

CENTAMIN 

5
FIVE
MILLION
OUNCES



Creating sustainable value



SUSTAINABILITY REPORT

2021

INTRODUCTION

Centamin is an established gold producer, with a premium listing on the London Stock Exchange, as a FTSE250 constituent, and Toronto Stock Exchange.

Our flagship asset is the Sukari Gold Mine (“Sukari”), located within the Egyptian Nubian Shield, approximately 700km south of Cairo and 25km from the Red Sea. Sukari is Egypt’s first modern gold mine and one of the world’s largest producing mines. In 2022, Sukari will produce its five millionth ounce of gold since it began production 13 years ago. Sukari has a projected mine life of twelve years and 9.8 million ounces in gold resources.

As a first mover in Egypt, we recognise the business and societal importance of building a responsible culture that values and supports people. We create opportunities through jobs, infrastructure and education, as well as developing our assets and delivering strong shareholder returns. We follow responsible mining practices and take pride in setting the example for our growing industry within Egypt.

Through our large portfolio of exploration assets in Egypt and West Africa, Centamin is actively developing a pipeline of future growth prospects, including the Doropo Project in Côte d’Ivoire and 3,000km² of highly prospective exploration ground in Egypt’s Arabian Nubian Shield.

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ABOUT THE REPORT

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“WE ARE COMMITTED TO DEVELOPING RESOURCES IN A WAY THAT PROTECTS AND EMPOWERS PEOPLE, RESPECTS HUMAN RIGHTS, FOSTERS SOCIO-ECONOMIC DEVELOPMENT AND SAFEGUARDS THE ENVIRONMENT.”

This is Centamin’s fifth annual Sustainability Report produced in accordance with the GRI Sustainability Reporting Standards (“GRI”) ‘Core option’, the GRI Mining and Metals Sector Supplement, the Sustainability Accounting Standards Board (“SASB”) for the metals and mining industry, and our first report to address the recommendations of the Task force on Climate-related Financial Disclosures (“TCFD”).

We are committed to open and honest disclosure. GRI and SASB are both internationally recognised organisations that promote transparency, reliability, and comparability in the reporting of material sustainability issues. This report sets out how we manage and seek to improve the integration of sustainability into our business and associated decision-making processes. The report also sets out the Company’s sustainability challenges and achievements at Group and operational site level.

The Appendix on pages 75 to 85 of this document provides an index for our GRI, SASB and TCFD disclosures. Furthermore, Centamin recognises many additional host country and international reporting standards and guidelines. Refer to the table of international standards and voluntary disclosures on page 18.

In line with GRI requirements, we undertake a materiality assessment each year to ensure we constantly focus our reporting and strategy on those issues most important to our stakeholders and business. The content of this report is informed by the results of the materiality assessment, stakeholder expectations communicated to us throughout the year, our risk review and other priority areas for continuous improvement.

This report is primarily focused on Sukari in Egypt, which currently is the Company’s sole operating mine.

Where it is material to our sustainability performance and future sustainability initiatives, or to provide context as to how sustainability is considered across all Centamin activities and decisions, we have reported data on our advancing exploration projects in Côte d’Ivoire, our presence in Burkina Faso and in our administrative offices.

Data presented covers our performance for the period 1 January to 31 December 2021, which corresponds with Centamin’s financial year. The disclosures in this report are supplemented by our historic sustainability performance data, which is accessible through the Sustainability Dashboard, which can be found on the Company’s corporate website, www.centamin.com/responsibility, and our [2021 Annual Report](#) published on 5 April 2022. Where noted, references are made to historical results. All financial figures are quoted in United States dollars (“US\$”) unless otherwise noted.



DOWNLOAD HERE
www.centamin.com/responsibility

CONTACT

Centamin welcomes feedback and general queries on any aspect of this report. Please email us at sustainability@centaminplc.com

OUR BUSINESS AT A GLANCE

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OUR PURPOSE

Creating opportunity for people through responsible mining.

We acknowledge our contribution in shaping the future with our stakeholders, particularly in areas where our host communities have limited access to resources. Our purpose directs the approach to stakeholder engagement and partnership on all material business decisions.

OUR VISION

Our vision is to be a multi-asset gold producer, delivering value through responsibly mining high-quality, long-life assets.

OUR PEOPLE



Providing a safe and healthy workplace, offering professional and personal development opportunities that empower our employees and contractors to fulfil their potential.

COMMUNITIES & GOVERNMENT



Further to honouring our contractual commitments to governments, we are committed to leaving a strong legacy for the benefit of our local, regional and national hosts.

SHAREHOLDERS



Rewarding our shareholders through our industry-leading dividend distributions and maintaining open and transparent communication with our investor community.

SUPPLIERS & REFINERS



Building long-term relationships that deliver mutual benefits to all parties, with a focus on supporting and developing local business. Collaborating with our suppliers to promote responsible supply chain practices.

ENVIRONMENT



We are committed to environmental stewardship and safeguarding natural resources for future generations, considering our impact on the localised environment and global climate change.

 READ WHAT OUR PURPOSE MEANS FOR OUR STAKEHOLDERS ON PAGE 24

OUR BUSINESS AT A GLANCE CONTINUED

04

OUR VALUES

Our values guide our behaviours and define the way we work with each other and within the wider society.



PROTECT



WE PROTECT AND RESPECT EACH OTHER AND OUR ENVIRONMENT

OWNERSHIP



WE EMPOWER OUR PEOPLE TO TAKE RESPONSIBILITY AND ACCOUNTABILITY IN THE WORKPLACE

INNOVATE



WE ARE ALWAYS LEARNING AND LOOKING FOR WAYS TO IMPROVE THROUGH INNOVATION

EDUCATE



EDUCATION SHAPES OUR WORKFORCE AND THE BROADER SOCIETY

PASSION



WE ARE PASSIONATE ABOUT WHAT WE DO AND THE LEGACY WE ARE CREATING

OUR BUSINESS AT A GLANCE CONTINUED

12 YEARS

INTERIM LIFESPAN
OF THE SUKARI
GOLD MINE

3,000km²

OF GREENFIELD
LICENCES IN EGYPT

**DOROPO
PROJECT**

PFS INITIATED IN
CÔTE D'IVOIRE

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WHERE WE OPERATE

We manage an integrated pipeline of assets through the value chain from greenfield exploration licences to an operating mine.

In Egypt, we operate the Sukari Gold Mine which has at least twelve years of future production. Our exploration licences in Côte d'Ivoire now span 3,500km², where we have commenced prefeasibility studies for the Doropo project and expanded our greenfield exploration ground at the ABC project. In 2021, we also secured 3,000km² of highly prospective greenfield exploration licences in Egypt's Arabian Nubian Shield. In respect of the Batie West project in Burkina Faso, no further exploration or technical studies were undertaken in 2021.

DELIVERING GROWTH FROM A STRONG RESOURCE BASE



2021 PERFORMANCE

We set ambitious targets which drive our commitment to improve sustainability performance.

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	2021 TARGET	2021 PERFORMANCE	DELIVERED
HEALTH, SAFETY & WELLBEING	Group ZERO FATALITIES in the workplace	ZERO FATALITIES Consistent with 2020	
	Group 25% REDUCTION IN LTIFR ("total lost time injury frequency rate per 1 million hours") on the three-year weighted average	45% REDUCTION IN LTIFR to 0.46 per 1 million hours worked compared to the three-year weighted average of 0.86	
	Group 25% REDUCTION IN TRIFR ("total recordable injury frequency rate per 1 million hours") on the three-year weighted average	43% REDUCTION IN TRIFR to 3.01 per 1 million hours worked compared to the three-year weighted average of 5.28	
	Sukari REPORTED HAZARD CLOSE-OUT average time to close corrective actions	35% REDUCTION IN AVERAGE TIME TO CLOSE-OUT REPORTED HAZARDS to 6.8 days compared to 10.5 in 2020	
OUR PEOPLE	Group NATIONAL EMPLOYMENT RATE > 90%	95% NATIONAL EMPLOYMENT RATE consistent with performance in 2020	
	Sukari 25% INCREASE TOTAL TRAINING HOURS per average employee headcount in the year	130% INCREASE IN TOTAL TRAINING HOURS per average employee to 27.3 hours, compared to 11.9 hours in 2020	
	Sukari INCREASE IN % OF LEADERSHIP ROLES held by national employees year on year	70% OF LEADERSHIP ROLES HELD BY NATIONAL EMPLOYEES compared to 65% in 2020	
	Group 100% OF GRIEVANCES CLOSED within 30 days	100% OF GRIEVANCES CLOSED WITHIN 30 DAYS an average of five days taken to resolve grievances	

	2021 TARGET	2021 PERFORMANCE	DELIVERED
SOCIAL & ECONOMIC PARTNERSHIP	Group COMMUNITY INVESTMENT TARGETS ACHIEVED	US\$0.33MILLION compared to US\$1.16million in 2020	
	Sukari INCREASE NATIONAL PROCUREMENT SPEND year-on-year as a percentage of total expenditure	NATIONAL PROCUREMENT = 60% consistent with 2020	
	Sukari IMPLEMENT A PROCESS TO MANAGE ESG RISKS WITHIN THE SUPPLY CHAIN	ESG DUE DILIGENCE PROCESS IN PLACE	
ENVIRONMENTAL RESPONSIBILITY	Group ZERO REPORTABLE ENVIRONMENTAL AND COMMUNITY INCIDENTS	ZERO CATEGORY 4 OR 5 INCIDENTS RECORDED IN 2021	
	Group 25% REDUCTION IN IFR ("environmental and community incident frequency rate per 1 million hours") on the three-year weighted average	2% REDUCTION IN IFR to 2.65 per 1 million hours worked compared to the three-year weighted average of 2.72	
	Sukari INCREASE WATER REUSE as a percentage of total water consumption year-on-year	WATER REUSE = 32% compared to 29% in 2020	
	Group CALCULATE SCOPE 1 AND 2 GREENHOUSE GAS ("GHG") EMISSIONS AND SET 2020 BASE-YEAR	A 13% INCREASE IN SCOPE 1 AND 2 GHG emissions to 484,081 tCO ₂ -e compared to 427,752 tCO ₂ -e in 2020	
	Group CALCULATE SCOPE 3 GHG EMISSIONS	SCOPE 3 GHG EMISSIONS = 1,217,612 TCO₂-E	

2022 PERFORMANCE TARGETS

In line with our commitment to continuous improvement, we have set the following targets for 2022.

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	2022 TARGET	MORE INFORMATION
HEALTH, SAFETY & WELLBEING	Group ZERO FATALITIES in the workplace	SAFETY Page 33
	Group 25% REDUCTION IN LTIFR ("total lost time injury frequency rate per 1 million hours") on the three-year weighted average	SAFETY Page 33
	Group 25% REDUCTION IN TRIFR ("total recordable injury frequency rate per 1 million hours") on the three-year weighted average	SAFETY Page 33
	Sukari CORRECTIVE ACTIONS year-on-year reduction in the average time to close reported hazards	HAZARD IDENTIFICATION AND MITIGATION Page 32
OUR PEOPLE	Group NATIONAL EMPLOYMENT RATE > 90%	LOCAL EMPLOYMENT Page 40
	Sukari INCREASE IN TOTAL TRAINING HOURS YEAR-ON-YEAR per average employee headcount	TRAINING AND PROFESSIONAL DEVELOPMENT Page 38
	Sukari INCREASE THE PERCENTAGE OF LEADERSHIP ROLES held by national employees year-on-year	LOCAL EMPLOYMENT Page 40
	Sukari INCREASE THE PERCENTAGE OF WOMEN in the workplace year-on-year	DIVERSITY AND INCLUSION Page 42
	Group 100% OF EMPLOYEE GRIEVANCES closed within 30 days	WORKFORCE ENGAGEMENT Page 43

	2022 TARGET	MORE INFORMATION
SOCIAL & ECONOMIC PARTNERSHIP	Group COMMUNITY INVESTMENT TARGETS ACHIEVED	COMMUNITY INVESTMENT Page 54
	Sukari INCREASE NATIONAL PROCUREMENT SPEND year-on-year as a percentage of total expenditure	LOCAL BUSINESS OPPORTUNITY Page 49
	Sukari ESG DUE DILIGENCE applied to 'high risk' suppliers	SUPPLY CHAIN MANAGEMENT Page 51
ENVIRONMENTAL RESPONSIBILITY	Group ZERO REPORTABLE ENVIRONMENTAL AND COMMUNITY INCIDENTS	ENVIRONMENTAL INCIDENTS Page 57
	Group 25% REDUCTION IN IFR ("environmental and community incident frequency rate per 1 million hours") on the three-year weighted average	ENVIRONMENTAL INCIDENTS Page 57
	Sukari INCREASE WATER REUSE as a percentage of total water consumption year-on-year	WATER STEWARDSHIP Page 64
	Group SET A SCIENCE-BASED TARGET FOR CARBON REDUCTION BY 2030	ENERGY AND CLIMATE CHANGE Page 58
	Group LIMIT OUR NET INCREASE IN SCOPE 1 & 2 GHG EMISSIONS TO 10% BY 2023 compared to our 2020 base-year	ENERGY AND CLIMATE CHANGE Page 58

FOREWORD FROM THE CEO

MY PERSONAL HIGHLIGHTS OF 2021

EFFORTS INITIATED TO PUT IN PLACE A LONG-TERM STRATEGY FOR NET-ZERO EMISSIONS INCLUDING SCIENCE-BASED TARGETS AND ACTIONS FOR 2030

RECORD IMPROVEMENTS IN HEALTH AND SAFETY PERFORMANCE AND NO REPORTABLE HSES INCIDENTS

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We are in a strong position to navigate future challenges

“

While we are proud of our achievements in 2021, we recognise that standards of good international practice continue to evolve and implementing a proactive management response over the long-term will ensure we continue to meet stakeholder expectations.”

CHIEF EXECUTIVE OFFICER

MARTIN HORGAN

It is my real pleasure to be writing this introduction to Centamin’s 2021 Sustainability Report. As we have reported previously, I believe that 2021 will be viewed as a transformational year for the Company as we have sought to put in place strategies and plans that will provide the foundation for our long-term success. Importantly, as part of the process to assess and implement these plans we have ensured that environmental and social governance has been placed at the heart of the planning process. As a measure of accountability to our stakeholders, this report describes our approach to sustainability and performance against targets.

