights standards and due diligence.

► **SASB: EM-MM-210a.3 | RGMPs: 3.1, 6.2, 6.3, 6.7**

Human Rights and Security

Centerra's security practices are aligned with the Voluntary Principles on Security and Human Rights (VPSHRs), the UN Guiding Principles on Business and Human Rights (UNGPs) and the articles set forth in the Universal Declaration of Human Rights (UDHR).

Security and social/community relations personnel at our operating sites receive training on the VPSHRs and the "Protect, Respect, Remedy" framework outlined in the UNGPs. The training includes classroom instruction and knowledge checks, and is provided to both employees and private security contractors. We emphasize the importance of respecting fundamental human rights and taking proactive action to prevent or report any violations. Additionally, communities and stakeholders impacted by our projects can use our community-based grievance mechanism to report any behaviour that is not aligned with the VPSHRs.

► RGMP: 5.3



WHERE NECESSARY, OTHER SPECIFIC TRAINING MAY BE PROVIDED TO TEAMS:

- Appropriate conduct, rules of engagement and the use of force based on internationally recognized law enforcement protocols;
- Basic conflict resolution techniques. In addition to VPSHR training, we have implemented strict security operating procedures at our sites to ensure community safety, including:
 - Only hiring appropriately qualified and licensed security contractors; and
 - Conducting background checks, where legal, to ensure employee candidates do not have criminal records or a record of abuse or violation of human rights; restricting the possession of firearms and lethal ammunition on our sites, unless legally required; and undertaking ongoing security contractor performance assessments.

Human Rights Due Diligence

As part of our commitment to the World Gold Council's Responsible Gold Mining Principles (RGMPs), Centerra requested an external consultant to assess the human rights performance of its Mount Milligan Mine in Canada and its Öksüt Mine in Türkiye against the UNGPs and other applicable human rights standards.

The processes undertaken at Mount Milligan and Öksüt comprised an assessment of potential and actual human rights impacts, and built awareness and capacity about the full scope of site responsibilities under the UNGPs and RGMPs.

The Human Rights Due Diligence exercise sought to establish an ongoing process for respecting human rights over the entire life of mine rather than just presenting a snapshot of human rights risks at a particular point in time. Furthermore, the Human Rights Due

Diligence exercise provided opportunities to educate key departments about current legal and policy developments in the field of human rights and ESG; to support engagement with internal and external stakeholders about salient human rights issues; and to develop action plans that integrate human rights considerations into existing management plans for human resources, procurement, health and safety, environment, community relations and security.

In practice, this meant the implementation of an action-oriented approach consisting of three phases of Human Rights Due Diligence for each mine. The sites are currently in phase three and actively working to implement their action plans.



► RGMPs: 2.3, 5.1, 5.2

Responsible Sourcing

As members of the World Gold Council, we comply with the Conflict-Free Gold Standard.

Our latest Conflict-Free Gold Report, which was independently assured in July 2022, confirms that all gold and gold-bearing materials produced at our operating site have been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. In addition, none of our gold and copper reserves are in or near areas of active conflict.

We support access to legal markets for artisanal and small-scale miners (ASM) where applicable. However, this is not a material issue for the Company as there is no ASM anywhere near our operations.



[Download Conflict-Free Gold Report](#)

► SASB: EM-MM-210a.1 | RGMPs: 3.3, 5.4

Employee Relations

Labour Management

Centerra is committed to complying with the fundamental labour rights set out by 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 2022, Centerra had two sites with collective bargaining agreements (CBAs), namely Öksüt and the Kemess Underground Project.

As of December 31, 2022, Centerra's global workforce comprised 1,170 permanent and 986 contract employees, for a total of 2,156 employees. During 2022, we did not have any significant permanent layoffs and our turnover remained stable. In circumstances where we did have temporary layoffs, we strived to call back the affected employees.

In 2022, approximately 8% of our workforce participated in a CBA.

Table 15. Collective Bargaining Agreements by Jurisdiction

Location	Expiry Date
Öksüt	December 31, 2024
Mount Milligan	N/A
Kemess Underground Project	December 31, 2025
Langeloth Metallurgical Facility	N/A
Thompson Creek Mine	N/A
Endako Mine	N/A

Table 16. 2022 Collective Bargaining Summary

Total Employees Under a Collective Bargaining Agreement	181
% of Employees	8%

▶ **RGMP: 6.4**

Human Capital Management



CREATING A PEOPLE-FIRST CULTURE

Centerra recognizes that diversity brings inherent value to the organization, furthering our People First approach by employing a workforce comprised of the demographics of the communities in which we operate; an inclusive and engaging workplace culture helps us to attract, retain and develop top talent throughout all levels of the Company. Various policies, programs, procedures, training and agreements at each of our operations, unique to each region, bring the most cultural diversity and value to each workplace while respecting the cultures, communities and people within each of the regions we operate.



SUPPORTING EMPLOYEES THROUGH COMPENSATION AND BENEFITS

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

In 2022, we carried out a global compensation framework project aimed at establishing uniform and fair pay grades and levels throughout the organization. The framework ensures equity both internally and externally, allowing employees to pursue development opportunities and transfer between locations while maintaining their compensation levels.

Centerra provides all employees with numerous financial, health and wellbeing benefits. Permanent, full-time employees are eligible to receive dental and health benefits, life insurance, critical illness insurance, short- and long-term disability benefits, paid vacation time, maternity/parental leave, and employee and family assistance programs, among other things.

▶ **RGMP: 6.1**



INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY (IDEA)

Centerra appreciates that inclusion, diversity, equity and accessibility (IDEA) is imperative to our long-term success and that the journey begins at the top. To that end, the Company maintains a Global Executive IDEA Council, jointly sponsored and chaired by the President & CEO and Executive Vice President, Human Resources & Information Technology, with representation from senior management. The Global Executive IDEA Council is responsible for the continued development and execution of the global IDEA strategy. It also supports alignment of regional strategies, makes decisions on various IDEA initiatives and oversees the successful implementation of the strategy through four regional IDEA committees.

