



Sustainability (ESG) Overview

Integrating robust sustainability performance
as Calibre's business edge.

May 22, 2024

A light blue map of North America, including the United States, Canada, and Mexico. Several red dots are placed on the map to indicate specific locations: one in the Pacific Northwest, one in the northern Midwest, one in the Northeast, two in the central US, and a cluster of four in the southern US. A dark blue dot is also present in the Pacific Northwest.

TSX: CXB



Governance Framework

TSX:CXB

Corporate Policies & HSES Management System



OCCUPATIONAL HEALTH AND SAFETY POLICY

CALIBRE MINING CORP

Calibre is committed to maintaining a high standard of occupational health and safety (OHS) in all phases of the mine life cycle including exploration, design, construction, operation and closure.

To meet our OHS objectives, Calibre will:

- Through proactive leadership and employee commitment, attempt to achieve an incident and injury-free workplace.
- Conform with Calibre's OHS Management System Standards and OHS Performance Standards in line with ISO45001:2018, that include, but are not limited to, management of ground control, high-risk work, electrical safety, fire prevention and road transport.
- Promote continual improvement by periodically evaluating and auditing the effectiveness of our OHS Management System and operational processes.

MORE INFORMATION AT www.calibremining.com

ENVIRONMENTAL POLICY

CALIBRE MINING CORP

At Calibre Mining we recognize that sound environmental management is essential to preserve the well-being of our operations and the neighboring local communities.

To meet our environmental objectives, Calibre will:

- Conform with Calibre's Environmental Management System Standards and Environmental Performance Standards in line with ISO14001:2015 that include, but are not limited to, responsible management of tailings, hazardous materials and waste, land use, mine rehabilitation and closure, water resources and biodiversity preservation.
- Contribute to environmental initiatives and improvements that benefit the local communities in the areas where we operate.

MORE INFORMATION AT www.calibremining.com

SOCIAL POLICY

CALIBRE MINING CORP

At Calibre Mining we are committed to progressing and integrating robust sustainability practices at the center of our way of doing business and our long-term success.

To meet our social objectives, Calibre will:

- Operate in a manner which supports and respects human rights consistent with the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.
- Identify, respect and respond to the collective and customary rights, connection to the land, cultural values, traditions and beliefs of Indigenous Peoples and the local communities where we operate.
- Maintain a regular, open, inclusive and constructive approach to community engagement to understand their perspectives and concerns and integrate this knowledge into our decision-making.

MORE INFORMATION AT www.calibremining.com

PEOPLE POLICY

CALIBRE MINING CORP

At Calibre Mining we recognize that the success of our business is explicitly linked to the accomplishments and well-being of our employees.

To meet our People objectives, Calibre will:

- Promote equality, fairness, and inclusion in all employment decisions.
- Promote our culture of well-being and a healthy and safe workplace for all employees.
- Offer dignified work, with respect for human rights and in accordance with the law and our corporate governance policies.
- Comply with all applicable labour laws and regulations in the countries where we operate, respecting freedom of association and the fundamental principles and rights of workers as outlined in the International Labor Organization Declaration.

MORE INFORMATION AT www.calibremining.com

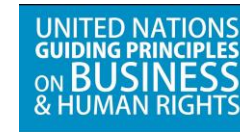
Aligned with Leading Practices



Memberships & Associations



Voluntary Commitments



Sustainability Governance across the Organization



Sustainability Strategic Framework



Corporate Vision

By thinking and acting like owners, we will deliver value responsibly for all stakeholders

Sustainability Purpose

Integrating robust sustainability performance as Calibre's business edge

Strategic Pillars		Contributions to Sustainability	Responsible Practices	Global Challenges
Strategic Objectives		Generate positive impacts beyond mining	Ensure a culture of international best practices internally and with partners	Connect with efforts to safeguard the future
Topics	E 	Water & Forest Stewardship	Environmental Management & Compliance Mine Closure & Land-use Planning Tailings	Climate Change & Biodiversity
	S 	Community Development Resettlement Artisanal & Small-scale Mining Local Procurement and Employment	Community Engagement External Affairs Land Acquisition Health & Safety Labour Rights	Human Rights Indigenous Peoples Diversity & Inclusion
	G 	Institutional Strengthening	Ethics & Compliance Responsible Procurement	Anti-Corruption Tax Transparency
+ O N E C A L I B R E C U L T U R E				



1.2
1.4



3.3



6.1 6.5
6.3 6.4



8.4
8.5 8.8



9.3
9.4



12.2 12.8
12.4 12.6



15.1 15.4
15.2 15.3



16.1 16.5
16.3 16.7
16.4



Sustainability Integration in Business Practices

ESG Results FY2020-2024

TSX:CXB

Sustainability Performance: Environment



Managing our environmental footprint to safeguard the planet.