We have continued to build our team over the last twelve months and this enhanced group has focused on and made excellent progress across a diverse range of topics including climate change; the health and safety of our workforce; training and professional development; inclusion and diversity. While we are proud of our achievements in 2021, we recognise that standards of good international practice continue to evolve and implementing a proactive management response over the long term will ensure we continue to meet stakeholder expectations.

Throughout the year Centamin has been proactive in how it manages and mitigates the risks and opportunities within its control. Against a backdrop of the COVID-19 pandemic in 2021, the challenges faced by our business have been numerous – additional efforts to sustain workforce communication and participation, increased levels of volatility in the markets, commodity costs, supply chain disruption and the impacts on our broader stakeholders. The scale and duration of these challenges remain uncertain but through the development of robust management systems and the adoption of a proactive and flexible approach we continue to monitor and adapt our practices accordingly. I am pleased to report that during 2021 we did not experience any material disruptions to operations, workforce mobility, supply chain or gold shipments.

FOREWORD FROM THE CEO CONTINUED

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And despite this fluid and at times challenging operating environment, I am also delighted to report that during the year we made record improvements in health and safety performance and had no reportable HSES incidents. We have an uncompromised commitment to improving operational safety, health and wellbeing. In 2021 there was a notable improvement in safety performance across the Group on both leading and lagging indicators. We reduced both our LTIFR and TRIFR by over 40% compared to 2020; achieved a record five million lost time injury-free hours; and a 35% reduction in the time taken to close-out actions associated with a hazard.

During 2021 we continued to strengthen the maturity of our governance processes and the integration of sustainability into our business model and across all levels of the organisation. This has included increased levels of management oversight and external verification on aspects including carbon accounting, tailings management, gender diversity and inclusion, OHS performance and human rights.

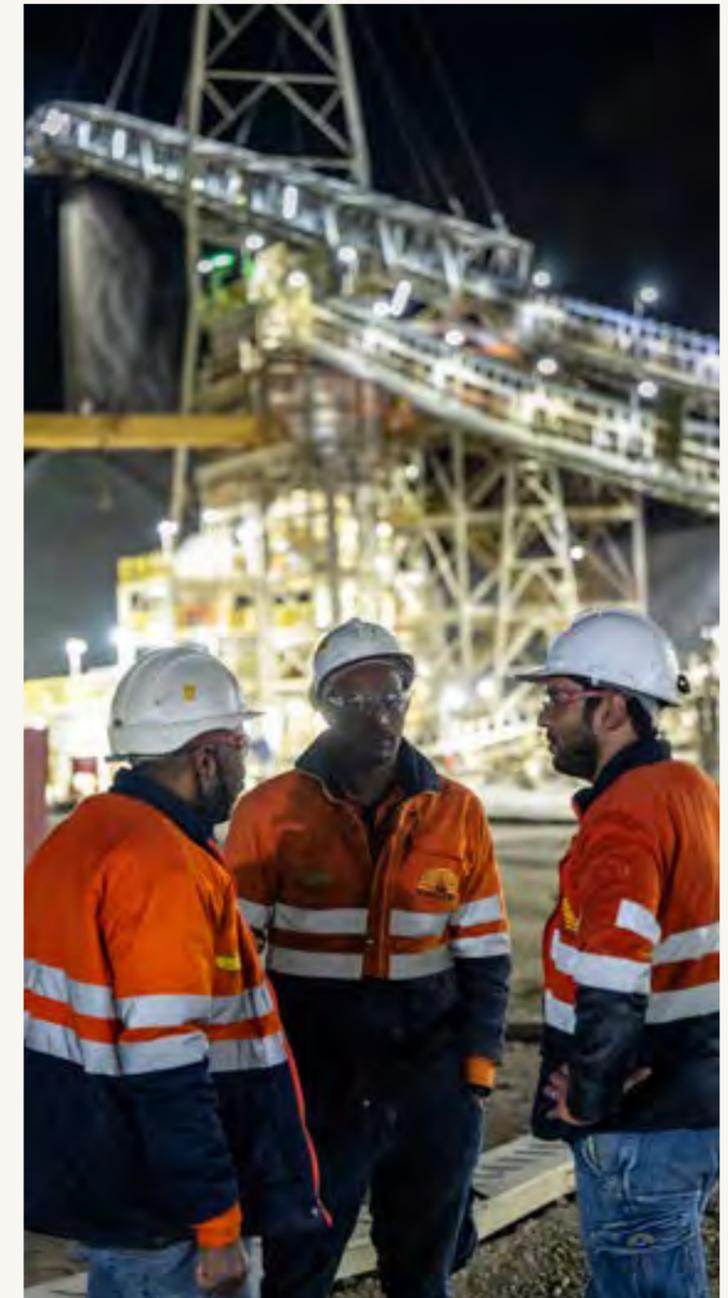
In 2021 we updated and refreshed the ESG policies that underpin our Sustainability Performance Framework to reinforce alignment with our values and international good practice, in particular the Responsible Gold Mining Principles of the World Gold Council. We continue to widen the scope and accuracy of our reporting and in 2021 published our performance data to the Sustainability Dashboard on the Centamin website.

At asset-level, we continue to reinforce our management capacity through talent recruitment and upskilling of current personnel and workplace professional development programmes. This has included the appointment of an ESG Manager in Côte d'Ivoire to lead the environmental and social inputs to the Doropo Project PFS.

We recognise that our accomplishments as a company are made possible through the commitment of our people. In 2021 there was an overall increase of 36% in the number of employees arising from both organic growth at Sukari and a ramp-up of activity at the Doropo project in support of the PFS. We have introduced a new Group-level People Policy which states our commitment on matters relating to employment, equal opportunity, training and professional development, diversity and inclusion, workforce engagement and labour rights.

At Sukari, we introduced a new remuneration system based on revised position and salary benchmarking, which was favourably received by our employees. We continued to advance roll-out of the employee development pathway and succession plans. As a priority, this has involved the provision of leadership training to our senior and middle-level management team – to build their capacity to apply industry recognised standards to the training and assessment of their teams. We have partnered with a number of registered training organisations to deliver certified training modules in leadership and management. Training and professional development is also destined to be a key element of our community investment in future years at Sukari, as we aim to develop trained and qualified technical trades and apprentices to enhance the socio-economic benefits arising from the anticipated growth in the Egyptian mining sector.

In 2021, we welcomed changes to the Egyptian regulatory framework that removed restrictions to the employment of women in the mining sector. We recognise that broad and concerted leadership will be required to advance the participation of women within the workplace at large, and Egypt in particular. In 2021, the Board called on the senior management team to take specific action on diversity and inclusion and we welcomed our first female employees at Sukari. These appointments represent a significant milestone in the history of Sukari and we are proud of this achievement, while recognising the need to prioritise broad cultural change within the workplace.



FOREWORD FROM THE CEO CONTINUED



I think it is important to also recognise that 2021 was another transformative year in the development of international policy and standards on climate change and I am pleased to say that as a Company we have sought to embed the appropriate policy and standards within our governance structure at the earliest opportunity. And possibly even more importantly, we have sought to implement a number of key projects that will contribute to our efforts in reducing our carbon footprint as a business. Construction of the Sukari 36MW Solar Project and battery storage facility is well advanced ahead of commissioning in H2 2022. In parallel, investigations are underway to further reduce our carbon intensity and reliance on diesel through grid connection, fuel switching to natural gas and a number of energy efficiency projects.

In a nutshell, we must adopt the relevant standards appropriate for our business, define science-based targets for our operations and then report our progress against those targets on an ongoing and transparent basis.

We have evaluated the consistency and maturity of our climate change disclosures to the recommendations of the Taskforce on Climate-related Financial Disclosures (“TCFD”). The impact of climate on our business model, strategy and financial statement are presented in our Annual Report with further details elaborated in this report. We recognise that our disclosures are not yet fully consistent with some of the TCFD recommendations and have provided a description of the priority actions to be taken to close-out these gaps. To supplement our climate-related governance, we have constituted a working group to oversee TCFD implementation, assess climate-related risks and draft strategy for consideration in our business model.

In 2022, we will elaborate a climate change strategy that will set an ambitious science-based target for carbon reduction by 2030 and one that strives to align with a trajectory of emission reduction to net zero by 2050.

I believe that the work completed over the last twelve months will establish a robust approach to sustainability and will support our long-term vision as a responsible miner creating value for all our stakeholders.

MARTIN HORGAN
CHIEF EXECUTIVE OFFICER

SUSTAINABILITY COMMITTEE CHAIR REVIEW

MY PERSONAL HIGHLIGHTS OF 2021

ENHANCED OPERATIONAL-LEVEL MONITORING AND EVALUATION, MANAGEMENT-LEVEL OVERSIGHT, AND EXTERNAL VERIFICATION BY SPECIALIST ADVISORS

WE WELCOMED OUR FIRST FEMALE EMPLOYEES AT SUKARI AND INITIATED THE INTEGRATION OF WOMEN TO THE WORKFORCE

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The Sustainability Committee and broader Board are proud of and grateful to our leaders and workforce for their advancement in sustainability practices, reporting and performance – and resilience as we navigate the lingering effects of the pandemic and our rapidly changing world.”

CHAIR OF THE SUSTAINABILITY COMMITTEE

DR. CATHARINE FARROW

The year 2021 represented the first full year of Centamin’s refreshed Sustainability Committee, just as environmental and social issues represented the top risks and opportunities of the global mining industry. We understand Centamin’s critical role as the largest modern mine in Egypt to continue to keep people safe and healthy, provide training and jobs for Egyptians, and also in advancing our projects and social projects and social programmes at our projects in Africa. All this has happened as we navigate the lingering effects of the COVID-19 global pandemic, and address the urgent issues presented by climate change. Specifically, six of our 15 principal risks are of direct relevance to our

Sustainability Performance Framework and related work plans and targets. These include licence to operate, decarbonisation and broader stakeholder environmental and social expectations. Interestingly, while there were fears that the COVID-19 pandemic may slow global progress on sustainability measures, the opposite has been true. To this end, we continue to effectively integrate sustainability into business purpose, strategy and long-term value for all our stakeholders.

The Sustainability Committee both engages in safety and social shares with management and receives detailed updates on health and safety performance and initiatives at each meeting, not just quarterly. The Company’s record improvements in health and safety performance in 2021 are impressive, a result of a sustained focus on strengthening safety culture, leadership and management systems over multiple years. These achievements included a 45% improvement in LTIFR and the achievement of five million LTI-free hours. We were also able to report no material impact from COVID-19 on our direct workforce as well as full vaccination of the Sukari workforce. These results represent the embracing of renewed health awareness and occupational health surveillance programme in place, the shifting of safety behaviours and the stabilisation of the operation. For 2022 we will be looking to continue to reinforce capacity and management practice to support the transition to underground owner mining at Sukari. Also at Sukari, we will be looking to close out gaps to conform with ISO 45001. Spurred by the effects of the global pandemic, we will be ramping up our mental health and wellbeing programme throughout the Company.

Integrating sustainability into our business purpose

SUSTAINABILITY COMMITTEE CHAIR REVIEW CONTINUED

We recognise that an increased focus is required in the improvement of environmental and social governance, and the need for enhancing transparency in reporting for 2022. As a result, in 2021 we continued to build our capacity, define long-term improvement programmes and embed these into operational practice. An example is the group-level ESG due diligence process that began with major suppliers. We also refined our approach to setting environmental KPIs in our executive remuneration with the Remuneration Committee. In West Africa, we initiated the detailed planning of environmental and social baseline studies to support the Doropo Project prefeasibility study.

In 2021, the Sustainability Committee worked actively with the management team to update and refresh the ESG policies that underpin our Sustainability Performance Framework, including a new People Policy, to reinforce alignment with our values and international good practice, with the Responsible Gold Mining Principles of the World Gold Council. We are pleased to report that additional levels of management assurance have been applied to our sustainability performance. This has included a marked improvement in operational-level monitoring and evaluation, management-level oversight, and external verification by specialist advisors. Of note, we welcomed the audit results for tailings safety presented by both our Engineer of Record and our Independent Technical Reviewer. These audits also help to clarify our priorities to align with the Global Industry Standard on Tailings Management (GISTM) and kicked off our gap analysis and development of a road map to GISTM for conformance in 2023.

An important social result of the COVID-19 pandemic, has been an increased focus on diversity and inclusion in the boardroom as well as the workplace. There is increasing demand for transparency of recruitment processes and evaluation of diverse suites of candidates for leadership roles to attempt to address the unconscious biases that have traditionally existed in the male-dominated mining industry. This has been supported in early 2022, by the FTSE Women Leaders Review publishing its first report on improving gender balance in FTSE leadership in the wake of the Hampton-Alexander review, which concluded in 2020. The review has set new voluntary targets for FTSE 350 companies that 40% of Board and leadership positions should be held by women by the end of 2025. We have reported our achievement against the recommendations of the review in our Annual Report and put in place a road map to address identified gaps.

Traditionally Egypt has restricted the employment of women in the mining sector with respect to types of employment, shift hours, remote work, etc. However, in 2021 Egypt enacted changes to the regulatory framework that removed restrictions to the employment of women in the sector. Although we welcome those changes, we also recognise the social challenges that will occur for both women and men as these changes disrupt traditional social norms. We also recognise the requirement for socially sensitive change management, training and leadership that will be required to create a physically and mentally safe and healthy environment for women to thrive in their new career pursuits. In 2021 we welcomed our first female employees at Sukari and initiated the integration of women to the workforce.





We enthusiastically embrace this new cultural milestone for Sukari and in Egypt, and with it the opportunity to lead change in our industry. On behalf of the Board, I look forward to ongoing engagement with our management team on measures to resolve barriers to the advancement and fair treatment of women in the workplace.

To mitigate the potentially catastrophic impacts from Climate Change, the world needs to urgently reduce the amount of CO₂-e emitted into the atmosphere. The global economy needs to reduce its emission to net zero by 2050, in line with the Paris Agreement. This requires all industries to rapidly reduce their dependency on energy derived from fossil fuels. The source of most of the GHG emissions from the gold sector are related to gold mining operations – it is estimated by the World Gold Council that 95% of those emissions are associated with fuel combustion or purchased power.