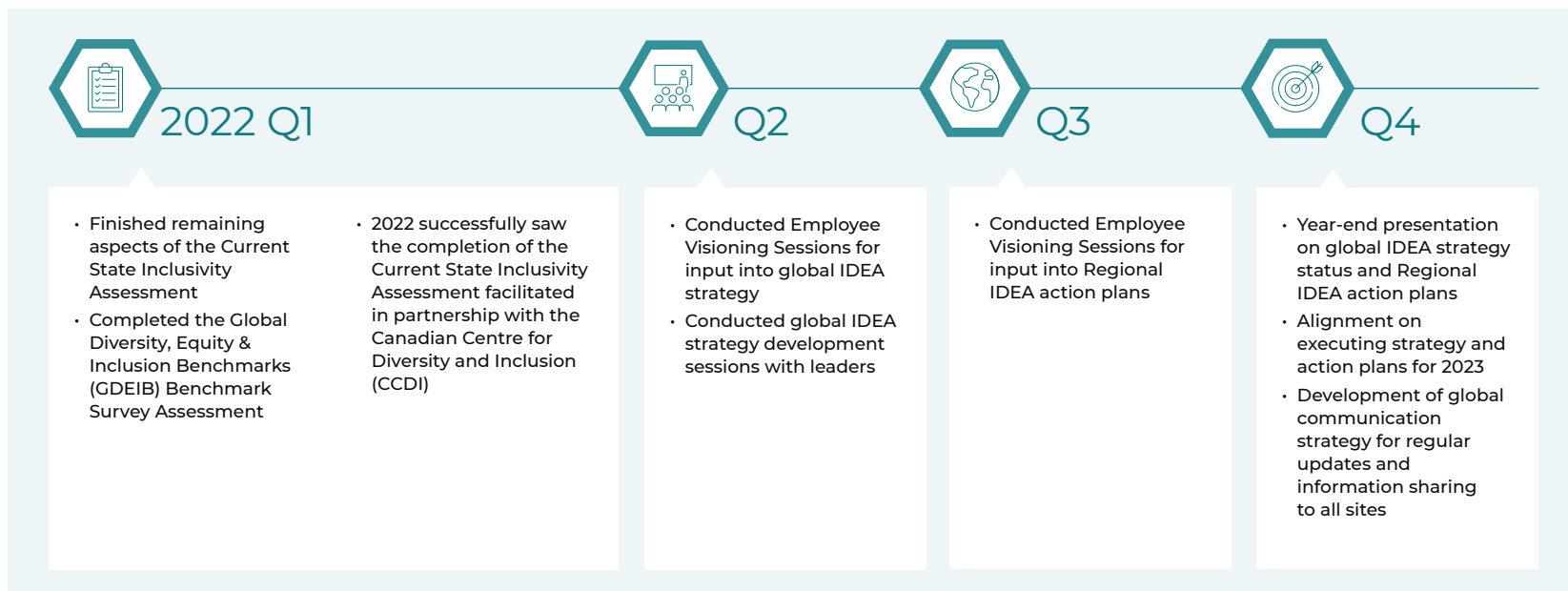
IDEA at Centerra is a journey, not a race, and we are committed to ensuring that foundational supports and psychologically safe spaces are firmly in place for creating and maintaining an engaged and inclusive workforce. Significant effort was put forth by the Regional IDEA Committees in 2022 to raise awareness, provide opportunities for learning, and generate respectful dialogue so that IDEA in all its forms becomes ingrained throughout our operations and organizational culture.



Commitment to Gender Diversity and Inclusion in the Mining Industry

Centerra Gold has been a Silver Sponsor for International Women in Mining (IWIM) since 2021.

As part of its commitment to support women in the industry, Centerra has participated in the International Women in Resources Mentoring Programme (IWRMP) over the past two years, which has included three mentors and eight participants from its global operations. Centerra continued its support in 2023.



CASE STUDY

Centerra's Global IDEA Strategy: Navigating Equity Challenges

Centerra's global IDEA strategy acts as a mechanism that helps our organization navigate through constantly evolving equity challenges. Instances of discrimination and inequities are not only evident in human-to-human interactions but may also be present in organizational practices that have evolved from discriminatory barriers that have not yet been addressed in our society or industry.

The combination of systemic, covert and overt racism and bias that continues to exist presents complex equity challenges that our global IDEA strategy can confidently and sustainably navigate in a manner relevant and appropriate to each region in which we operate.

Utilizing the Global Diversity, Equity & Inclusion Benchmarks Survey, the strategy aims to enhance or establish procedures and initiatives that mitigate negative effects on various employee groups while giving emphasis to learning objectives and adhering to legal requirements.

To support the global IDEA strategy, Centerra has developed a multi-year action plan to methodically prioritize the implementation, management and reinforcement of IDEA efforts and targeted operational improvements.

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

VISION	Everyone at Centerra Gold will put People First in each region we operate, by committing to nurture an inclusive culture, and respecting, valuing and celebrating the global power of all perspectives.			
MISSION	We will embrace our differences to create an environment where we can thrive and connect, and this is the key to successfully creating sustainable value and growth.			
GOALS				
	Foundational Drive the Strategy	Internal Attract and Retain People	External Listen to and Serve Customers	Bridging Align and Connect Efforts
TACTICS	Align and connect our DE&I efforts through integrated communication, learning and measurement.			
	<ul style="list-style-type: none"> Expand and strengthen Visible Felt Leadership to further embed leadership competencies, roles and accountabilities for IDEA, with particular focus on conflict resolution. Integrate IDEA into core institutional systems and practices and engage and enable contributions of diverse voices. Refine, align and grow existing IDEA structure and accountabilities to support the IDEA strategy implementation and growth. 	<ul style="list-style-type: none"> Evaluate and improve STOP conversations and conflict management overall to support safe process/safe spaces for raising issues of inequity, harassment and discrimination. Create sustainable methods to improve equitable outcomes for under-represented or marginalized groups in sourcing, hiring and advancement at all levels. Define and clarify support for flexible work options and accommodations, based on operational requirements and individual needs. 	<ul style="list-style-type: none"> Collaborate with Supply Chain to ensure our network of suppliers, partners and general procurement practices are aligned to the IDEA Vision. Connect IDEA with the ESG strategy through the employee value proposition. Support employees to be ambassadors for Centerra in their respective communities. 	<ul style="list-style-type: none"> Communicate in a coordinated and regular way with key messages and information on the importance and progress of IDEA. Continue to support the implementation of structured learning paths for IDEA fundamentals and cultural competence behaviours organization wide.



TALENT MANAGEMENT

Centerra is committed to creating a great place to work by attracting, retaining and developing diverse skilled talent to effectively execute our strategy in a collaborative and inclusive environment. Talent management in today's competitive environment is of critical importance, and we empower employees to own their career growth and development through a variety of opportunities designed to meet employees where they are in their career, ranging from skills acquisition, job secondments, individual development planning and leadership development programs.

Our global talent management program supports women's leadership programs, the identification and assessment of high-potential female talent, and the creation of individual development plans to monitor progression. In 2022, over 450 Talent Calibrations (approximately 37% of the total workforce) were completed globally for the purpose of high-potential talent identification, retention risk assessment and succession planning activities.

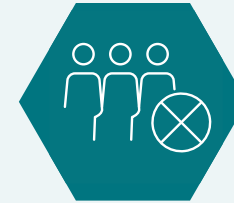
30%
(target)

Centerra is committed to increasing diversity at all levels, with the achieved goal of over 30% female representation on Centerra's Board of Directors and targeted efforts of 30% female representation among Officers of the Company by 2026.

14%

Women hold 14% of total leadership positions globally (Supervisor and above), of which **24% of mid-level leadership** (Manager and Director level) roles and **21% of senior-level leadership** (GM, VP and Officer) roles are occupied by women.