Zero

High-risk reportable environmental events

0.012

Water withdrawal intensity, a 53% decrease since 2020

Zero

Market-based Scope 2 GHG emissions since 2022 in Nicaragua

10.06 t of Mercury

ASM use avoided since 2020 because of our ASM ore purchase program in Nicaragua

TSF Audits

Conducted annually for all active TSFs by EoR, with no significant findings

1km²

Of wildlife refuge maintained at La Libertad Complex

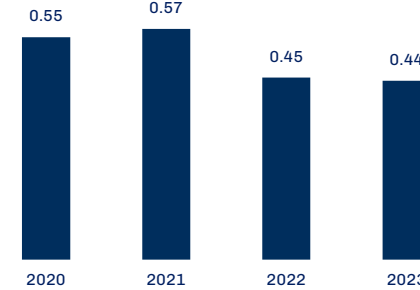
462,393

Trees produced to support Nicaraguan reforestation efforts since 2020

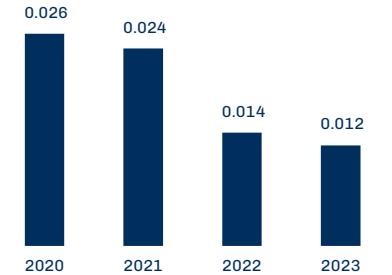
Zero

Proved or probable reserves in or near sites with protected conservation status or endangered species habitats

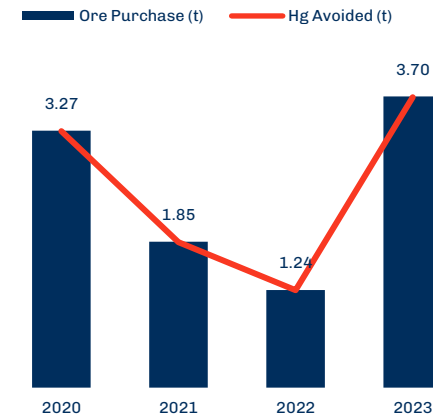
GHG MARKET-BASED EMISSIONS INTENSITY (TCO2-E/OZ PRODUCED)



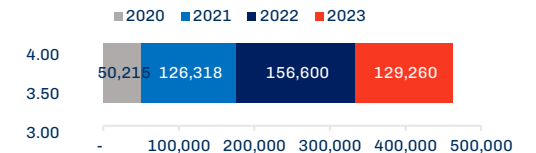
WATER WITHDRAWAL INTENSITY (ML / AU EQ-OZ PRODUCED)



POLLUTION AVOIDED FROM ASM ORE PURCHASE



TREES PRODUCED



Sustainability Performance: Social



Growing together to create shared value.

0.03

Lost Time Injury Frequency Rate (LTIFR) in 2023, a 96% reduction compared to 2020

96%

National employees, of whom 77% are from neighboring communities

16%

Women employees, 20% in senior management positions

60%

Of employees at sites are covered by a collective bargaining agreement

US\$ 493M

Economic value distributed in 2023, a 148% increase since 2020

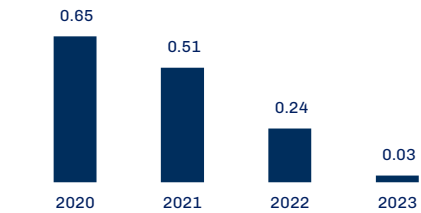
86%

Of total procurement spent paid to national suppliers, a 28% increase since 2020

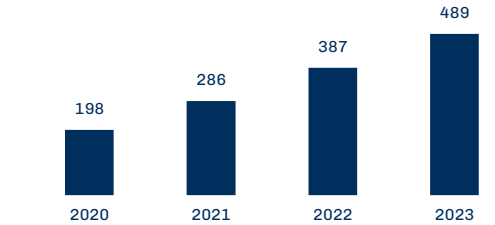
100%

Of projects close to Indigenous Territories with strong evidence of FPIC

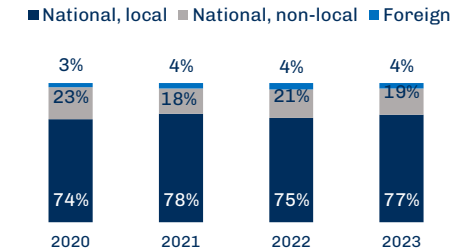
LOST-TIME INJURY FREQUENCY RATE (LTIFR)
(PER 200,000HRS WORKED)