Centamin understands that the ability of the Company to demonstrate its capacity to contribute to emissions reduction aligned to Paris targets is largely dependent on its ability to change how it sources and uses power and fuels. During 2021 we commenced studies to quantify opportunities for decarbonisation over the Life of Mine at Sukari, with the objective to put in place a long-term strategy and accompanying roadmap to science-based targets and actions for 2030. With respect to renewable power displacement of fossil fuels, our 36 MW per annum solar PV farm construction continued in 2021, with commissioning scheduled for H2 2022.

We also began the evaluation of lower carbon power options for displacement of diesel-generated power, plus initiated activities to improve operating efficiencies, power generation and consumption. We look forward to sharing the results of those initiatives in 2022.

Centamin has made huge improvements in its sustainability practices, reporting and performance since the establishment of the Sustainability Committee by the Board in 2020, and through the Committee’s first full year of existence in 2021. Sustainability-related risks are now embedded in our broader risk management activities, to identify and understand potential threats and opportunities to Centamin’s business activities. As we move forward with our low carbon and social programmes, we continue to recognise our responsibility to our impacted communities in Egypt’s Eastern Desert and West Africa. The Sustainability Committee and broader Board are proud of and grateful to our leaders and workforce for their resilience as we navigate the lingering effects of the pandemic and our rapidly changing world.

DR. CATHARINE FARROW
CHAIR OF THE SUSTAINABILITY COMMITTEE

REFRESHED
SUSTAINABILITY
POLICIES

CLIMATE CHANGE
DISCLOSURES
ALIGNED TO TCFD
RECOMMENDATIONS

SUSTAINABILITY
DASHBOARD
UPLOADED
TO CENTAMIN
WEBSITE

REINFORCED
LEVELS OF
MANAGEMENT
ASSURANCE TO
SUPPORT OUR
SUSTAINABILITY
PERFORMANCE
FRAMEWORK

OUR APPROACH TO SUSTAINABILITY

At Centamin, we know our presence in the countries in which we operate can be transformative through enhancing existing infrastructure, providing training and employment opportunities, pioneering business opportunities for the domestic private sector, catalysing socio-economic development in our host communities and delivering significant revenues for host governments through profit share, royalties and taxes.

We are committed to developing resources in a way that protects and empowers people, respects human rights, fosters socio-economic development and safeguards the environment.

We are resolute in our commitment to deliver value to our employees and host communities and deliver long-term, durable profits for our shareholders.

Our commitment to act responsibly as individuals and as a business is reflected in our Company values, purpose and strategy. These guide the decisions we make and the conduct of our business.

FAST TRACK TO...

[Sustainability Performance Framework](#)

[Sustainability Governance](#)

[Sustainability Risk Review](#)

[Stakeholder Engagement](#)

[Materiality Assessment](#)

REPORTING STANDARDS REFERENCED

GRI

102-11, 102-12, 102-15, 102-18, 102-19, 102-20, 102-21, 102-22, 102-26, 102-27, 102-29, 102-30, 102-31, 102-32, 102-35, 102-40, 102-42, 102-43, 102-44, 102-47, 102-49

SUSTAINABILITY PERFORMANCE FRAMEWORK



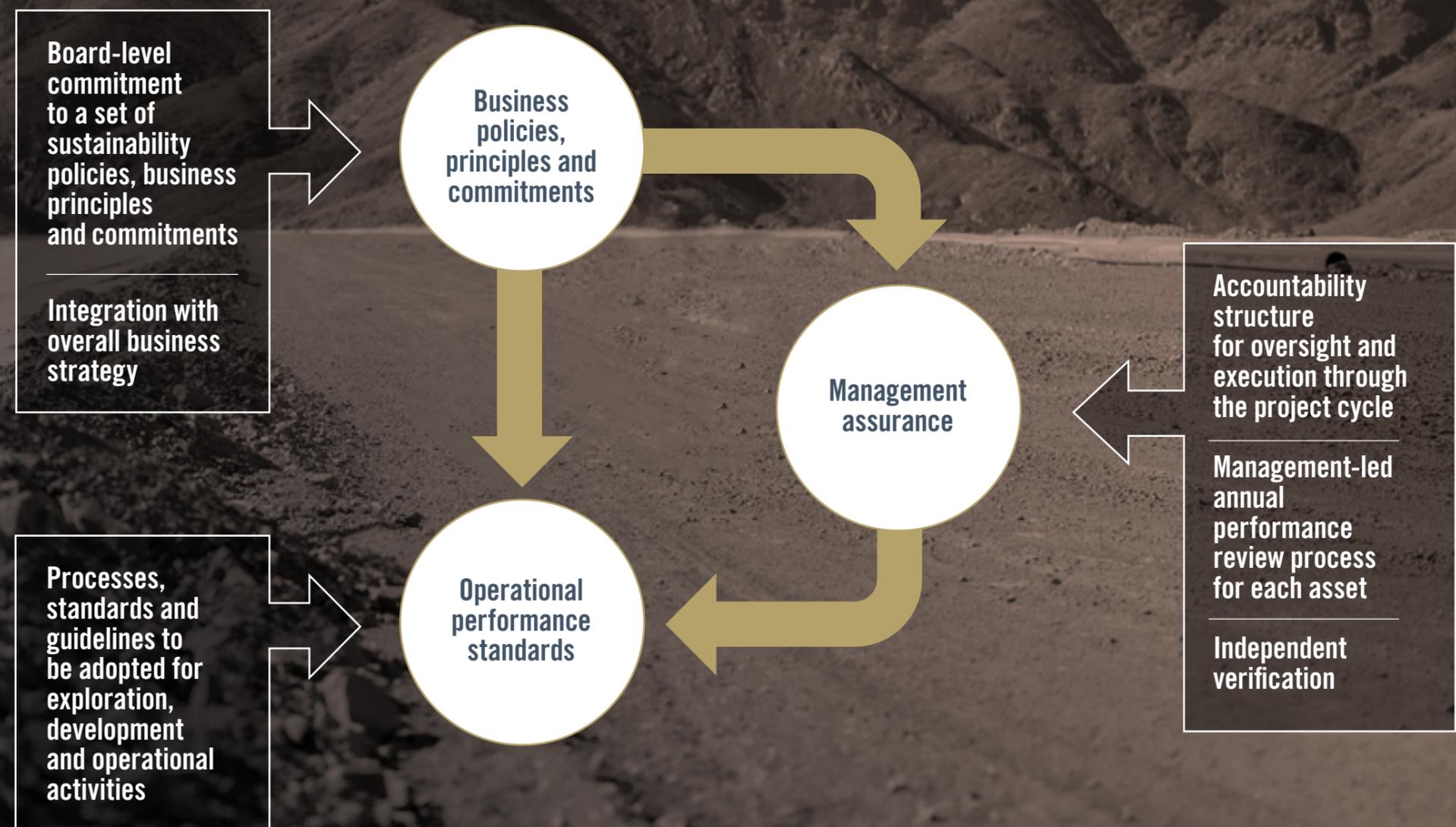
We are committed to continuous improvement and being transparent in reporting our performance.”

We are committed to meeting international standards of good practice in the areas of governance, health and safety, social development, human rights and environmental protection.

Our Sustainability Performance Framework provides a systematic approach to how the Company operates with respect to these key areas and recognises the need to adopt and apply standards and processes that transcend the mine lifecycle and issues arising from our presence in diverse socio-economic and biophysical settings.

This framework is underpinned by a suite of policies that articulate clear business principles and commitments. In 2021, we updated these policies to reinforce alignment with our values and international good practice, in particular the Responsible Gold Mining Principles (“RGMPs”) of the World Gold Council. The Board also approved a new People Policy which affirms our overarching commitment to attract, energise, develop and retain a highly skilled and experienced workforce; and create an honest, transparent, safe and positive workplace for all. The Group policies, including the Code of Conduct, are published on the Centamin website and made available to all workers at asset-level through workplace inductions, notice boards and terms of contract.

KEY COMPONENTS OF THE SUSTAINABILITY PERFORMANCE FRAMEWORK



 **DOWNLOAD HERE**
Refreshed ESG policies

SUSTAINABILITY PERFORMANCE FRAMEWORK CONTINUED

We maintain a register of sustainability objectives at Group and asset-level that are aligned to our policies and corresponding performance metrics and targets. To date our sustainability targets have been based on annual work plans and an area of ongoing improvement in 2022 is to elaborate long-term targets.

In 2021, we reinforced levels of management assurance applicable to our sustainability performance. This included increased levels of management oversight comprising a gap analysis against the UN Guiding Principles on Business and Human Rights and the revised 2021 International Cyanide Management Code. Independent assurance processes included an audit of Sukari's management system against ISO 45001 standard for occupational health and safety, tailings management against international standards on large dams and the Global Industry Standard on Tailings Management ("GISTM"), and our accounting methods for GHG emissions against the GHG Protocol.

We are continuing to widen the scope and accuracy of our reporting and in 2021 uploaded our performance data to the Sustainability Dashboard on the Centamin website.

SUSTAINABILITY PRIORITIES

In 2021, we defined six sustainability priorities on which we focused our efforts to strengthen performance. These priorities reflect our principal risks (page 21) and results of the 2021 materiality assessment (page 25); and underpin our work plans and targets for 2022.

ENVIRONMENTAL AND SOCIAL GOVERNANCE

- Apply leading social and environmental practices to our management and governance processes and practices through the mine life cycle

LOCAL SOCIO-ECONOMIC PARTNERSHIP

- An active partner in developing a responsible and ethical domestic supply chain
- A catalyst for socio-economic development in our host communities

SAFETY, HEALTH AND WELLBEING

- A culture that puts safety first
- Eliminate all workplace injuries and illness through a focus on behaviours, leadership and risk management

ENERGY AND CLIMATE CHANGE

- Establish a roadmap to address the transition to net zero emissions with specific science-based targets and actions
- Mitigate climate-related risk through management discipline, innovation and operational-level adaptation

PEOPLE AND TRANSFORMATION

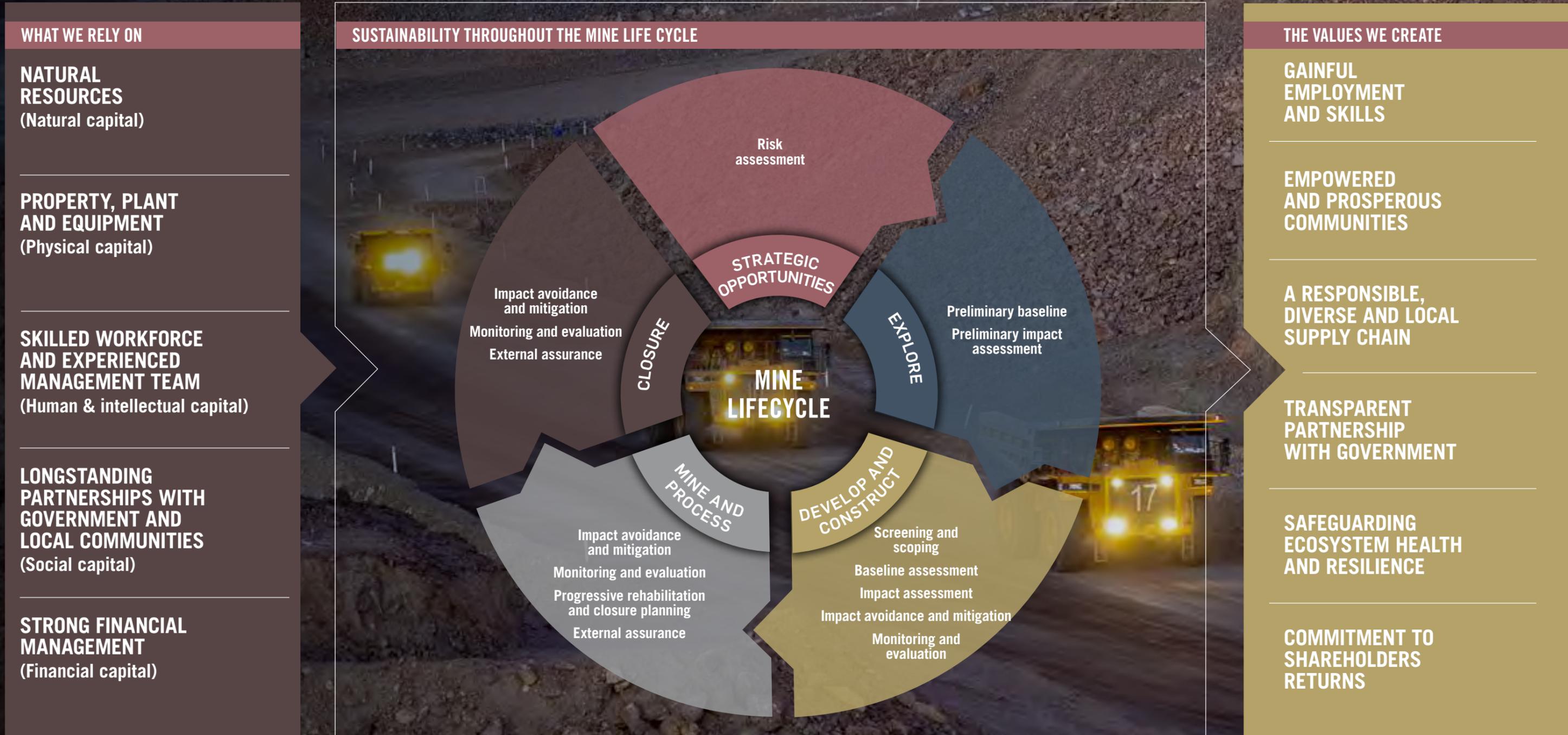
- A skilled and empowered workforce
- A more diverse and inclusive workplace
- Invest in human capital to support the mining sector

MATERIAL STEWARDSHIP

- Secure fair access to shared resources
- Maximise the efficient use of materials in our operation
- Life of mine planning, rehabilitation and closure