Human Capital Management Performance



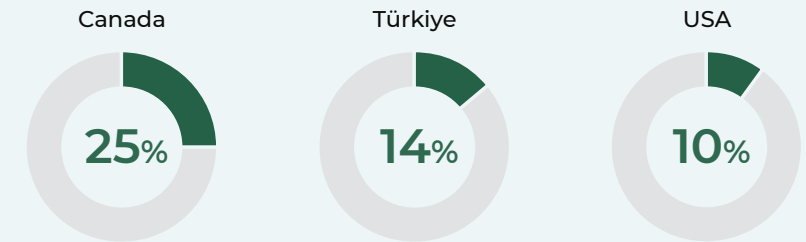
18%

of employees at our three operating sites in British Columbia self-identify as Indigenous First Nations, compared to the mining industry average of 12%



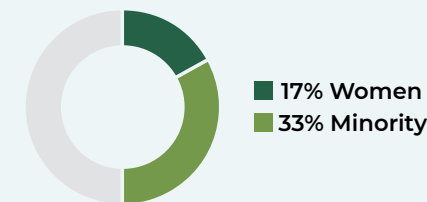
18%

As of December 31, 2022, women accounted for 18% of Centerra's global workforce, in comparison to an estimated 8-17% representation of the global mining workforce. A breakdown by region follows below:

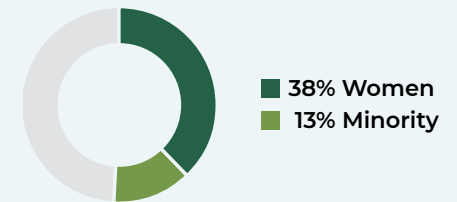


Additional self-identified demographics of Centerra's senior leadership include:

Centerra's C-Suite is represented by:



Centerra's Board of Directors is represented by:



Community Relations



How we manage risk and opportunities associated with community rights and interest.

Key community stakeholders and groups are identified through both formal and informal identification and mapping exercises. Starting at the exploration stage, communities of interest are identified to ensure the necessary permits and licences are obtained. When projects progress through the evaluation and design stages, community engagement continues to grow and gain perspectives that help shape environmental and social priorities for the project. This process continues into the environmental assessment stage to ensure the project is permitted in a way that addressed community concerns and opportunities. Stakeholder engagement continues throughout the construction and operation phases, and leading up to closure planning.

We are proud to support community-based organizations local to our project sites and in country offices. We are pleased to grant financial and in-kind contributions to organizations and/or projects either working in, or providing support for, our local communities.

► **SASB: EM-MM-210b.1**
RGMPs: 2.5, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.8

1. PROACTIVE STAKEHOLDER ENGAGEMENT

We have respect for our stakeholders and the voices that they bring to the table. We have a keen interest in listening, learning, sharing and receiving feedback regarding our mining and ancillary activities. We believe that mining activities positively support the social and economic development of communities or regions. Projects are carried out in cooperation and communication with official institutions and organizations, non-governmental organizations (NGOs) and the people of the region.

We strive to manage community-related feedback and potential outward-facing social risks before they become grievances or escalate further. Our stakeholder engagement processes ensure that stakeholders and project-impacted Indigenous groups are informed about our current activities and future plans. Our stakeholder engagement and social investment efforts are led by our site Community Relations Teams, often comprised of individuals from local or nearby communities who understand regional nuances and community perspectives.

Centerra's Exploration Sustainability Toolkit is aligned with the e3 Plus guidance from the Prospectors & Developers Association of Canada (PDAC). The principles in this internal document ensure that:

- Issues are identified as early as possible to allow for proactive management;
- Community investment activities are aligned with the needs, plans and actions undertaken by local organizations and municipalities;
- Meaningful input on Company activities and projects is made possible;
- Collaborative solutions to problems are identified and implemented where feasible; and
- Feedback on proposed and/or implemented activities are considered to enhance/modify our actions.

► **RGMP: 2.2**

Engagement tools used by Centerra depend on the stage of the project and the requirements of the community, but may include one-on-one meetings, community townhalls, website/newsletter communication, mine site visits and media. In 2022, the Sustainability department at Mount Milligan:

- Attended mayor and council meetings with several local governments;
- Facilitated meetings with Indigenous leadership;
- Participated in and supported community events such as National Indigenous Peoples Day celebrations and National Truth and Reconciliation Day activities; and
- Created a community interests factsheet with key local benefit statistics and information.

Across all sites, we regularly organize 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 and learn about the site's employment and training initiatives, environmental management, health and safety programs, and community partnerships. In 2022, Nak'azdli Whut'en First Nation was welcomed to our Mount Milligan site for the Returning End Land Use project, which involved incorporating Indigenous knowledge and perspectives into our mine closure plans. This demonstrates our commitment to respecting and integrating Indigenous culture and traditions into our operations and closure objectives.



2. BENEFIT SHARING AGREEMENT WITH INDIGENOUS PEOPLES

There are no self-identified or formally recognized Indigenous peoples or Indigenous land in or near our permitted mine areas at Öksüt. Mount Milligan is located within the traditional territories of the McLeod Lake Indian Band and the Nak'azdli Whut'en. We work in partnership and close cooperation with Indigenous peoples to ensure effective representation and input from Indigenous groups on our activities.

This process starts during the exploration stage and continues throughout the full mine lifecycle. For example, we have agreements with McLeod Lake Indian Band and Nak'azdli Whut'en at Mount Milligan Mine, and an agreement with Takla Nation, Tsay Keh Dene Nation and Kwadacha Nation at Kemess Mine.

CENTERRA'S PRINCIPLES AND VALUES WITH RESPECT TO ENGAGEMENT WITH INDIGENOUS PEOPLES INCLUDE:

- Building respectful relationships through early, inclusive dialogue and collaborative engagement processes;
- Integrating information from Indigenous engagement to inform our management plans, in consideration of cultural heritage, environmental stewardship and other perspectives;
- Providing the opportunity to review and comment on our management plans through various forms of meetings and dialogue;
- Supporting local content opportunities that provide Indigenous groups with benefits from our operations, including training, education and capacity-building within the community;
- Creating shared value with our Indigenous partners and local communities, supporting their development priorities and providing strategic social investments to build long-term self-reliance;
- Fair access to employment, procurement and business development; and
- Timely and proactive engagement with Indigenous groups that are potentially positively or negatively impacted by our operations in British Columbia.

We work in partnership and close cooperation with Indigenous peoples to ensure effective representation and input from Indigenous groups on our activities and closure objectives.



3. COMMUNITY-ACCESSIBLE FEEDBACK AND GRIEVANCE MECHANISMS

Centerra's Social Performance Teams at each site 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, phone or email. We have developed accessible community-based mechanisms through which our stakeholders can provide feedback and raise grievances. Centerra's Grievance Management & Resolution Standard provides a framework for our teams to define an effective remedy for both collective and individual grievances.

The grievance mechanism can be used by all local stakeholders at any stage of our operations or related activities including exploration, operation, care and maintenance, and closure. The Standard provides a framework for communication at each stage of the grievance process between Centerra and the complainant. This creates transparency and predictability throughout the entire process. We recognize that grievances may be indicative of more systematic or deep-rooted issues. Our grievance mechanism is an opportunity for us to address and resolve concerns and issues before they escalate, in addition to promoting mutual confidence and trust with local stakeholders and groups and strengthening our credibility. Both corporate and site senior management are responsible for reviewing grievances regularly to ensure that timely and appropriate responses are provided to complainants. Sites undertake and document steps in response to grievances in a timely and transparent manner. Additional attention and urgency is given to any grievances or complaints that may be related to human rights.