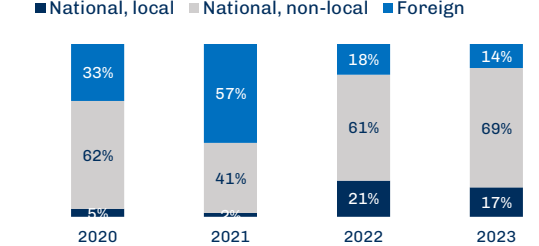
ECONOMIC VALUE DISTRIBUTED
(USD MILLIONS)



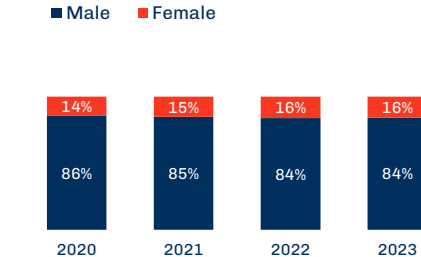
EMPLOYEES BY ORIGIN



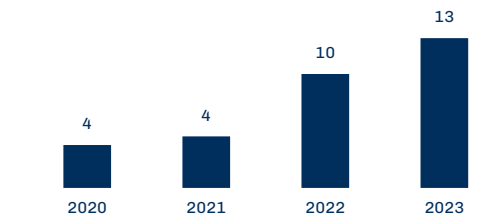
PROCUREMENT SPENDING BY SUPPLIER ORIGIN



EMPLOYEES BY GENDER



AVERAGE TRAINING HOURS PER EMPLOYEE (#)





Sustainability Performance: Governance

Conducting ethical business to foster human rights.

100%

Contracts signed included precautionary clauses on human rights, anti-corruption, terrorism and money-laundering, H&S, and environmental standards

100%

New suppliers screened using environmental and social criteria

100%

Security guards trained on the Voluntary Principles on Security and Human Rights over the past two years

100%

Of sites have confidential mechanisms available for workers and communities to raise concerns and access remedy

Human Rights Impact Assessments

Conducted every two years, no significant findings to date

Three Annual

Sustainability Reports produced, in accordance with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) disclosures



Quarterly		Annual	Description	SASB Code	GRI Code	FY 20	FY 21	FY 22
Financial	ESG	Period ended On (MM/YY/YYYY)				12/31/2020	12/31/2021	12/31/2022
			Water and Effluents					
		Actual	Operation located in area of water stress	EN-100-100a-2	203-1	0	0	0
		Actual	Incidents of non-compliance associated with water	EN-100-100a-2		0	0	0
		Actual	Water withdrawn (M3)	EN-100-100a-3	203-3	3,201,93	4,045,62	2,308,80
		Actual	Surface water (M3)			3,201,93	4,045,62	2,308,80
		Actual	Fresh water			0.00	0.00	0.00
		Actual	Other water			321,70	388,17	208,80
		Actual	Ground water (M3)			321,70	388,17	208,80
		Actual	Fresh water			0.00	0.00	0.00
		Actual	Other water			0.00	0.00	0.00
		Actual	Sea water (M3)			0.00	0.00	0.00
		Actual	Fresh water			0.00	0.00	0.00
		Actual	Other water			0.00	0.00	0.00
		Actual	Reclaimed water (M3)			0.00	0.00	0.00
		Actual	Fresh water			0.00	0.00	0.00
		Actual	Other water			0.00	0.00	0.00
		Actual	Total third party water			28.09	23.24	14.80
		Actual	Surface water			28.09	23.24	14.80
		Actual	Ground water			0.00	0.00	0.00
		Actual	Sea water			0.00	0.00	0.00
		Actual	Produced water			0.00	0.00	0.00
		Actual	Total water withdrawn (Surface water + groundwater)			3,524,71	4,433,82	2,527,80

A large, light gray stylized sun graphic is positioned on the left side of the slide. It features a central white circle with a thick white outline, and several long, thin rays radiating outwards from the top half of the circle.