 **DOWNLOAD HERE**
Sustainability Dashboard

SUSTAINABILITY PERFORMANCE FRAMEWORK CONTINUED



SUSTAINABILITY PERFORMANCE FRAMEWORK CONTINUED

Our practices are guided by a variety of international frameworks that reflect our values and support our approach. Some of the more notable voluntary commitments and standards to which we aspire include the following:

VOLUNTARY DISCLOSURES		INDUSTRY INITIATIVES		INTERNATIONAL BUSINESS INITIATIVES	
Global Reporting Initiative (“GRI”) Standards	GRI is an independent international organisation that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI standards are the most widely used for sustainability reporting and reflect multi-stakeholder contributions. Centamin has been reporting in accordance with ‘Core’ GRI standards and the Mining and Metals Sector Supplement since 2017. Our GRI content index is presented within the Appendix on page 75.	World Gold Council Responsible Gold Mining Principles (“RGMPs”)	The RGMPs are a framework developed by the World Gold Council that sets out clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining. Companies implementing the RGMPs will be required to obtain external assurance from a third-party, independent assurance provider. Centamin continues to align its Group-wide Sustainability Performance Framework to the RGMPs.	United Nations Guiding Principles on Business and Human Rights (“UNGP”)	The UNGPs are a global standard that defines the duties of states to protect human rights and the responsibilities of companies to prevent, address and remedy human rights. In 2021, we conducted an internal gap analysis of Sukari against the UNGPs. We report annually on our efforts to implement the UNGPs.
Sustainability Accountancy Standards Board (“SASB”)	SASB is an independent not-for-profit organisation that sets standards to guide disclosure of financially material sustainability information by companies to their investors. Centamin follows the SASB Metals and Mining Sustainability Accounting Standard version 2021-12. Our SASB content index is presented within the Appendix on page 75.	International Cyanide Management Code (“ICMC”)	The ICMC is a voluntary industry programme that aims to improve the safe transport, storage and use of cyanide in the production of gold, to protect human health and reduce the potential for environmental harm. Signatories commit to upholding ICMC principles and standards, commissioning independent audits, and reporting on their performance. In 2021 the International Cyanide Management Institute released a revised code. Centamin’s cyanide supplier and transporter is a signatory to the ICMC and our site-level cyanide storage and use is managed under strict control with aspiration to align with this code. In 2021 we conducted an internal gap analysis of our conformance to the code.	Voluntary Principles on Security and Human Rights (“VPSHR”)	The VPSHR promotes a set of voluntary principles that guide companies on providing security for their operations while respecting human rights. In 2021, we provided VPSHR training to our management and security team at Sukari. We report annually on our efforts to implement the VPSHR.
Task Force on Climate-related Financial Disclosures (“TCFD”)	The Financial Stability Board established TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment and enable stakeholders to better understand the concentrations of carbon-related assets in the financial sector. 2021 was the first year in which Centamin attempted to address the recommendations of the TCFD. Our TCFD content index is presented within the Appendix on page 84.	Global Industry Standard on Tailings Management (“GISTM”)	The International Council on Mining and Metals (“ICMM”), the United Nations Environment Programme (“UNEP”) and the Principles for Responsible Investment (“PRI”) co-convened the Global Tailings Review to establish an international standard for the safer management of tailings storage facilities. The GISTM was released in August 2020. In 2021, Centamin committed to implement the GISTM and to be in conformance with the standard by 2023. In 2021, we disclosed information on our tailings management to the Centamin website.	Extractive Industry Transparency Initiative (“EITI”)	The EITI is the global standard to promote the open and accountable management of extractive resources. The EITI requires the disclosure of information along the extractive industry value chain from the point of extraction, to how revenues make their way through the government and how they benefit the public. Centamin reports annually on all payments to government including annual profit share, royalties and tax in line with UK listing rules and the Extractive Sector Transparency Measures Act (“ESTMA”).
CDP	CDP is a not-for-profit charity that runs the global disclosure system for corporations and shareholders to manage their environmental impacts, namely GHG emissions, water security and forestry resource management. Centamin has participated in CDP’s annual questionnaire since 2019. In 2021, Centamin submitted responses to the CDP Climate Change, Water Security and Forests questionnaires.			International Standard Organisation (“ISO”)	ISO is a series of standards that provide a framework for implementing effective management controls and a systematic approach to setting and achieving improvement targets. Centamin aspires to align its management systems to ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management.
The Greenhouse Gas Protocol: A corporate accounting and reporting standard	Standard provides requirements and guidance for companies preparing a corporate-level GHG emissions inventory. In 2021, independent management assurance was undertaken of Centamin’s accounting methods for GHG emissions.			Sustainability Development Goals (“SDGs”)	The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 SDGs are an urgent call for action by all countries in a global partnership. As a mining company we recognise the potential to positively contribute to all 17 SDGs, through collaborative efforts with government, civil society and other businesses.
FTSE Women Leaders Review	In 2021, the FTSE Women Leaders Review published its first report on improving gender balance in leadership, with new voluntary targets for FTSE 350 companies that 40% of board and leadership positions should be held by women by the end of 2025. We have reported our achievements against the recommendations of the Review in our 2021 Annual Report and put in place a road map to address identified gaps.				

SUSTAINABILITY GOVERNANCE

We strive to integrate sustainability into our business model and across all levels of the organisation, from the boardroom to operational practices, and throughout the mine life cycle, from opportunity identification to closure.

Our commitment to responsible business principles is fundamental to our success and ability to be a trusted partner to our stakeholders. Our approach to corporate governance enables robust oversight and management accountability for all aspects of the business including sustainability. Everyone who works for or on behalf of Centamin is held to high standards that are expected to be consistently met.

INTEGRATING SUSTAINABILITY FROM THE TOP DOWN

Effective corporate and sustainability governance begins with a strong board of directors. Ultimate accountability for the Company’s sustainability performance resides with the Board. The Board oversees implementation, of adherence to and performance against the Company’s policies and governance framework. The Board also plays a critical role in assessing major risks, ensuring high standards of ethical business conduct and approving and providing oversight of the Sustainability Performance Framework.

Centamin’s Board has the breadth of skills and experience to challenge and support the management team. The professional profile of each of our Board members is presented on the Centamin website.

Guided by the FTSE Women Leaders and the Parker Reviews, Board nomination considers skills, experience, diversity (gender, ethnicity, age), independence and geography. Three of our nine Board members are female; one identifies as being of ethnic heritage; and three of the five committees are chaired by women.

Five core Board committees provide oversight and guidance in key areas – Audit and Risk, Remuneration, Nomination, Sustainability and Technical. Charters define the role and responsibility of the Board and each committee within the Company’s corporate governance framework. In 2021 the Charters were revised by the Board to reinforce governance on matters relating to climate-related risk and opportunities, including strategy, metrics and targets. The Charters are published on the Centamin website.

The Sustainability Committee oversees the development and implementation of the Company’s sustainability goals, policies and standards on matters of workplace health and safety; environmental, social governance and risk, climate change, human rights and workforce engagement. The committee serves as Board advisory on matters including good industry practice, sustainability performance, compliance and licence to operate risk. The committee formally reviews and approves this annual sustainability report and ensures that all material topics are covered.

The committee is comprised of four Non-Executive Directors and is chaired by Dr Catharine Farrow. Dr Farrow is a qualified geoscientist with more than 25 years’ mining industry experience ranging from operations, technical services, corporate development and exploration. Committee membership and key activities in 2021 are described in the Corporate Governance section of the 2021 Annual Report.

The committee held five formal meetings during 2021, the committee chair provides a summary report to the full Board on a quarterly basis and each member of the Board has access to the materials reviewed by the committee.

The CEO has overall responsibility for Centamin’s sustainability performance. Reporting to the CEO is the Head of Environmental and Social Governance, who leads Centamin’s sustainability team and has primary responsibility for the daily implementation of the Sustainability Performance Framework. The sustainability team provides guidance to asset-level managers in operationalising the Framework and its integration into asset-level management systems and practice. Our asset-level managers are supported in this responsibility by dedicated in-country health, safety, environmental and social (“HSES”) specialists familiar with the local regulatory context, values and cultural sensitivities.

In 2021, we clarified governance on matters including climate-related risk, by initiating a climate change working group, established executive accountability for tailings safety in accordance with the requirements of the GISTM, and gender diversity. In 2022 we will define gate-way criteria for material business decisions that duly consider our sustainability priorities including climate change.



Mining is not just a business, you form a social contract with your surrounding communities and you have the ability to make real change.”

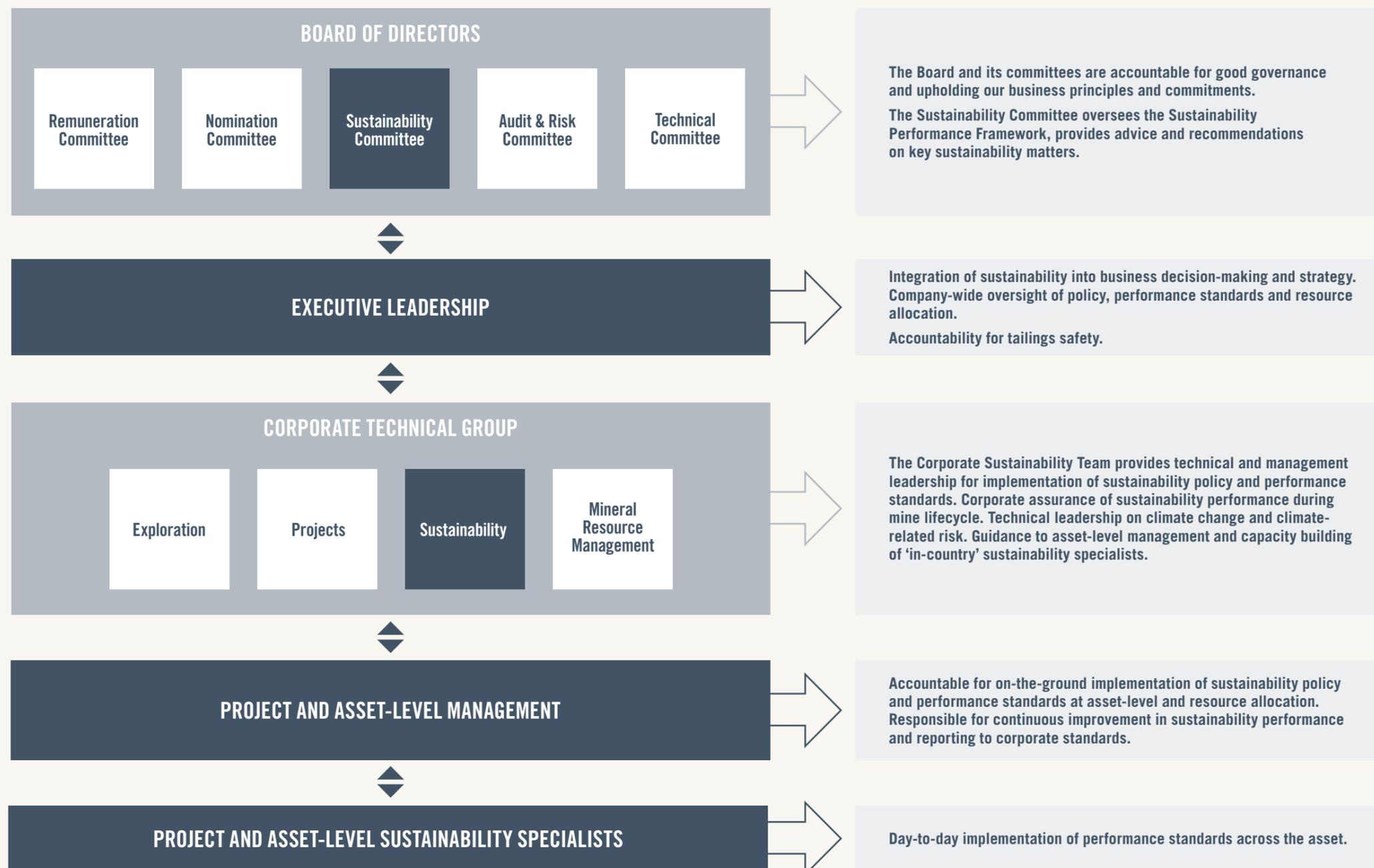
NON-EXECUTIVE DIRECTOR

MARNA CLOETE



DOWNLOAD HERE
Sustainability Committee Charter

SUSTAINABILITY GOVERNANCE CONTINUED



LINKING REMUNERATION TO SUSTAINABILITY

Executive Directors and employees eligible for our bonus scheme are incentivised to take accountability for health, safety and sustainability performance through Centamin's compensation structure.

Health, safety and sustainability metrics represented 15% of the actual performance bonus payment in 2021, with 55% covering operating measures such as production efficiencies, cost controls and free cash flow generation. The remaining 30% is based on personalised individual strategic targets which can include additional sustainability-related metrics. More information on the Group's Remuneration Policy can be found in the 2021 Annual Report.

Following our Remuneration Policy review in 2021, sustainability metrics will increase to 20% of the annual performance bonus in 2022. The 2022 sustainability metrics include health and safety (LTIFR and TRIFR), environmental and social incident frequency rate, Scope 1 GHG emissions intensity, diversity and inclusion and employee training and development.

At Sukari, health and safety metrics represented 15% of the 2021 performance bonus payment and comprised TRIFR and the number of Incident-Free Days. To be eligible for the performance bonus, employees must have also adhered to the Cardinal Safety Rules, defined as critical controls related to workplace safety (page 28). In 2022, sustainability metrics will increase to 27% of the annual performance bonus and include TRIFR, High Potential Incident Frequency Rate and Environmental and Social Incident Frequency Rate.

SUSTAINABILITY RISK REVIEW

Our business needs have a robust and proactive risk management framework as their foundation, which outlines the Company approach and process for management of risk. The framework is supported by a strong culture of risk awareness that encourages openness and integrity, alongside a clearly defined appetite for risk. Ultimate accountability for risk management rests with the Board, supported by the Audit and Risk Committee.