4. PROTECTION OF CULTURAL HERITAGE

At Mount Milligan and Öksüt, we have a formal screening process and checklist that are completed prior to the start of any exploration targets outside our permitted licence area, or areas within the permitted area that are undisturbed.

At Mount Milligan, this process also includes a cultural heritage assessment involving provincial Heritage Act permit applications and field assessments. For exploration drilling projects at Mount Milligan, our 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 undertaken to ensure any authorizations are applied for and in place, as required. Finally, employees and contractors are trained in and provided a copy of the Mount Milligan Archaeological Chance Find Procedure. A Chance Find Policy adhered to by the Exploration Teams also ensures that any suspected artifacts are protected until further investigation is completed by a designated professional.

Öksüt has a formalized EBRD/IFC-compliant Cultural Heritage Management Plan and Chance Find Procedure that upholds the Turkish Law on Protection of Cultural and Natural Assets and includes working with Kayseri Museum and local archaeological experts.



5. STRATEGIC SOCIAL INVESTMENT STRATEGIES

At Mount Milligan, social investments are made through collaboration with local communities, stakeholders and Indigenous groups. The Community Sustainability Committee is responsible for making recommendations on mine operations and keeping the community informed of any advancements. 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, Vanderhoof, Prince George, Mackenzie and the McLeod Lake Indian Band. The program strives to maximize the mine's positive social and economic contributions to the region. The Mount Milligan Legacy Program has four key components:

- Purchase of Local Goods and Services
- Training for Local Employment
- Educational Scholarships
- Community Project Fund

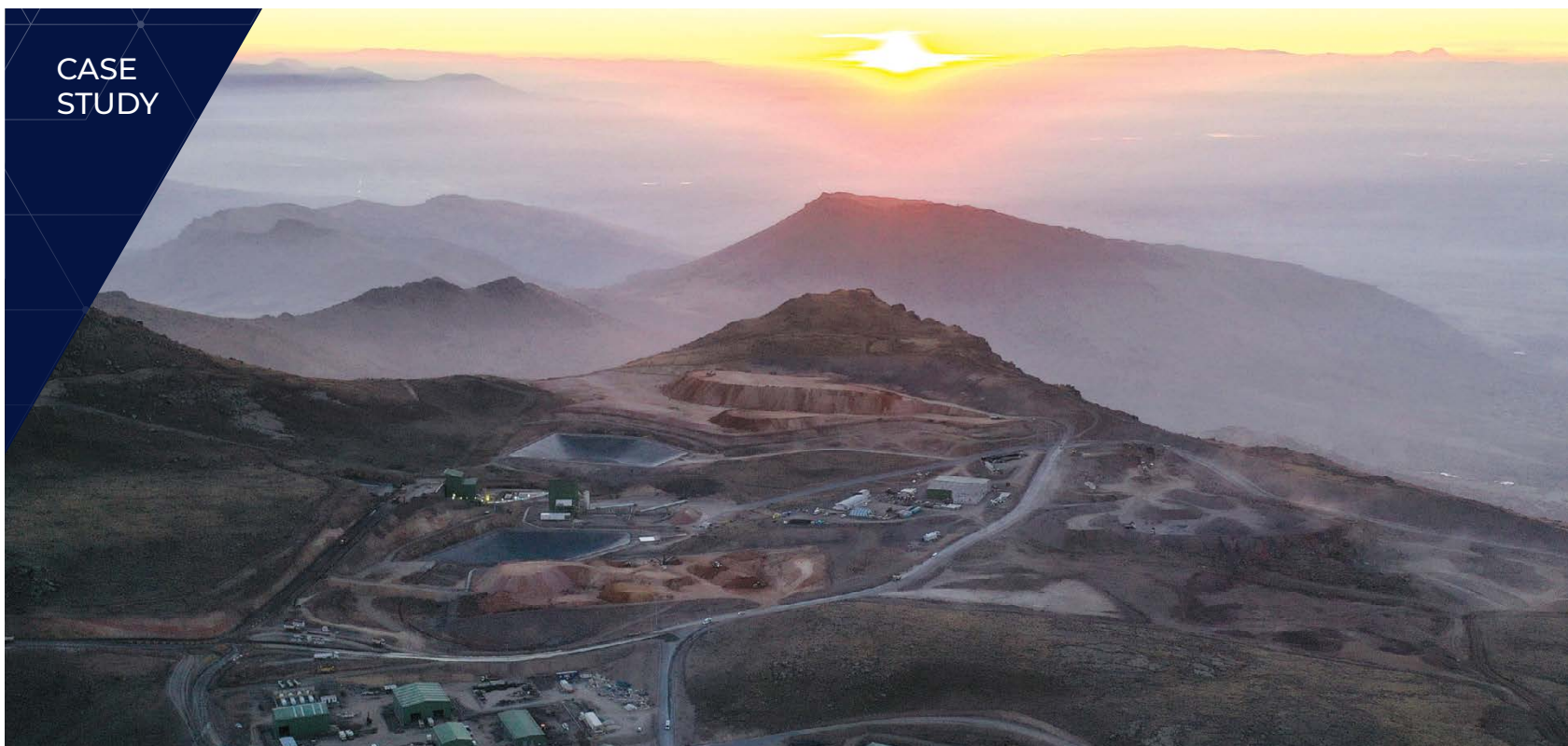
The Community Project Fund provides financial support to local organizations working to strengthen community capacity in education and training, health and wellness, environment, community and economic development, and literacy.

At Öksüt, strategic investment is directed into nine key focus areas:

- Community Health
- Educational Support
- Sustainable Income Opportunities
- Infrastructure Improvement
- Supporting Cultural and Artistic Activities
- Supporting Sports Activities Projects
- Donations
- Sponsorships
- Rural Development Projects

Ongoing projects include, but are not limited to, community wellbeing, sustainable income opportunities and infrastructure improvement. Most projects are carried out in cooperation with local governments, local NGOs and target groups. Projects are implemented with the financial and technical contributions of these stakeholders.

CASE STUDY



Centerra's Partnership with CMIEF: Advancing Education and ESG Values in the Canadian Mineral Industry

Centerra's commitment to the Canadian Mineral Industry Education Foundation (CMIEF) showcases the involvement of its Board and Executive Team in supporting mining education. Centerra donated \$40,000 to CMIEF in 2022, emphasizing their dedication to raising awareness and assisting students pursuing mining disciplines. This commitment extends beyond financial

contributions, as Centerra actively engages with CMIEF to drive positive change and promote environmentally responsible mining practices. By supporting CMIEF's initiatives, Centerra recognizes the importance of top-level involvement in fostering educational opportunities and advancing ESG values in the mining sector.