“Sustainability is really about a frame of mind of how the business is managed.”

Darren Hall

Integrating Robust Sustainability Performance as Calibre's Business Edge

Ore Transport: A comprehensive approach to risk management

Ore transport has been identified as a salient security risk in Nicaragua, considering the interaction with communities and the extent of its reach, due to our hub and spoke strategy.

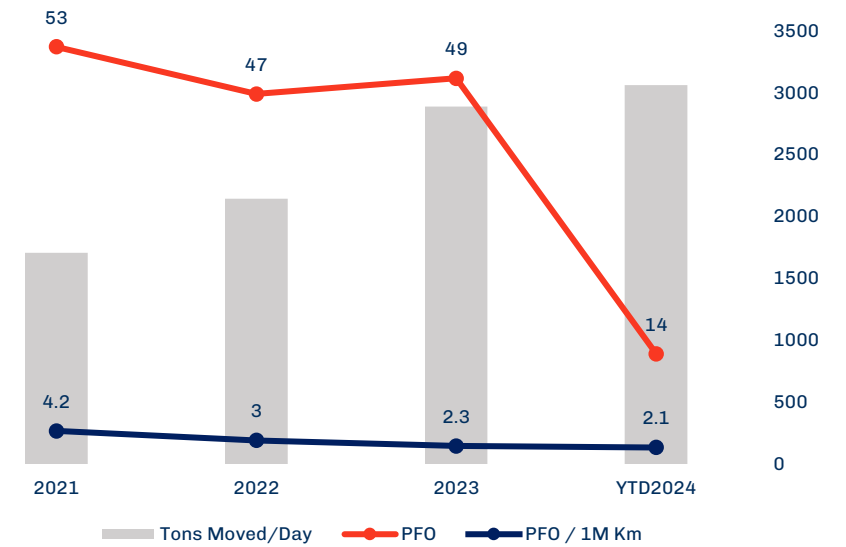
To manage that risk, we have rolled-out a multi-pronged program. In 2023, we launched a state-of-the-art Security and Control Center in Managua, ensuring 24/7 real-time monitoring and swift emergency responses through CCTV surveillance.

We have integrated suppliers into our management system by excluding high-risk drivers and low-standard contractors and implementing a road safety plan. Our initiatives include fatigue control measures, mandatory ESG training, and a positive behavior recognition program.

Additionally, we engage with local communities, educating over 2,000 students over the past year on road safety, and providing essential safety supplies to nearby schools, enhancing overall safety conditions.

As a result, Potentially Fatal Occurrences (PFOs) per 1M km have decreased 50% since 2021.

TREND OF NUMBER OF PFOs AND TONS MOVED



Integrating Robust Sustainability Performance as Calibre's Business Edge

The Riscos de Oro Case: Promoting a Community-Driven Development

In 2022, while developing our Eastern Borosi Mine in Rosita, Calibre collaborated with the Riscos de Oro community to formulate a comprehensive local development plan.

By 2023, this plan received approval from the Rosita Municipal Council and validation from the government's productive system, establishing a unified vision for future development.

In alignment with the plan's identified priorities, Calibre partnered with the National Technical Institute (INATEC) and the Mayor's Office to implement a skills-building program. This initiative benefited 145 individuals and offered training in areas such as sewing, floral design, aesthetics, culinary arts, motorcycle repair, and heavy machinery operation.

Beneficiary selection was conducted in collaboration with local leaders, prioritizing vulnerable groups including youth and women.

This program has facilitated the establishment and strengthening of small businesses, while also integrating local community members as employees at our Eastern Borosi Mine.