We reinforced risk management in 2021 through:

- Routine updates to the Board and committee structures to enhance risk governance and oversight. Formalisation of the Risk Management Framework at Group and operational level
- Continued reinforcement of the risk-aware culture at operational-level through the roll-out of Critical Risk Standards and a sustained focus on the health and safety of our people
- Periodic review of the key risks across the business, including the principal and emerging risks facing the Group
- Ongoing review of the risks presented by the COVID-19 pandemic including risk analysis scenarios and contingency plans to safeguard our workforce and secure our assets
- Preliminary assessment of climate-related risk guided by the TCFD recommendations

Our 2021 Annual Report details our approach to risk management, internal controls and governance, the results of a robust risk review and a full list of principal risks.

During 2021, there have been updates to the principal and emerging risks driven by our business strategy and evolving understanding of external factors, including the impact of: the COVID-19 pandemic, societal environmental and social expectations and climate change. Six of the 15 principal risks as listed below are of direct relevance to our Sustainability Performance Framework and related work plans and targets. This includes ‘Decarbonisation’ which has been escalated from an emerging risk in 2020.

PRINCIPAL RISK	NATURE OF RISK	MITIGATION MEASURE	ONGOING STRATEGY
Strategic Risk Licence to Operate	Centamin is committed to building and operating our mines in a safe and responsible manner. To do this, we seek to build trust-based partnerships with host governments and local communities to protect our licence to operate and ability to grow. We should only advance our business interests where this protects people, fosters socio-economic development and safeguards the environment, and leaves a positive legacy for our host communities.	Ensure that we are clear on the standards that are expected locally and regionally within our areas of operation. Develop and implement investment plans that sustain broad stakeholder support and compliance with local and regional standards. Maintain an up-to-date compliance register for each asset and routinely review our performance against these commitments and obligations.	Act in an ethical, responsible and transparent manner. Strengthen our sustainability governance and management framework at all levels of the organisation, including reinforcement of our operational performance standards to support growth.
Strategic Risk Future of our Workforce	Our accomplishments and success as a Company are made possible by our ability to attract and retain human capital and through the commitment of our people. We need to support our people to develop a shared understanding of the critical behaviours and skills required for successful performance and provide them the opportunity to progress to a top-level if they possess the ability to do so. Failure to do so will result in elevated rates of turnover and knowledge loss. Valuing diversity and promoting inclusion is an ethical imperative for a sustainable business.	Initiatives which have been introduced include: the employee development pathway, to ensure all positions are undertaken to a proficient level; supervisory and leadership training to equip employees for increased levels of technical and management responsibility; and succession planning. Continue to reinforce awareness of our organisational values and the critical behaviours required for successful performance. Through visible leadership, strengthen diversity and inclusion in workplace culture and practice, and set targets to increase the representation of women.	To deliver on the principles and commitments as stated in our People Policy. Visible leadership in the development of our people, diversity and inclusion. Sustained resourcing of the professional development and training initiatives.

SUSTAINABILITY RISK REVIEW CONTINUED

PRINCIPAL RISK	NATURE OF RISK	MITIGATION MEASURE	ONGOING STRATEGY
Strategic Risk Stakeholder Environmental and Social Expectations	<p>Elevated societal expectations on corporate environmental responsibility, including increased levels of stakeholder scrutiny, disclosure, regulatory requirements and industry standards.</p> <p>Recent high-profile incidents have put a spotlight on the need for increased levels of corporate accountability on matters of environmental and social governance, including tailings management, heritage protection, responsible supply chain, diversity and inclusion.</p> <p>The COVID-19 pandemic has also focused attention on the wellbeing of our people, social inequalities and the role which we must play in the wider communities.</p>	<p>Through our Sustainability Performance Framework we continue to strengthen our governance and management controls and assurance processes to meet stakeholder expectations, existing and new regulatory and industry standards, for example the RGMPs, GISTM and TCFD.</p> <p>Define environmental and social criteria and triggers to support key investment decisions.</p> <p>At asset-level, focus on building the capacity of our HSES specialist teams and the continual improvement of our environmental and social management system. We are improving our life of mine management plans, measurement and target setting and third-party verification.</p>	<p>Reinforce the implementation of our Sustainability Performance Framework and its integration into asset-level management systems and practice.</p> <p>Build the awareness and capacity of senior management teams to integrate environmental and social risks and opportunities into investment decision-making.</p>
Operational Risk Decarbonisation	<p>The transition to a net zero carbon economy is expected to profoundly affect our business model over the medium and/or long term due to factors including: the pricing of carbon emissions; availability and costing of commodities and consumables; changing market and investor sentiment.</p> <p>The most significant opportunity for decarbonisation is the ability to reduce and potentially remove fossil fuel-generated electricity from gold mining's sources of power. This is likely to require increased levels of capital investment in the short to medium term and the uptake of new technology.</p>	<p>A number of carbon abatement initiatives are underway. Construction has commenced on a Solar Project that will reduce our GHG emissions by 60,000 tCO₂-e per annum at Sukari; and the installation of the high production trays to our haul fleet indicates a 15 to 20% reduction in fuel consumption per tonne hauled.</p> <p>Other initiatives under investigation include expansion of our existing commitment to renewables, connection to the national grid in Egypt and fuel switching to natural gas for both power generation and hybridisation of our mobile fleet.</p>	<p>Understanding the effects of climate-related risk on our business is important as we study in more detail and specificity the updated Life of Mine Plan for Sukari, including opportunities for decarbonisation. We will undertake a trade-off analysis for decarbonisation options.</p> <p>Elaborate a climate change strategy that will set an ambitious science-based target for carbon reduction by 2030 and an accompanying roadmap to achieve this target.</p>
Operational Risk Safety, Health and Wellbeing	<p>Incidents due to unsafe acts or conditions, or the failure of our equipment or infrastructure could lead to injuries or fatalities.</p> <p>Remote and rostered work also has potential to impact the mental health and wellbeing of our workers – an aspect that has been heightened by the ongoing COVID-19 pandemic.</p>	<p>We seek continuous improvement of our safety and health management system and practices including assurance processes, with particular focus on the early identification of risks and the prevention of incidents.</p> <p>We continue to reinforce our critical risk and control standards, review and test our crisis management plan and maintain COVID-19 management protocols.</p>	<p>Reinforce the implementation of our Sustainability Performance Framework and its integration into asset-level management systems and practice.</p> <p>Build the awareness and capacity of senior management teams to operationalise our Critical Risks Standards.</p> <p>Seek conformance to ISO 45001.</p>

SUSTAINABILITY RISK REVIEW CONTINUED

PRINCIPAL RISK	NATURE OF RISK	MITIGATION MEASURE	ONGOING STRATEGY
<p>External Risk</p> <p>Infectious Disease Management</p>	<p>In 2020, COVID-19 significantly impacted the world, presenting an unprecedented medical, economic and social challenge and the ongoing effects of this were felt through 2021. Centamin has been proactive in how it manages and mitigates the impacts within its control. We have experienced no material disruption to operations, supply chain or gold shipments.</p> <p>Furthermore, we recognise the macro-economic uncertainty this has created including volatility in the markets, increasing commodity costs, supply chain disruption and the impacts to our people. The scale and duration remain uncertain but we continue to monitor and adapt our practices accordingly.</p>	<p>Safely managing the health and wellbeing of our workforce, in line with government and public health advice led to us introducing COVID-19-secure working conditions which have assisted in the mitigation of the risk.</p> <p>We continued to monitor the global situation, regularly review our scenario risk analysis on the Group, and adapt our policies, procedures and controls to minimise the impacts within our control.</p>	<p>We recognise the risk of the global pandemic to our people and business. We have developed a dynamic action plan at a corporate and site level. This continues to adapt and evolve in response to the changes both realised and projected to ensure we are in the best place to manage and respond as required.</p>

CRISIS MANAGEMENT

At Sukari, there is an established risk-based Crisis Management and Business Continuity Plan. The plan identifies incidents that have the potential to significantly disrupt the operation and the relevant controls to mitigate the risk likelihood and consequence. The plan defines organisational responsibilities, the available internal and external resources, communication and escalation requirements and the training requirements, supported by clear processes, guidelines and procedures to effectively manage a crisis.

In 2021, the Crisis Management and Business Continuity Plan was tested through an independently facilitated desktop exercise involving the Sukari operational team and which identified areas for improvement. Further exercises are planned in 2022 with the involvement of the corporate office.

IMPACT ASSESSMENT

We obtain critical information about the environmental and social baseline conditions, and the potential impacts and opportunities arising from our business activities to inform our investment decisions. We endeavour to do this as early as possible in the project development cycle to enable this information to be integrated into the design process.

In early 2021 we were pleased to receive approval and permitting for construction of the Sukari Solar Project following the lodgement of an impact assessment report to the Egyptian environmental regulator in 2020. No other formal regulatory impact assessment processes were initiated nor outstanding in 2021.

We have initiated pre-feasibility studies for the Doropo project with supporting drilling, and associated environmental and social assessments, which are planned to be completed in 2022. We have appointed experienced environmental and social consultants and commenced preliminary technical baseline studies and stakeholder engagement.

At Sukari, we maintain a change management process through which the site leadership team is notified of all material organisational changes and held accountable for assessing the risks, impacts and opportunities before this change takes effect.

STAKEHOLDER ENGAGEMENT

We strive to build and maintain robust, respectful and mutually beneficial relationships with our stakeholders. These relationships are underpinned by honest, transparent and timely communications, in an accessible and clear manner.

The methods and frequency of our engagement vary depending on the stakeholder's area of interest. An overview of our approach to engagement is described below, with additional detail provided throughout this report.



OUR PEOPLE

HOW WE ENGAGE

- Daily pre-shift and toolbox meetings
- Weekly senior SGM and contractor management review meetings
- Routine management and operational reports
- Quarterly risk and HSE reviews
- Employee appraisals and objective setting
- Training and skill development: 'on-the-job' supervision, technical and soft-skill training, leadership training
- Code of Conduct and employee induction
- Grievance mechanism and whistleblowing platform
- Bulletins, intranet and notice boards
- Corporate visits to operational sites
- Social and cultural events

ISSUES RAISED

Workplace health and safety
 Training and education
 Local communities
 Economic performance
 Emissions and environmental compliance

OUTCOMES

- Leading indicators for safety performance reinforced: hazard identification, Planned Task Observation, felt leadership
- Reduction in the average time to close corrective actions
- Increased in total training hours per average employee
- Enhanced engagement with local communities
- Sustained high levels of national procurement
- Advanced construction of the Solar Project, roll-out of the high production trays



GOVERNMENTS

HOW WE ENGAGE

- Regular formal and informal engagement with ministries and local authorities
- Routine site visits and regulatory inspections
- Routine board meetings with national partner agencies
- Routine operational reporting
- Transparent profit sharing, royalty, permit, tax payments

ISSUES RAISED

Workforce health and safety
 Training and education
 Local communities
 Procurement practices
 Market presence (i.e. local employment)
 Environmental compliance

OUTCOMES

- Reduction in injury frequency rates
- Increased total training hours per average employee
- Enhanced engagement with local communities
- Sustained community investment and development programme
- Community investment and development programme sustained
- Sustained high levels of national procurement
- National employment rate > 90%
- Sustained legal compliance



COMMUNITIES

HOW WE ENGAGE

- Routine and open dialogue with community leaders
- Community investment and development planning, charitable donations
- Job creation and skill development
- Site tours of the operations
- Community perceptions survey
- Community grievance mechanism

ISSUES RAISED

Training and education
 Workforce health and safety
 Local communities
 Procurement practices
 Market presence (i.e. local employment)

OUTCOMES

- Increased total training hours per average employee
- Enhanced engagement with local communities
- Sustained community investment and development programme
- National employment rate > 90%
- Sustained high levels of national procurement



SHAREHOLDERS

HOW WE ENGAGE

- Regulatory announcements and press releases on material performance, including quarterly operational and sustainability reporting and biannual financial reporting
- Regular market presentations, investor conferences and open market dialogue
- AGM and one-on-one meetings
- Annual Report and Sustainability Report
- Engagement with proxy advisory groups and shareholder stewardship teams

ISSUES RAISED

Economic performance
 Workplace health and safety
 Anti-corruption
 Energy and emissions
 Diversity and equal opportunity
 Labour relations

OUTCOMES

- Financial performance in line with expectations and market guidance
- Reduction in injury frequency rates
- Transparent payment of profits, royalties and taxes to government
- Advanced construction of the Solar Project, roll-out of the high production trays
- Introduced new People Policy. Initiated diversity and inclusion programme
- Sustained positive industrial relations with no strike action nor lockout
- Sustained high levels of national procurement



SUPPLIERS, CONTRACTORS & REFINERS

HOW WE ENGAGE

- Open dialogue and regular meetings with onsite management teams
- Routine contract review and compliance checks
- Code of Conduct and ESG self-assessment questionnaire
- Training, site inspections, felt leadership
- Tendering and procurement procedures

ISSUES RAISED

Workforce health and safety
 Economic performance
 Procurement practices
 Emissions
 Environmental compliance
 Market presence (i.e. local employment)

OUTCOMES

- Reduction in injury frequency rates
- Financial performance in line with expectations and market guidance
- Sustained high levels of national procurement
- Financial performance in line with expectations and market guidance
- ESG criteria reinforced in contracts for major suppliers including local content
- Engagement with major suppliers on GHG emissions reporting and abatement initiatives
- Sustained legal compliance
- Sustained high levels of local employment