MOUNT MILLIGAN SOCIAL INVESTMENTS AND DONATIONS

Mount Milligan's successful Pre-Employment Training and Education Readiness (PETER) program, offered in partnership with local Indigenous organizations, trained a total of nine graduates in 2022.

Through Mount Milligan's Community Project Fund, ongoing funding continues to benefit communities in the region, supporting programs such as local sports leagues, school productions and library infrastructure improvements.

In 2022, Mount Milligan provided a \$10,000 grant through the Centerra Gold and Royal Gold Community Award to support post-secondary education and careers related to the mining industry. This program aims to promote environmental sciences studies and environmental stewardship within the local community. The grant was awarded to a Saik'uz First Nation student pursuing a Bachelor of Science in Wildlife and Fisheries. In addition, Mount Milligan has supported various local initiatives and projects from the College of New Caledonia, such as the Mackenzie CNC Community Advisory Committee and Seniors' Week. In addition, \$30,000 was donated to a holiday giving campaign to support outreach groups in various communities, including Christmas gifts for 200 children.

Mount Milligan is dedicated to promoting economic empowerment and supporting the local economy through a range of initiatives, including the provision of local hiring and procurement opportunities. Wherever possible, we collaborate with Indigenous business leaders, entrepreneurs and local Indigenous organizations to enhance their capacity-building and resilience and maximize long-term economic prospects.

ÖKSÜT SOCIAL INVESTMENTS AND DONATIONS

At Öksüt, several social investment and donation projects were undertaken aimed at improving the quality of life of local communities and promoting sustainable development. One of the initiatives, the Solidarity Organization for Ramadan, received a donation of \$32,000, which aims to offer food aid packages to 800 disadvantaged families residing in nearby settlements. Additionally, a modern carpet pitch sports facility was established to allow individuals in Gazi and Zile neighbourhoods to participate in sports activities without being influenced by seasonal conditions, to raise awareness about the significance of an active lifestyle, and to enhance their overall wellbeing.

Öksüt also sponsored the Mining-Tech 2022 Mining Technology Industry Days, which seek to promote technology transfer and innovation in the mining industry. In addition, the Company launched the Local Products Market Project for Women Producers to support the exhibition and sale of handmade products and organic agricultural crops grown by local women producers.

In 2022, Öksüt also implemented the Renewable Energy Project Solar Energy System, which aims to establish a sustainable solar power plant to provide high energy savings in electricity used by farmers in agricultural irrigation. The project is expected to provide 100% energy savings in the electricity used by farmers and generate electricity that can meet the electrical energy needs of 117 residences.

Öksüt acknowledges the significance of education and has donated \$37,600 to the Develi Academic Development and Success Project, which seeks to enhance the academic achievements of 7,828 high school and secondary students in the Develi district. The project involves providing support and educational courses, organizing award-winning trial exam events and establishing a science laboratory. The Company also intends to host motivation award ceremonies and district protocol meal programs for successful students. In addition, a contribution of \$51,000 was made for the opening of the Pembe Cesarettin Kocatürk Secondary School Sports Hall in the Develi district, along with \$19,000 for high-capacity washing machines and dryers for the Develi Girls' Dormitory.

SOCIAL STRATEGIES HIGHLIGHTED IN 2022



Solidarity Organization for Ramadan



Mining-Tech 2022 Mining Technology Industry Days



Renewable Energy Project Solar Energy System



Develi Academic Development and Success Project



CASE
STUDY

ACER KAFE



Empowering Women: The Success Story of the Women Producers Development Project

The Women Producers Development Project is a joint initiative between the Develi District Governorship, Develi Municipality and Öksüt Madencilik, aimed at supporting women producers in the Develi district. The project provides a platform for women to sell food items, including vegetables, fruits, dairy products, bakery products and home-cooked food, and handicrafts, in a hygienic and inclusive environment.

The project was sparked when the Öksüt Environment and Social Governance Team visited the Develi District Governor and met a group of women who wanted to sell handmade dolls. In response, the team formulated a plan to establish a sustainable business platform and cooperative to support these women. To achieve this, a partnership with the Develi Public Education Center was formed to gain insight into their business practices and to provide training on various handicrafts and marbling art. The women who participated in the project received certificates approved by the Ministry of Health, which allowed them to sell their products all over Türkiye.

Despite its noble goals, the project faced a key obstacle – the lack of a dedicated and adequate sales space. To address this, the team decided to open a local product market, known as The Gacer Café, which was entirely made of wood to protect the market from adverse weather conditions. The Gacer Café, named after a local wheat, provided a comfortable and hygienic environment for the women to sell their products.

The aim of the project is to empower women entrepreneurs to a prominent position in the regional or local economy and to promote job creation. The project strives to increase the visibility of practices that support women entrepreneurs by setting a positive example in the region. Its ultimate objective is to support the first women's cooperative established in the Develi district. It recognizes that women's participation in working life and entrepreneurship activities are essential for the developing economy. With this project, the women in the district will be provided with employment and economic freedom. The project will also ensure that the products produced by women in the district are valued by being produced in accordance with the laws/regulations and will make a significant contribution to their marketing.

The Women Producers Development Project has made significant strides in a short time and has had a profound impact on the lives of our women producers.

Local Procurement

In 2022, close to 94% of our spend for Mount Milligan was on suppliers in Canada, and 16% was spent on local businesses near the mine, equating to over \$68 million spent in the province of British Columbia. A number of fruitful meetings with First Nations' partners also led to an increase in Indigenous-owned businesses we work with, to 14, up from 12 in 2021.

At Öksüt, similarly, around 95% of our total expenditure on suppliers was spent in Türkiye. Of that, roughly 10% was spent on locally owned businesses near the mine, a 23% increase in local spending compared to 2021.

Table 17. 2022 Local Procurement Spend

Spending on Local Suppliers by Region						
USD, Millions	Total Spend	Local Procurement Spend (\$)	Local Spend (%)	National Spend (Excluding Local \$)	National Spend (Including Local \$)	International Spend
Canada ¹	\$425	\$69	16.2%	\$329	\$399	\$26
Türkiye	\$68	\$6.4	9%	\$58	\$65	\$3

Table 18. 2022 Supplier Performance

	Total Number of Active Suppliers	Total Number of Local Suppliers	Number of Indigenous-owned SMEs ²
Canada	718	190	14
Türkiye	470	133	–
Total	1,188	323	14

¹ These numbers reflect all of our Canadian operations, including the Mount Milligan Mine, Kemess and the Endako Mine. Mount Milligan represents the most significant portion of our spend as it is our only operating mine in British Columbia.

² A small or medium-sized enterprise (SME) is a company with fewer than 250 employees, defined by the European Bank for Reconstruction and Development.



\$75 million

Our total local spend at both sites in 2022.

23%

In 2022, we continued to strengthen our local supplier relationships and have increased our local procurement spend at Öksüt by 23%.



Performance Data

At Centerra, being a responsible miner is at the core of everything we do. From exploration to construction and operations through to mine closure, we act in accordance with good international industry practice, meet regulatory requirements and always strive for continuous improvement.