Integrating Robust Sustainability Performance as Calibre's Business Edge

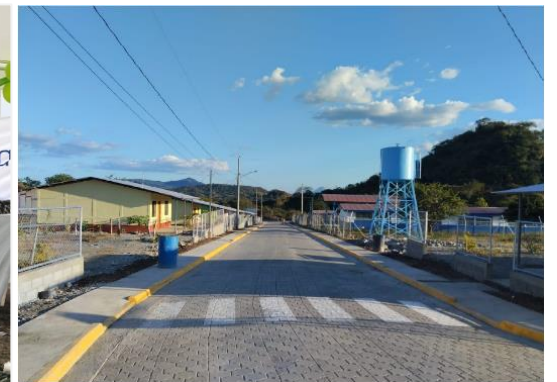


The Cebadilla Resettlement: Improving Wellbeing and Living Conditions for Vulnerable People

Between 2021-2022, a voluntary resettlement process took place at our Limon Complex, relocating 100 individuals from communities Cebadilla & Pozo 7 for expansion of the Limon Pit.

Restoration included compensation for land areas, housing areas, external structures for nonhousing use, trees and crops, and transfer of salvage or replacement material; and a program to benefit vulnerable people, including seed capital provision to start small businesses that would allow them to adapt to the urbanization.

As a result of the project, 100% of population now have secure tenure rights to land, with legally recognized documentation, and live in adequate households with access to basic services and use safely managed drinking water and sanitation services.





Sustainability Impact on Business Continuity

TSX:CXB

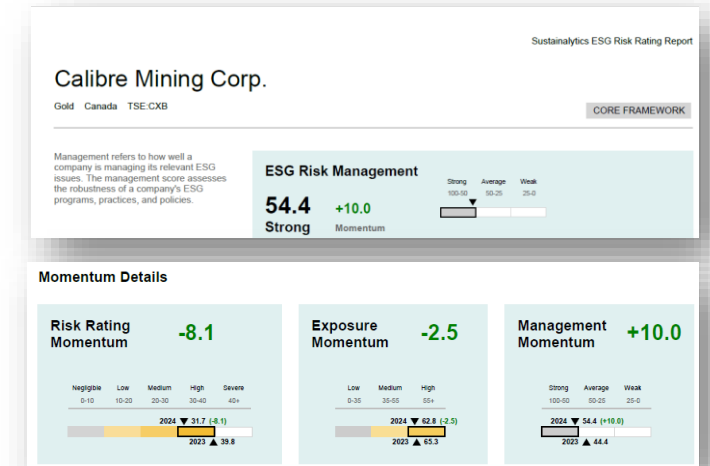
Sustainability Impact on Business Continuity



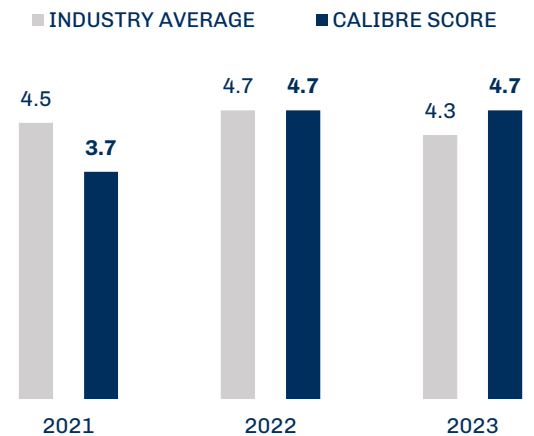
Delivering into our Commitments

4th consecutive year of production and mineral reserves growth largely due to:

- ✓ Zero fatalities.
- ✓ Zero incidents of significant workplace disruption, strike or lockout.
- ✓ Zero substantiated cases of human rights violations, corruption or significant instances of non-compliance with laws and regulations.
- ✓ Zero non-technical delays related to community disputes or land conflicts.
- ✓ 18 public consultations conducted in Nicaragua, ~200 average local participants per audience, 100% resulting in permit/project approval.
- ✓ 100% critical permits obtained on time.
- ✓ Year 3 conformance achieved with the World Gold Council's (WGC) Responsible Gold Mining Principles (RGMP).
- ✓ Year-on-year improvement of our ESG Rating Scores.



MSCI ESG SCORES



Sustainability Impact on Business Continuity



What's Next? Driving continuous improvement

Environment

- Calibre Mining 2023 IFRS S2 (TCFD) Report and initial emissions reduction alternatives identified
- Solar Plant at the Limon Complex

Social

- ASM purchase program assessment against OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from High-Risk Areas
- 2024 Human Rights Impact Assessment

Governance

- HSES Management System integration
- TSM gap assessment
- First Bill S-211 Report
- First Conflict-Free Gold Report





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