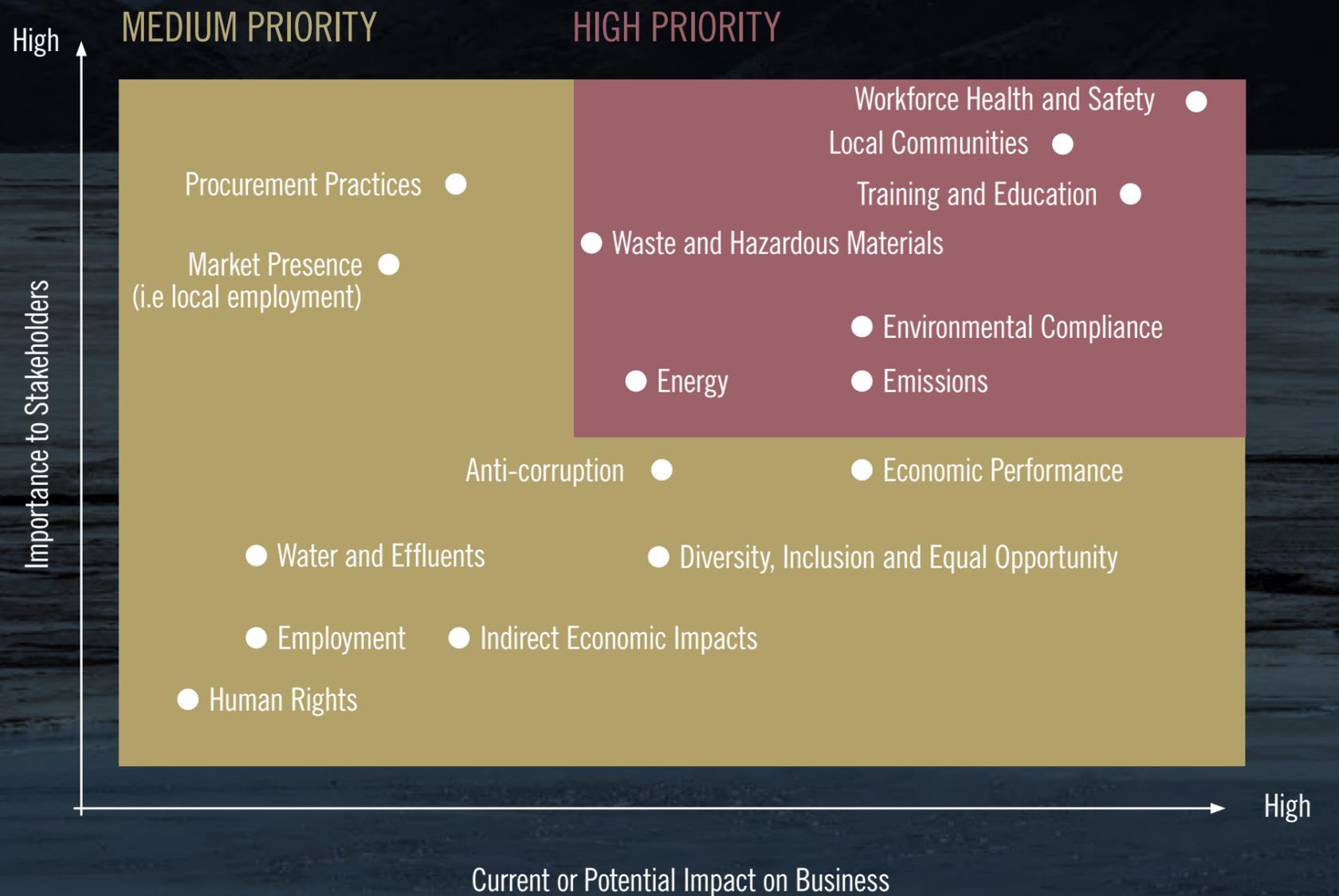
MATERIAL ISSUES FOR OUR STAKEHOLDERS

Each year we analyse the sustainability issues that matter most to our stakeholders and our business to inform our strategy and priorities for the year ahead. The process follows the GRI Principles for Determining Report Content.

Internal and external stakeholders were asked to complete a materiality survey to select the most important sustainability issues from a list of 27 topics under the categories of 'Economic', 'Environmental', and 'Social', based on potential impact to Centamin. Stakeholder groups included: directors and senior management; asset-level employees; community and non-governmental organisations; government; shareholders; and suppliers and contractors. The survey was supplemented by a review of communication received from stakeholders throughout the year and analysis of publicly available documents. The material topics were ranked based on the collective responses of the survey participants. The topics ranked in the upper and second quartiles were classified as 'high priority' and 'medium priority' respectively.

The material issues identified in 2021 were similar to those in 2020. Workforce Health and Safety, Training and Education, Local Communities and Environmental Compliance remained 'high priority'. A notable change was the elevation of Emissions and Energy to 'high priority' in 2021, from 'medium priority' in 2020.

The results of the stakeholder materiality survey directly inform our sustainability priorities as defined on page 16 and underpin our work plans and targets for 2022. For each topic of 'high priority' we have strived to address the corresponding GRI disclosures in this report as relevant to our business.



35%
REDUCTION IN THE AVERAGE NUMBER OF DAYS TO CLOSE OUT AN ACTION ASSOCIATED WITH A HAZARD

46%
LTIFR REDUCTION ON 2020

42%
TRIFR REDUCTION ON 2020

5 MILLION
LTI FREE HOURS

SAFETY, HEALTH AND WELLBEING

Mining is a high-risk industry. The nature of our core business activities of exploration, mining, construction and processing creates a complex work environment requiring a rigorous health and safety culture. In line with our core value ‘Protect’, it is our responsibility to create a safe and healthy workplace for our 4,000+ employees and contractors. We understand that failing to manage these high-risk environments has the potential to result in injury or loss of life.

Maintaining an active health and safety culture is critical to achieving an injury-free, stress-free and healthy work environment. Our safety culture entails strong, visible safety leadership and robust processes, controls and training, empowering our workforce to be their own safety leaders. Our goal is for everyone to go home safe and healthy every day.

Risk management is the foundation to how we manage health and safety, from hazard awareness and identification, and routine review and assessment of mitigating measures to reduce the risk to as low as reasonably practicable.

In 2021 we published an update to Centamin’s Safety, Health & Wellbeing Policy. The update includes our commitment to the RGMPs, and outlines our management approach to safeguard the wellbeing of persons impacted by our activities. Asset-level management systems were reviewed and upgraded to accommodate the additional commitments made.

We have adopted a tiered assurance approach for reviewing our health & safety systems and performance with regular internal reviews overseen and supported by the Sustainability Committee, as well as an independent review at Sukari to assess conformity with our Group-level policies, ISO 45001 and Principle 4 of the RGMPs.

FAST TRACK TO...

[Our Approach](#)

[Hazard Identification and Mitigation](#)

[Safety](#)

[Health and Wellbeing](#)

REPORTING STANDARDS REFERENCED

GRI

403-1, 403-2, 403-4, 403-5, 403-6, 403-9

SASB

EM-MM-320a.1

OUR APPROACH

27

Centamin's Safety, Health and Wellbeing Policy is guided by the principle of shared responsibility, and a belief that all employees, individually, are responsible for the creation of a safe working environment for themselves and their colleagues. The policy is implemented at asset-level through robust health and safety systems that are framed around the adopted Critical Risk Standards, behavioural standards and compliance with all relevant host-country laws.

We believe that to effectively drive a positive safety culture and achieve our vision of zero harm to our workers, there needs to be a strong commitment from our leadership group. We expect, without exception, our leadership group across all levels of the organisation to advocate our Company's values; lead by example; prioritise safety and health above production; visibly promote safety and health; and be accountable for compliance within their areas of responsibilities.



People are our most valuable asset. If we can't look after them then we shouldn't be here."

UNDERGROUND MINE MANAGER
BRENTON BASTIAN

SAFETY LEADERSHIP AT SUKARI

At Sukari we recognise the importance of having the leadership group actively promote safety and, as such, run scheduled programmes to achieve this.

AREA MANAGER WALKABOUT

Once a week, a team comprising the General Manager, HSE Manager, the respective area manager and relevant contractor managers visit a selected workplace. The walkabout aims to verify the safety and well-being of the workers and that all hazards have been identified and adequately controlled. The walkabout also provides an opportunity for the senior leadership group to engage with the workers and discuss any concerns or possible areas of improvements.

HSE LEADERSHIP MEETINGS

Each week, the Safety Leadership Group comprising of senior leadership from across all departments and contractors meet to discuss HSE performance and concerns, review incidents and progress against performance targets; and ensure that there is consistent communication back to the workforce.

PLANNED TASK OBSERVATION ("PTO") PROGRAMME

A practice involving a structured approach to assessing a work activity in the workplace and ensuring that the task is being performed safely and effectively.

One of our leading indicators is to perform a number of Planned Task Observations each month. Area managers are required to participate in at least one PTO per week.

QUARTERLY HSE PERFORMANCE REVIEW

Each quarter, each manager presents their individual department's HSE performance to the General Manager and HSE Manager. Agenda items include reviewing progress against performance targets, any injuries or High Potential Incidents, and identifying the areas that may require additional focus in the upcoming quarter.



HAZARD IDENTIFICATION AND MITIGATION

At Sukari, Cardinal Safety Rules are in place to protect the safety of our workforce. All workers must demonstrate their commitment to follow the cardinal rules, report non-compliance and understand that any breaches will attract disciplinary action. These rules are reviewed annually and updates made as and when required. In 2022 a similar framework will be adopted in Côte d'Ivoire.

In 2021, Centamin integrated the Critical Risk Standards into its health and safety management system. These standards were developed by examining the causes of the majority of fatalities within the industry, and consider industry good practice, guidelines and the relevant standards, and support our commitment to zero harm. Each critical risk is assigned to a nominated member of the site leadership team and supported by a risk assessment using the Bow-Tie model to ensure that the appropriate controls have been identified for each possible risk source and allow for effective management of the risk.

CARDINAL SAFETY RULES

Compliance with the Cardinal Safety Rules is mandatory and linked to the operational workforce performance bonus structure. These rules are critical to creating a safe work environment, as failing to follow one of these rules may cause injury or loss of life.

11 Cardinal Safety Rules

- | | |
|---|--|
| 1. Do Not breach the Smoking Policy | 6. Do Not breach the Drug and Alcohol Policy |
| 2. Do Not breach Working at Heights Procedures | 7. Do Not breach Hot Work Procedures |
| 3. Do Not breach Confined Space Procedures | 8. Do Not interfere with Emergency Equipment |
| 4. Do Not breach Isolation & Lockout Procedures | 9. Do Not remove or bypass Barriers or Safety Guards without the correct controls in place |
| 5. Do Not breach Site Driving Rules and Regulations | 10. Do Not breach the COVID-19 Protocol |
| | 11. Do wear the Required Personal Protective Equipment at all times |

CRITICAL RISK STANDARDS

Critical risks are defined as events that can cause grave damage to mine operation or result in worker fatality and are essential for control. Our twelve Critical Risk Standards assist us to make decisions on the most important and effective safety interventions.

The critical risks adopted are:

- | | |
|---|---|
| 1. Fitness for work | 7. Hazardous work |
| 2. Light vehicle operations | 8. Hazardous materials |
| 3. Mobile vehicle, plant, equipment and operation | 9. Geotechnical and ground control |
| 4. Hazardous energy | 10. Confined space |
| 5. Lifting | 11. Working at heights |
| 6. Explosives and blasting | 12. Management of tailings storage facility |

HAZARD IDENTIFICATION AND MITIGATION CONTINUED

ASSET-LEVEL RISK REGISTER

Each asset and operational department has in place a risk register that identifies the material risks. Each risk is ranked according to its potential severity and mitigating controls defined to reduce the potential severity to an acceptable level.

A quarterly risk review is conducted at leadership-level and encourages a regular review of safety management across the business. All leading and lagging indicators, and progress against safety targets are reviewed. Additionally, all identified corrective and preventative actions related to the lagging indicators are assessed to ensure that they remain relevant and effective or if additional mitigations are required.

The risk register is updated as necessary to include any additional key risks which may have been identified during a review of the performance indicators.

INCIDENT INVESTIGATION

It is mandatory for all employees and contractors to report near-hits and incidents for investigation. The level of investigation required is dependent on the actual severity or the potential severity of the incident. Any injury more serious than a first aid injury or high potential incident is investigated using the Incident Cause Analysis Method (“ICAM”) and all corrective and preventative actions identified and tracked through to completion. On the completion of the ICAM investigation, the findings are shared for review at the weekly safety leadership meetings and with the operational team.

Where events are found to have occurred as a result of employee disregard for safety standards or negligence, remedial action may include additional training or disciplinary action such as suspension or dismissal depending on the severity of the incident.

Each incident is managed through an Incident Management System which is accessible to all relevant stakeholders and allows for each incident to be tracked from the point of initial notification through to closure of the corrective actions. The system also allows for a real-time visual representation on progress against each departments’ performance targets.

HAZARD MITIGATION

All workers are trained in hazard recognition, avoidance and reporting. All hazards, regardless of the potential severity, are entered into a hazard register including the corrective and preventative actions.

No hazard identified may be left uncontrolled and the hazard register is monitored on a daily basis to track the close-out of the corrective and preventative actions. Any action overdue its target date triggers a reporting process to the relevant level of authority.

INCREASING HSE CAPACITY IN CÔTE D’IVOIRE



Commencement of prefeasibility studies for the Doropo project has been accompanied by a marked increase in exploration and technical field studies, manpower and contractor mobilisation.

An internal risk assessment of the project and a review of the HSE systems and capabilities identified the need to increase HSE capacity and implement a number of controls to effectively manage the increased risks.

This initiated the development of a HSE Management System, the recruitment of a West Africa ESG Manager as well as additional HSE staff to provide support in ensuring compliance with the HSE Management systems; and the implementation of a number of programmes to effectively manage the risks associated with working in remote areas, with and around machinery and living in close quarters.

HAZARD IDENTIFICATION AND MITIGATION CONTINUED

TAKE 5

Prior to the commencement of any task, workers are required to stop and assess the job at hand to identify and control any potential hazards that may have not already been addressed. The assessment is guided by a 'Take 5' checklist that must be completed before the job can start and assists in ensuring that all possible controls are in place. Controls may include additional hazard identification and/or controls through a job safety analysis ("JSA"), additional personal protective equipment ("PPE"), additional training, or supervisor intervention.

TRAINING

Education and training are a fundamental part of the health and safety management system, by ensuring all

workers are equipped with the knowledge of the hazards they may encounter and how to manage these hazards. It is mandatory for all employees and contractors to attend safety training relevant to their position and the area in which they operate. Training packages, which are tailored to each individual, highlight the hazards associated with their position or work area and the relevant controls that are in place to mitigate these risks. The training content is reviewed regularly to ensure that the material remains relevant and employees and contractors are refreshed periodically.

In 2021, our Sukari employees and contractors received on average 9.1 hours and 14.1 hours of OHS-related training respectively. This included mandatory OHS induction and annual refresher training. Site visitors also receive a simplified induction to ensure their awareness of basic operational risks.