IN THIS SECTION

- » Performance Index
- » Task Force on Climate-related Financial Disclosures (TCFD) Index
- » *Responsible Gold Mining Principles (RGMPs)* Independent Limited Assurance Report



Performance Index

Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
Governance			
<u>Business Conduct and Ethics</u>	1.1 Legal Compliance 1.2 Code of Conduct 1.3 Combating Bribery and Corruption 6.3 Child and Forced Labour 6.7 Raising Concerns		
<u>Whistleblower Program</u>	6.2 Preventing Discrimination and Bullying		
<u>Board Oversight of ESG Matters</u>	1.7 Accountabilities and Reporting		
<u>Skills Matrix</u>	1.7 Accountabilities and Reporting		
<u>Executive and Senior Leadership Commitment</u>	1.7 Accountabilities and Reporting		
<u>ESG Risk Management</u>	1.2 Code of Conduct 1.3 Combating Bribery and Corruption 1.7 Accountabilities and Reporting 2.1 Risk Management		
<u>Annual Transparency Reporting on Government Payments</u>	1.4 Political Contributions 1.6 Taxes and Transfer Pricing		
<u>Performance</u>	1.5 Transparency	EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Canada: 74 (14) Türkiye: 36 (104) USA: 69 (24)
Environmental Stewardship			
<u>Environmental Compliance and Permitting</u>	2.4 Impact Assessment 8.1 Managing Environmental Impacts		
<u>Climate Change</u>	10.3 Combating Climate Change 10.4 Energy Efficiency and Reporting	EM-MM-110a.1 Gross global Scope 1 emissions (t) CO2-e Percentage covered under emissions-limiting regulations (%)	101,313 (t) CO2-e 75%



Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
		EM-MM-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Our approach to climate change at Centerra is based on the belief that reducing energy use and GHG emissions is not only beneficial for the environment but also for our business. Our main objective is to evaluate our systems, processes and structures to identify potential pathways, initiatives and actions that exceed our threshold for mitigating risks. To achieve this goal, we collaborated with technical and strategy consultants in 2022 to assess our resilience to climate change. Our climate change strategy is organized into four main pillars with the following sub-components: Governance & Policy, Climate Mitigation, Climate Adaptation, Disclosure & Engagement. In 2022, we focused on updating our risk assessments and incorporating an appropriate methodology for calculating and reporting our Scope 3 emissions. As we develop our climate change strategy, we will improve our disclosure based on the recommendations from the TCFD, which we started reporting on in 2021. As we move forward, we will continue to examine targets, evaluate climate risks under various scenarios and conduct a quantitative assessment of the financial risks linked to climate change.
		EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 3,563,991 GJ, (2) 61%, (3) 0%
Air Quality	8.5 Noise and Dust	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)	(1) 255.77 tonnes, (2) 670.92 tonnes, (3) 4.38 tonnes, (4) 2,261.63 tonnes, (5) 0.20 tonnes, (6) 6.83 tonnes, and (7) 5.83 tonnes
Water Stewardship and Management	8.1 Managing Environmental Impacts 10.1 Water Efficiency 10.2 Water Access and Quality	EM-MM-140a.1 (1) Total fresh water withdrawn, (2) total fresh water consumed, and (3) percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 7.26 Mm ³ , (2) 8.5 Mm ³ , (3) Mount Milligan 0%, Öksüt 100%
		EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards and regulations	Zero incidents of water quality (or quantity) non-compliances
Waste Management	8.1 Managing Environmental Impacts 8.2 Tailings and Waste Management 8.3 Cyanide and Hazardous Materials 8.4 Mercury	EM-MM-150a.4 Total weight of non-mineral waste generated	6,414 tonnes
		EM-MM-150a.5 Total weight of tailings produced	21,184,309 tonnes
		EM-MM-150a.6 Total weight of waste rock generated	28,893,831 tonnes
		EM-MM-150a.7 Total weight of hazardous waste generated	490,224.6 tonnes



Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
		EM-MM-150a.8 Total weight of hazardous waste recycled	490,224.6 tonnes
		EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management	Zero significant incidents 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	<p>All operating sites classify different streams of waste according to criteria and applicable regulations, guidelines and methodologies. This ensures that we maintain strict control of procedures to mitigate any harm to the environment or our employees. All waste materials are handled in a manner that satisfies government regulations.</p> <p>All site-specific management plans and procedures emphasize safety protocols and environmental protection with specific procedures for all stages of material handling: transportation, storage, inventory, training, spill response and spill reporting.</p> <p>Waste segregation and tracking is routinely conducted at all sites, and wastes stored on site are securely contained and monitored pending further treatment, transportation and/or disposal. Each operating site has procedures and plans for waste rock, hazardous waste and non-hazardous waste management, with more detailed plans developed as required by applicable regulatory and legal requirements.</p>



Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
Biodiversity	9.1 Biodiversity 9.2 World Heritage Sites 9.3 Land Use and Deforestation 9.4 Mine Closure	EM-MM-160a.1 Description of environmental management policies and practices for active sites	<p>All operating sites develop biodiversity activities and programs in collaboration with local communities and/or Indigenous groups and biodiversity experts, including botanists and ornithologists. At our sites in British Columbia, we engage with the relevant Indigenous groups to incorporate Traditional Ecological Knowledge into our biodiversity, reclamation and environmental stewardship planning.</p> <p>Each site reviews its Biodiversity Management Plans (BMPs) regularly (every one to five years) to ensure that they continue to reflect the main risks and opportunities of each site. All sites have developed and implemented employee training programs on biodiversity awareness, the management of biodiversity information and data, and procedures for documentation and record keeping, including annual regulatory and stakeholder reporting. The BMPs are developed in accordance with all applicable regulatory and permitting obligations set out by the operating jurisdiction and good international industry practices.</p> <p>Öksüt developed and maintains a BMP that outlines its approach to managing biodiversity risks, including a governance framework, monitoring procedures and KPIs to measure performance. Mount Milligan has stand-alone, topic-specific plans that together constitute the main components of a BMP, including a Wildlife Management Plan, Environmental Effects Plan, Fisheries Management Plan, Cultural Heritage Plan, Landscape, Receiving Water Quality, Soil and Vegetation Management Plan, and a Reclamation and Closure Plan.</p> <p>At Öksüt, the BMP exceeds Turkish regulatory requirements and meets European Bank for Reconstruction and Development and International Finance Corporation performance requirements. 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 relating to our activities.</p> <p>To ensure the effectiveness of these BMPs, each site has an environmental monitoring program in the surrounding environment to monitor flora and fauna. Mount Milligan developed and started to implement an Invasive Plant Management System to prevent, treat and monitor invasive species during construction, operation, decommissioning, reclamation and post-closure activities. Additionally, biodiversity monitoring is managed by a combination of site teams and external consultants and includes annual wildlife and fish enumeration studies. These studies help us assess effects on the mountain whitefish population in surrounding waterbodies from medium-term operational water withdrawals.</p>
		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	(1) 100% at both sites, (2) 100% at both sites, (3) Both sites are not under treatment or remediation



Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
Social Performance			
<u>Our Approach</u>	2.4 Impact Assessment		
<u>Workplace Health and Safety</u>	4.1 Safety 4.2 Safety Management Systems 4.3 Occupational Health and Well-being 4.4 Community Health and Emergency Planning	EM-MM-320a.1 (1) MSHA 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	Centerra does not currently track MSHA's all-incidence rate. Instead, we track Total Reportable Injury Frequency Rate (TRIFR) using the International Council on Mining & Metals (ICMM) guidelines for alignment. We also track Total Injury Severity Rate (i.e., the rate calculated that takes into account the total number of lost work time, also aligned with the ICMM). We do not average the number of training hours. The number of training hours is the actual number of hours spent on training.
<u>Human Rights and Indigenous Peoples</u>	2.3 Due Diligence 3.1 Supply Chain Policy 3.3 Market Access for ASM 5.1 UN Guiding Principles 5.2 Avoiding Complicity 5.3 Security and Human Rights 5.4 Conflict	EM-MM-210a.1 Percentage of (1) proved and (2) probable reserves in or near areas of conflict EM-MM-210a.2 Percentage of (1) proved and (2) probable gold reserves in or near Indigenous land EM-MM-210a.2 Percentage of (1) proved and (2) probable copper reserves in or near Indigenous land 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	(1) 0%, (2) 0% (1) 95.6%, (2) 91.7% (1) 100%, (2) 100% Our approach to human rights is in alignment with the UN's Universal Declaration of Human Rights (UDHR), the Voluntary Principles on Security and Human Rights (VPSHRs) and the UN Guiding Principles on Business and Human Rights (UNGPs), and starts with internal policy setting and employee training. Centerra is committed to meeting all regulatory labour requirements in the jurisdictions where we operate, as well as the fundamental labour rights set out by the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Centerra's security practices are aligned with the VPSHRs, the UNGPs and the articles set forth in the UDHR. Our Employee Code of Ethics sets out expectations for employees around compliance with laws respecting non-discrimination, harassment and ensuring a safe workplace. We work with local Indigenous groups to ensure they have effective representation and input in discussions about our proposed activities with outlined engagement principles. As members of the World Gold Council, we comply with the Conflict-Free Gold Standard.



Report Section	Responsible Gold Mining Principle	SASB Accounting Metric	SASB Data
<u>Employee Relations</u>	6.1 Wages and Benefits	EM-MM-310a.1	Centerra Gold is a Canadian-based company
	6.4 Freedom of Association and Collective Bargaining 6.5 Diversity	Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees EM-MM-310a.2 Number and duration of strikes and lockouts	 Zero strikes and lockouts
<u>Community Relations</u>	7.1 Community Consultation 7.2 Understanding Communities 7.3 Creating Local Benefits 7.4 Seeking Community Support 7.5 In-migration 7.6 Indigenous Peoples 7.7 Cultural Heritage 7.8 Resettlement	EM-MM-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests	Key community stakeholders and groups are identified through both formal and informal identification and mapping exercises. Stakeholder identification processes may be undertaken at various stages of the operation, including during the environmental and social impact assessment process and the development of Community Development Plans and stakeholder engagement strategies, and are re-evaluated on a regular basis throughout the life of a mine. 1. Proactive Stakeholder Engagement 2. Benefit Sharing Agreement with Indigenous Peoples 3. Community-Accessible Feedback and Grievance Mechanisms 4. Protection of Cultural Heritage 5. Strategic Social Investment Strategies
		EM-MM-210b.2 Number and duration of non-technical delays	Zero non-technical delays
<u>Local Procurement</u>	3.2 Supply Chain 7.3 Creating Local Benefits		

Task Force on Climate-related Financial Disclosures (TCFD) Index

TCFD Recommendations			2022 ESG Report Section
Governance			
Disclose the organization's governance around climate-related risk and opportunities	Describe the Board's oversight of climate-related risks and opportunities	The Board is ultimately accountable for all the Company's strategic matters, including those related to climate change. Discussions of climate-related factors such as emissions, water, tailings, energy and the regulatory landscape occur on a regular basis. The Technical and Corporate Responsibility Committee of the Board reviews specific matters related to climate change risks. The Company's climate change strategy, including its emissions reduction targets, will also be reviewed and approved by the Board.	Climate Change Climate Change Governance
	Describe management's role in assessing and managing climate-related risk and opportunities	The Vice President, Environment and Social Performance (E&SP) manages the strategic implementation of Centerra's sustainability and environmental policies, programs and initiatives. At each active operating site, there is a team of environmental personnel who work on environmental compliance and reclamation matters. They are actively involved in managing climate-related issues at the site and contributing to the corporate climate change strategy. Their input will cover climate risk assessments, management of climate-related risks and opportunities to reduce emissions. These individuals are supported by environmental experts, consultants and academic specialists, and report to the Regional Leader or General Manager of the site.	Climate Change Climate Change Governance
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	In 2020, a climate risk assessment was conducted, and its findings were summarized in the 2020 ESG Report. The identified main risks were categorized according to TCFD risks, which encompass chronic and acute physical risks, reputational risks, and policy and legal risks. Centerra's Enterprise Risk Management system is updated on a quarterly basis by each operating site team, and the mitigation measures are outlined in the Company's annual ESG report. As part of the 2023 action plan for developing a climate strategy, a significant focus will be placed on conducting a more comprehensive and detailed review of the Company's climate-related risks. This review will involve prioritizing and planning mitigation strategies in relation to these risks.	Climate Change Climate Change Strategy
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Centerra considers how its operations could be impacted by the physical risks of climate change, existing and emerging regulation, and the potential reputational impacts to our Company related to climate change. Given the risks and opportunities presented by climate change during the life of mine, Centerra has implemented a number of initiatives and allocated capital to reduce its energy consumption, carbon footprint and exposure to the physical impacts of climate change (including on water availability). In 2022, we implemented a new electric powerline for the Philip Lake water pumping infrastructure at Mount Milligan, resulting in a decrease of approximately 100,000 litres of diesel fuel annually. Additionally, the Rainbow booster station now operates with three electric pumps, further reducing diesel consumption by approximately 200,000 litres annually. We also converted 10 of 13 wells from diesel to electric in the tailings storage facility, decreasing our environmental impact.	Climate Change Scope 2 Emissions
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	In 2021, Centerra created a renewed action plan aimed at developing a comprehensive climate change strategy. In 2022, Centerra continued to work with both technical and strategy consultants to assess the Company's resilience to climate change under different scenarios to better understand and report on the potential financial and non-financial impacts of climate change. Plans will also be developed to respond to and/or mitigate these potential risks.	The Company expects to be able to provide enhanced disclosure in 2024.