COMMUNICATION AND EMPLOYER ENGAGEMENT

Regular health and safety bulletins and notices are displayed on noticeboards, circulated amongst the mail groups and discussed in the pre-shift meetings. The content of these notices includes topics such as updates or amendments to any policies or procedures, serious injuries or incidents and the controls implemented to prevent a recurrence, and a monthly update on safety performance against performance indicators.

A safety leadership group comprising senior site and contractor management and supported by senior personnel, meets on a weekly basis to discuss any emerging issues and to receive an update on safety performance. Literature used in this meeting is then circulated amongst the leadership group so that this information can be shared within their respective work groups.

Each operational department holds a safety meeting with the entire workforce on a regular basis. The meeting is led by the department's senior leadership and supported by the HSE Department and allows for any concerns that the workforce may have to be raised.

EMERGENCY PREPAREDNESS AND RESPONSE

Centamin recognises that no matter how robust management systems may be, it is necessary to prepare for the failure of a system or control and ensure that there are plans and resources in place to reduce the consequence of such a failure. For this reason, emergency preparedness and response is an integral part of our operational health and safety management system.

THE TAKE 5 PROCESS



1 THINK

Think through the task you're about to do, consider all steps required from start to finish and ensure you are fit, trained, competent and authorised to complete the task.



2 IDENTIFY

Have I identified any potential hazards?



3 CONTROL

What control measures are required to complete the task safely or minimise risk or harm to myself, others or property?



4 EQUIPMENT

Do I have the correct PPE and tools to complete the task safely?



5 CONDITIONS

Are conditions safe to complete the task – what else is happening in the area?



HAZARD IDENTIFICATION AND MITIGATION CONTINUED

Due to the remoteness of the site and the expected delay of receiving external support, Sukari has a dedicated emergency response team which is equipped and trained to deal with any number of scenarios involving surface and underground mine infrastructure and activities including fire, confined space, high angle, hazmat and motor vehicle-related emergency situations; as well as an ambulance furnished with advanced life support equipment. Testing of scenarios is carried out routinely each month through exercises and drills to identify any shortcomings in training, resources or processes and procedures that can be improved to minimise the impact of an emergency. All emergency response personnel are required to undergo recertification annually and attend a set number of training hours each month.

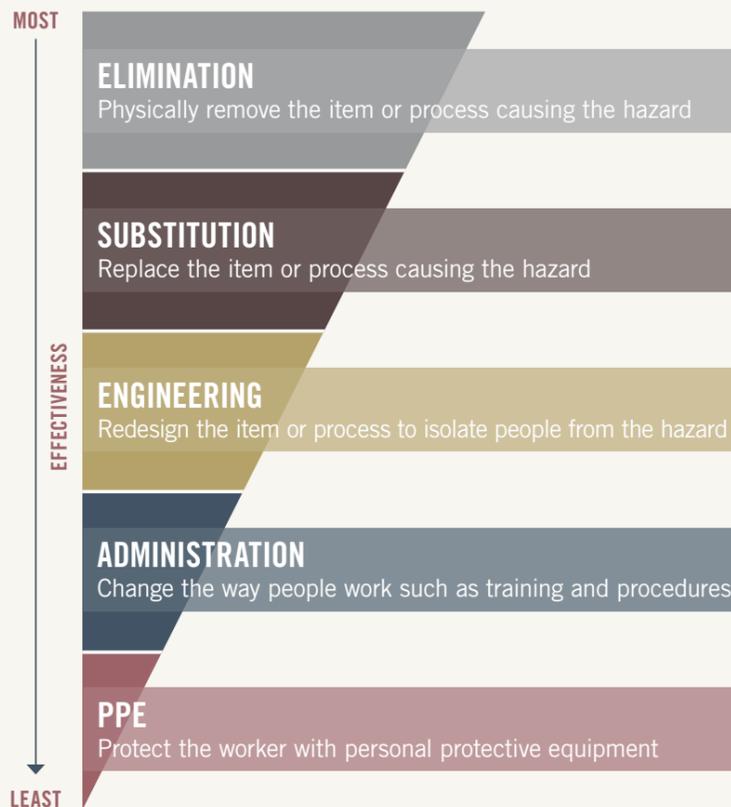
In addition to the asset-level emergency preparedness and response plan, we maintain a Crisis Management and Business Continuity Plan in the case of severe disruptions to the organisation. In 2021 the Sukari Crisis Management and Business Continuity Plan was reviewed through an independently facilitated desktop exercise. It is planned to conduct a similar independent review of the corporate Crisis Management Plan during 2022.

During 2021, a decision was made to transfer the Underground mining operations from contractor managed to owner mining. The contractor had previously managed the underground emergency management systems and it was identified that Sukari would need to increase the capability of its Emergency Response Team which was achieved by bringing in additional resources and recruiting a specialist to upskill the emergency response team.

HIERARCHY OF CONTROLS

Once a hazard is identified, it may not be left uncontrolled. If the implementation of a control is delayed for any reason, then temporary controls must be implemented.

Centamin utilises a ‘hierarchy of control’ approach to managing hazards, prioritising the most effective forms of control. Once the controls are implemented, the risk is re-evaluated and should the risk rating remain above an acceptable limit, the hazard is escalated to more senior personnel for further management.



CASE STUDY: HIERARCHY OF CONTROLS IN ACTION

We take great pride when our workforce identify safety improvements within their workplace.



Historically, maintenance activities on the Sukari primary crusher had been performed at height using temporary scaffolding. In 2021 the maintenance crew designed, constructed and commissioned purpose-built service platforms that eliminated the need for scaffolding. These platforms removed the risk of working at height including reduced requirement for PPE controls such as personnel harnessing. These improvements have created a maintenance friendly work area that is both safer and more productive. Furthermore, the service platforms were largely fabricated from recycled scrap steel.

HAZARD IDENTIFICATION AND MITIGATION CONTINUED

PERFORMANCE INDICATORS

We measure our safety performance through a combination of leading and lagging indicators. Leading indicators are used to proactively measure efforts to prevent an incident or injury, as opposed to lagging indicators which measure the outcome of an incident or injury. At Sukari, the leadership team is required to demonstrate accountability for safety through targets that include leading indicators.

At Group-level we track and report on fatality, lost time injuries, total recordable injury and malaria frequency rates. This helps us understand the severity and frequency of any injuries that occur, identify trends and take the necessary actions to refocus our safety management efforts.



LEADING INDICATOR	OBJECTIVE	TARGET	PERFORMANCE
Planned Task Observations	Encourage visible safety leadership and employee engagement	10% of the workforce	Achieved twelve out of twelve months with a monthly average of 19% during 2021
Quarterly HSE performance and risk review	Manager ownership and accountability within their respective areas	100% compliant	Achieved with each department having undergone a review each quarter
Hazard reporting	Actively identify and manage hazards	25% reduction in the average time taken to close an action Zero hazards left uncontrolled Zero actions overdue	Achieved 35% reduction in the average number of days to close out an action associated with a hazard Zero known hazards left uncontrolled No outstanding actions exceeding the target date
HSE training compliance	Through training, employees and contractors are aware of the possible hazards associated with working within the different areas of the operation and are equipped with the knowledge and skillset to mitigate these risks	100% compliant with position specific HSE training requirements	Achieved an average of 94% of all employees and contractors complying with the training requirements
Incident investigation	Establish the root causes of possible and actual incidents and implement corrective and preventative actions as soon as practicably possible	100% submitted within specified time according to incident severity Zero incident investigation corrective and preventative actions overdue by more than one month	Not achieved. Delays arising from migration to an online incident management system No overdue outstanding actions

SAFETY

ACHIEVED
5 MILLION
LOST TIME INJURY-FREE HOURS

ACHIEVED
2 MILLION
TOTAL RECORDABLE INJURY-FREE HOURS

ACHIEVED
1.5 MILLION
ALL INJURY-FREE HOURS

There was a notable improvement in safety performance across the Group, highlighting our commitment to the ultimate goal of zero injuries.

The Group LTIFR was 0.46 per million hours (2020: 0.84) with 10,968,211 man-hours worked. This included five Lost Time Injuries (“LTIs”) (2020:7 LTIs), all at our Sukari Mine. The Group TRIFR improved from 5.16 per million man-hours in 2020 down to 3.01 in 2021, and the All Injury Frequency Rate (“AIFR”) improved from 8.88 in 2020 to 5.93 in 2021.

Other notable achievements at Sukari include over 72,000 Take 5’s conducted before the commencement of a work activity; and over 3,700 Planned Task Observations.

At Sukari there were four unrelated instances during 2021 where operational activities were temporarily stopped due to safety concerns, for periods totalling 41 hours. During these stoppages site management called upon the operational teams to implement a ‘safety reset’ – to raise safety awareness among the workers, review behaviour and workplace practices, and inspect equipment.

SAFETY PERFORMANCE

	2021	2020	2019
Fatality frequency rate per 1,000,000 hours worked			
Egypt (Sukari)	0.00	0.00	0.00
Burkina Faso	0.00	0.00	0.00
Côte D’Ivoire	0.00	0.00	1.82
Group	0.00	0.00	0.14
Lost time injury frequency rate (“LTIFR”) per 1,000,000 hours worked			
Egypt (Sukari)	0.49	0.65	1.10
Burkina Faso	0.00	0.00	0.00
Côte D’Ivoire	0.00	4.06	5.45
Group	0.46	0.84	1.43
Total recordable injury frequency rate (“TRIFR”) per 1,000,000 hours worked			
Egypt (Sukari)	2.81	4.66	6.91
Burkina Faso	0.00	0.00	0.00
Côte D’Ivoire	6.71	14.20	10.89
Group	3.01	5.16	7.13
Near hit frequency rate (Sukari)	25.52	17.08	25.45

In accordance with our policy commitment to align our operational assets with ISO 45001, we undertook an independent review and audit of Sukari’s Occupational Health and Safety Management System (“OHSMS”).

Sukari’s OHSMS was found to be comprehensive and a thorough representation of the requirements of ISO 45001. To be fully compliant with ISO 45001 the OHSMS should include:

- A formal risk assessment of all interested and affected parties
- The process for engaging with non-managerial staff on matters related to OHS to be documented
- A structured methodological approach for the internal annual management review
- A structured methodological approach to address the requirements of the annual independent review

We are responding to these recommendations and plan to conduct a second independent review in 2022.

HEALTH AND WELLBEING

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We strive to create good social and living conditions for our workforce. This is expected to have the dual benefit of improving worker health and mental wellbeing, and also productivity and motivation.

2021 saw the commissioning of the new upgrades to the employees accommodation and facilities. The new accommodation blocks allowed for a reduction in shared occupancy, an improvement in rest areas and a recreational and sporting facilities.

In our dining facilities, improvements were made to our catering services including a healthier menu with a larger variety of dietary fibre, vegetables, and fruits. Menus are regularly reviewed to ensure that there is a variety of healthy options available. And all catering staff were provided with on-the-job skills development training. To ensure that only food of a higher quality is made available to the catering staff to work with, all suppliers are provided with strict guidelines on the quality and delivery of food. All food is received by a multidisciplinary team with representation from the catering staff, purchasing staff and HSE department to ensure that the guidelines are complied with. We have two dedicated hygiene officers who are responsible for ensuring that a high standard of hygiene is maintained across all food preparation and dining areas. It is mandatory for all diners to wash and sanitise hands when entering the dining room which is closely monitored at every meal time to ensure compliance.

Another improvement to our employees' wellbeing was controlling and managing our employees transport arrangements between the site and their homes at the beginning and end of the rosters. This change was initially adopted as a temporary measure to reduce exposure to public transport as part of the COVID-19 management protocols. Management has since

agreed to maintain this arrangement at the request of employees, as it provides a higher standard of transport safety in terms of vehicles and drivers.

Representatives from the employees' medical insurance company regularly visit Sukari and engage with employees to identify and address individual and family concerns.

In 2021 we began developing a mental wellbeing programme for our employees. We have engaged a professional service provider to undertake a risk assessment and interviews with a representative sample of employees. During 2022, the results of the risk assessment will inform the design of the mental wellbeing programme, including employee awareness and education, training of peer counsellors and higher levels of professional support as and when needed.

While we normally host a variety of annual sporting events, many of these were cancelled in 2021 owing to ongoing COVID-19 restrictions. These events are planned to resume in 2022 to promote health and wellbeing within the workplace.

2021 saw progress towards our gender diversity programme with the recruitment of females into our Sukari workforce. This progression warranted a number of gender specific initiatives to support the wellbeing of our new recruits including: a review of human resource management procedures; upgrade to facilities; a review of resources and staff within the different support services; a review of the suitability of uniforms and PPE; and gender awareness for the leadership group.



HEALTH AND WELLBEING CONTINUED

HEALTH EDUCATION

To better address health issues, we pursue a preventative approach in promoting a healthy lifestyle and this is done by raising our employees' awareness of their own physical and mental health status with the expectation that this will inspire employees to make key positive lifestyle changes. A healthy workforce results in reduced absenteeism (which can be costly in both business and personal terms) and fosters a happy and motivated workforce functioning as part of a complete team.

In 2021, we included a health awareness component into our occupational health surveillance programme. The programme involves assessing our employees for prevalent non-communicable diseases. In 2021 we screened 80% of our workforce after which 168 employees were registered for assistance under our health management programme.

Health-related campaigns are regularly communicated and discussed through pre-shift meetings to promote awareness, management, and preventative measures. The range of topics covered are identified based on prevalent medical conditions, and include common non-communicable diseases, communicable diseases, mental wellbeing, personal hygiene and the effect that seasonal environmental changes may have on the body.

In 2021, we successfully facilitated COVID-19 vaccination of our entire workforce at Sukari in response to mandatory requirements put in place by the Egyptian government on the mining sector. In Côte d'Ivoire, we are actively educating our workforce on the benefits of vaccination.

OCCUPATIONAL HYGIENE

Regular assessments are conducted of our work environments to anticipate, recognise and control health hazards. Areas or activities identified as high risk are managed by enforcing PPE, such as dust masks, hearing protection, eye protection above the mandatory safety glasses, personal gas monitors, chemical protection as well as monitoring programmes that measure noise levels, ambient and personal dust exposure, illumination, ambient gas levels for mining and power generation, employee biological and heavy metals exposure, food quality.