TCFD Recommendations			2022 ESG Report Section
Risk Management			
Disclose how the organization identifies, assesses and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	Centerra considers how its operations could be impacted by the physical risks of climate change, existing and emerging regulation, and the potential reputational impacts to our Company related to climate change. The Company's climate risk assessment has categorized identified risks using the TCFD's framework, which includes chronic and acute physical risks, reputational risks, and policy and legal risks. Climate risks, and opportunities and strategies for their mitigation, will be continually reviewed in 2022 and beyond. On a quarterly basis, all relevant site and corporate teams, including environment, community relations, health and safety, and security, review the status of identified operational risks and assess the likelihood and impact of emerging risks. This regular risk assessment process ensures that the team has proper resources to manage current and emerging risks. Efforts are coordinated by appointed "Risk Champions" who facilitate the process to ensure consistency and continuity. All relevant site teams complete and update a site risk register on a quarterly basis to include identified ESG-related risks.	Climate Change Climate Risk Management
	Describe the organization's processes for managing climate-related risks	On a quarterly basis, the Technical and Corporate Responsibility Committee and Human Resources and Compensation Committee are provided with updates on the Company's environment, social/ community, H&S and HR performance, as well as an overview and analysis of emerging issues, from the Vice President, Environmental and Social Performance, Vice President, Health, Safety and Security, and Vice President, Human Resources & Information Technology.	Governance Board Oversight of ESG Matters
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Centerra has an Enterprise Risk Management (ERM) program, which covers all organizational, operational and financial risks, including those related to climate change, to ensure risk-informed decision making throughout the organization. The program is based on leading international risk management standards such as ISO 31000 and COSO as well as industry best practice. It employs both a bottom-up and top-down approach to identify and address risks from all sources that threaten or potentially impact the achievement of our objectives. Each operating site and project is responsible for identifying, assessing, treating and monitoring risk. Centerra's ERM program identifies appropriate risk owners for each risk included in the risk register. All aspects of the operation and our stakeholders are considered when identifying risks. As such, our risk program encompasses a broad range of risks including technical, financial, commercial, social, reputational, environmental, health and safety, political and human resources-related risks. Both the corporate and site-based risk registers incorporate physical and transitional climate-related risks, although not always directly labelled as climate risks. These risks include water access and quality, wildfires, inclement weather, seismic events such as earthquakes, tailings failures from overtopping, power outages, and air quality impacts. The climate-related risks currently identified are prioritized, mitigated and monitored as all other operational risks, with no distinction in process or treatment.	Climate Change Climate Risk Management

TCFD Recommendations

2022 ESG Report Section

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Our climate change strategy has four main strategic pillars: Governance & Policy, Climate Mitigation, Climate Adaptation, and Disclosure & Engagement, each of which has two or three sub-components. In 2022, we focused on reviewing our governance related to climate change, updating our risk assessments, expanding our emission calculations to include Scope 3 emissions, and identifying opportunities to reduce emissions at the two remaining operational assets. As the climate change strategy project continues, we will assess how climate risks will play out under different future scenarios and complete a quantitative assessment of financial risks due to climate change.	Climate Change Scope 1 Emissions
		In 2022, our total Scope 1 emissions amounted to 101,313 tonnes CO ₂ e, which is higher than the 97,303 tonnes CO ₂ e emitted in 2021. The consumption of diesel is Centerra's largest source of GHG emissions and represented 86% of total Scope 1 emissions in 2022, with Mount Milligan consuming over three-quarters of all diesel fuel. Emissions related to the use of diesel fuel increased from 2021 to 2022 by 4% (4,007 tonnes CO ₂ e). This increase was driven by a 15% increase in the volume of diesel fuel consumed at Mount Milligan due to longer haulage distances related to the pit sequencing and slightly increased production levels. Diesel consumption at Öksüt decreased by 18% over the same period due to the reduction of mining rates as a result of the temporary suspension of gold doré bar production. At Mount Milligan, we prioritize energy-related solutions and regularly assess alternative technologies to utilize renewable energy. In 2022, we implemented a new electric powerline for the Philip Lake water pumping infrastructure, resulting in a decrease of approximately 100,000 litres of diesel fuel annually. Additionally, the Rainbow booster station now operates with three electric pumps, further reducing diesel consumption by approximately 200,000 litres annually. We also converted 10 of 13 wells from diesel to electric in the tailings storage facility, decreasing our environmental impact. In 2022, we conducted a screening level calculation of all Scope 3 categories, based on 2021 data, to understand how our value chain emissions compare to our direct operations in line with the GHG Protocol Corporate Value Chain Accounting Standard. The largest Scope 3 categories include Purchased Goods and Services (Category 1), Fuel and Energy-Related Activities (Category 3), and Downstream Transportation and Distribution (Category 9).	
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risk	Scope 1 = 101,313 tonnes CO ₂ e Scope 2 = 13,210 tonnes CO ₂ e In 2022, we updated Centerra's TCFD climate-related risks and opportunities from site-based risk registers, and this monitoring will continue into 2023.	Climate Change Scope 1 Emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	In 2023, Centerra will continue to work with both technical and strategy consultants to define its material climate risks and opportunities, conduct a quantitative scenario analysis, identify adaptation options to manage its core climate risks, develop GHG emissions reduction targets, and undertake work to understand options for a net-zero pathway.	The Company expects to be able to provide enhanced disclosure in 2024.



Responsible Gold Mining Principles (RGMPs) Independent Limited Assurance Report

Introduction

Centerra Gold Inc. (“Centerra”; or the “Company”) retained Borealis Environmental Consulting Inc. and its associates (“Borealis”) 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 2022, Year 3 of Centerra’s implementation. Our role is to provide an independent opinion to validate Centerra’s conformity statements on *RGMP* implementation during the reporting period.

Assurance Scope

The scope of this independent limited assurance consisted of a review of Centerra’s 2022 public Environmental/Social/Governance (ESG)-related disclosures (<https://sustainability.centerragold.com/>), including its public commitment to achieving conformance with the Principles and Centerra’s internal progress report on the third and final of its three-year *RGMP* implementation process. Using a risk-weighted approach, Borealis undertook an assessment of supporting evidence for conformance with the *RGMPs*, as provided by Centerra. Our criteria for the review were the Principles, as described in the *RGMP* documentation.

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 presenting annual reports on *RGMP* implementation.

Borealis, 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 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 the 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.

Limited Assurance Procedure

We conducted our evaluations between October of 2022 and July of 2023. Our evaluation comprised the following activities:

- interviews with Centerra staff (corporate and site-level);
- a review of publicly-available ESG information, including the Company’s commitment to *RGMP* implementation in its *RGMP* Progress Reports;
- a site visit, mine tour, and in-person interviews at Centerra’s Mount Milligan mine; and,
- a review of the Company’s policies and procedures, internal *RGMP* self-assessments at both the corporate and site levels and the associated supporting documentation related to *RGMP* implementation.

Centerra’s activities during 2022 met the requirements expected of companies in Year 3 of *RGMP* implementation.

Conclusion

Based on the procedures conducted, and evidence obtained, nothing has come to our attention to indicate that Centerra’s conformance with the *RGMPs*, as described in Centerra’s 2022 ESG Report (as of July 5, 2023), is not fairly stated, in all material respects. This conclusion is to be read in the context of the remainder of this report.

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Towards Sustainable Mining Verification Service Provider

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