FATIGUE MANAGEMENT

Centamin recognises the risks associated with employee fatigue and our responsibility in providing the necessary resources through policies, awareness, empowerment and tools to mitigate the risks and maintain productivity.

An established Fatigue Management Plan is in place that outlines the responsibilities of all personnel relevant to their positions and the actions to be followed to mitigate the risk of fatigue. The contents of the plan are communicated to all employees through the HSE induction as well as regular internal media. The plan is supported by an Hours of Work Standard which provides structure to employees' shifts, workhours, rest periods and outlines the responsible approvals required before the standard may be deviated from.

Providing all processes are followed, the Hours of Work Standard provides the flexibility to make allowances to work structures to manage fatigue during exceptional circumstances, such as Ramadan.

Measures to counter the effects of fatigue during these periods include reducing or adapting shift times, providing additional rest days, added awareness and communication on fatigue, increasing the number of rest periods during a shift, and/or amending menus and providing additional dietary awareness.

As part of the employees' duty of care requirements, all individuals are to ensure that they arrive to work in a satisfactory physical, mental and emotional state. It is regularly communicated that every employee is empowered to stop a work activity that they consider hazardous and to report without prejudice, any issues of fatigue to their supervisor.

Accommodation areas are structured to ensure that employees' welfare needs are addressed and that there is suitable rest between shifts by providing climate-controlled sleeping arrangements and implementing noise and time curfews in these areas so that they are conducive to an uninterrupted sleep.

To ensure that the controls in place are effective, a fatigue investigation checklist is completed for all incidents potentially related to fatigue to identify any possible areas for improving fatigue management.

It is planned to introduce a fatigue monitoring system into our mobile fleet during 2022, if the technology is approved for use in Egypt by the relevant regulatory authorities. The system monitors drivers' faces for signs of fatigue and then alerts the driver through a series of seat vibrations and audio alerts. The system is part of the CAT Minestar fleet management system.



95%
GROUP NATIONAL
EMPLOYMENT RATE

130%
INCREASE IN TOTAL TRAINING
PER AVERAGE EMPLOYEE TO
27.3 HOURS AT SUKARI

70%
OF SENIOR AND MIDDLE
MANAGEMENT ROLES ARE
HELD BY EGYPTIAN NATIONALS

OUR PEOPLE

Our Company purpose is to create opportunity for people through responsible mining. We recognise that our accomplishments as a company are made possible through the commitment of our people.

Centamin's approach to human resource management is to attract, develop, and retain a highly-skilled workforce equipped to run a world-class operation and support the Company's strategic objectives.

As of 31 December 2021, Centamin employed a total of 2,329 people, of which 79% worked in Egypt, 19% in Côte d'Ivoire and the majority of the remaining 2% of persons in Jersey and the United Kingdom. In 2021 there was an overall increase of 36% in the number of employees arising from both organic growth at Sukari and restructuring in preparation for owner underground mining; and a ramp-up of activity at the Doropo project to support prefeasibility studies. The majority of our employees are full-time and permanent, with the exception of 454 temporary employees in Côte d'Ivoire.

Sukari is the Group's largest asset, comprising 1,847 employees and 1,948 contractors, totaling 3,795 persons. The workforce comprises 94% Egyptian nationals of which 50% originate from the Red Sea Governorate and Upper Egypt. Contractors are engaged at Sukari to perform waste mining, blasting services, fixed engineering support, mobile plant maintenance and capital projects.

Although the COVID-19 pandemic has continued to require some adjustment to the work rosters of our personnel and strict requirements for social distancing, Centamin is pleased to report that we have been able to retain our full workforce with no requirement to furlough employees since the start of the pandemic.

FAST TRACK TO...

[Our Approach](#)

[Training and Professional Development](#)

[Local Employment](#)

[Diversity and Inclusion](#)

[Workforce Engagement](#)

[Human Rights](#)

REPORTING STANDARDS REFERENCED

GRI

102-7, 102-8, 102-17, 102-41, 205-2, 205-3, 404-1, 404-3, 405-1, 412-1, 412-2, MM4

SASB

EM-MM-000.B, EM-MM-210a.3, EM-MM-310a.1, EM-MM-310a.2, EM-MM-510a.1, EM-MM-510a.2

OUR APPROACH

CERTIFIED LEADERSHIP TRAINING
PROGRAMME INTRODUCED

APPRENTICESHIP PROGRAMME
INITIATED IN MOBILE PLANT TECHNOLOGY

Centamin’s Code of Conduct affirms our commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on our behalf.

In 2021, we introduced a new Group-level People Policy which states our commitment on matters relating to employment, equal opportunity, training and professional development, diversity and inclusion, workforce engagement and labour rights. This is supplemented by the following policies, which are accessible through the Company’s website:

- Diversity
- Human rights
- Anti-corruption and bribery
- Whistleblower

The principles and commitments detailed in these policies are aligned with industry good practice, relevant International Labour Organisation Conventions and human rights frameworks.

At asset-level, our management teams are required to adhere to these principles and commitments in the development of local procedures and plans that are appropriately suited to the national regulatory and cultural setting.

We strengthen the implementation of our People Policy framework across our sites to meet the evolving needs of our business. At Sukari, we introduced a new remuneration system, based on revised position and salary benchmarking, which was favourably received by our employees. The position benchmarking was performed against the international mining sector; and the salary benchmarking performed against the Egyptian heavy industry sector.

At Sukari, we also reinforced awareness of and adherence to our Code of Conduct within our supply chain. All existing suppliers were asked to acknowledge their responsibility to adhere to the standards and ethical principles referenced in the Code of Conduct as a condition of doing business with the Company.

	TOTAL	HEAD OFFICE	EGYPT		CÔTE D’IVOIRE		BURKINA FASO	
			Expat	National	Expat	National	Expat	National
Employees								
Male	2,272	18	95	1,744	4	406	–	5
Female	57	6	–	8	0	43	–	–
Total	2,329	24	95	1,752	4	449	0	5
Contractors								
Male	2,049	–	119	1,827	13	78	–	12
Female	10	–	–	2	–	8	–	–
Total	2,059	0	119	1,829	13	86	0	12
Total Combined Workforce	4,388	24	214	3,581	17	535	0	17

 **DOWNLOAD HERE**
New People Policy

TRAINING AND PROFESSIONAL DEVELOPMENT

27.3HRS
 AVERAGE HOURS TOTAL
 PROFESSIONAL
 DEVELOPMENT TRAINING
 FOR EMPLOYEES AT SUKARI

130%
 INCREASE ON
 DELIVERY IN 2020

A skilled and empowered workforce is required to sustain a world class operation and development pipeline for the Company. We aim to provide professional and personal development opportunities that empower our employees to fulfil their potential.

In 2021 we implemented our annual performance appraisal and objective setting process for all employees across the Group. This is a structured process between each employee and their line manager to review progress and mutually agree forward-looking objectives and personal development goals.

Egypt has an educated and skilled workforce and an established oil and gas sector. However, Sukari is Egypt's only operating industrial mine and formal training opportunities are much less developed and under-represented in the educational system. This necessitates that the Company takes a proactive role in the training and professional development of its people.

At Sukari we have put in place a professional development framework that aims to develop a shared understanding of the required skills to achieve proficiency in each and every role, and the critical behaviours required for successful performance in Centamin. The key elements of the framework include: an employee development pathway to ensure all positions are undertaken to a proficient level; supervisory and leadership training to equip employees for increased levels of technical and management responsibility; and succession planning.

In 2021, we advanced roll-out of the employee development pathway and the succession plans. As a priority, this has necessitated the provision of leadership training to our senior and middle-level management team – to build their capacity to apply industry recognised standards to the training and assessment of their teams. We have partnered with a number of registered training organisations to deliver certified training modules in leadership and management, including a four-year programme with the Future's Institute of Australia.

We track training hours for all activities related to employee skill development. In 2021, employees at Sukari received on average 27.3 hours total professional development training, a 130% increase on delivery in 2020. This included mandatory health, safety and core-competency training; technical, soft-skill and leadership training.

SUKARI TRAINING AND DEVELOPMENT

AVERAGE TOTAL TRAINING HOURS PER EMPLOYEE



AVERAGE TOTAL TRAINING HOURS BY GENDER



TRAINING AND PROFESSIONAL DEVELOPMENT CONTINUED

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Our apprenticeship programme provides participants with a structured, competency-based approach to vocational education – and a safe and cohesive work environment.”

MOBILE MAINTENANCE SUPERINTENDENT, SUKARI

JOHN WORKMAN

APPRENTICESHIP PROGRAMME

Apprenticeship programme in heavy vehicle mobile plant technology



In mid-2021, Sukari launched a pilot apprenticeship programme in heavy vehicle mobile plant technology with the participation of twelve trainees. The programme aims to develop a pipeline of talent to meet the needs of the business while conforming to recognised industry standards.

Training packages are delivered in English, and course content is relevant to the equipment being used onsite. Work-based practical training is provided at our onsite vehicle workshops – with opportunity to undertake offsite training at our supplier equipment centres. Old parts, both failed and serviceable, are used as aids to help demonstrate operation.

Competency is assessed through demonstration of practical skills for specific tasks within each work area and equipment type. The projected time to complete all units of competency and work-based assessment is three years, plus one year further on-the-job training. As of end-2021, the trainees had completed 57% of the curriculum for year one of the programme.

Opportunities continue to be explored to partner with our mining equipment suppliers, local training service providers and internationally registered training organisations in the growth and certification of the apprenticeship programme.

LOCAL EMPLOYMENT

WE MAINTAIN A HIGH NATIONAL EMPLOYMENT RATE FOR OUR OPERATIONS BY TARGETING RECRUITMENT WITHIN OUR HOST JURISDICTIONS.



One of the greatest benefits accruing from our business, is the ability to provide well-paying, secure jobs and skill development to local people.”

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SUKARI WORKFORCE BY REGION

REST OF EGYPT

▶ **1,707**

EMPLOYEES AND CONTRACTORS

▶ **45%**

OF TOTAL WORKFORCE

▶ **85%**

POPULATION DENSITY

RED SEA GOVERNORATE

▶ **350**

EMPLOYEES AND CONTRACTORS

▶ **9%**

OF TOTAL WORKFORCE

▶ **0.4%**

POPULATION DENSITY

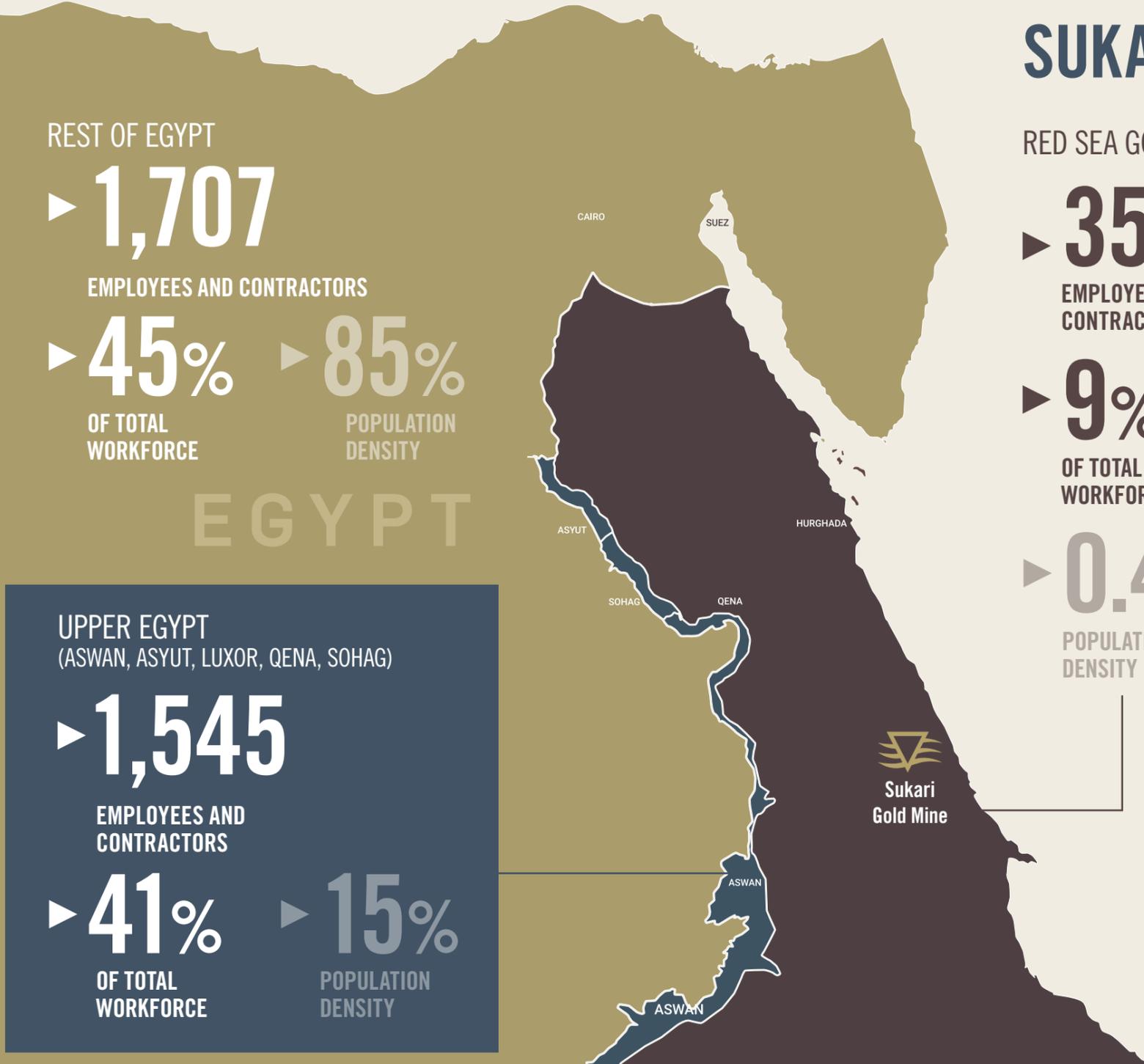
We aim to employ local, regional or national candidates, in that order of preference. Globally, our total combined workforce is 4,449 persons of which 95% are national to the country of operation.

Sukari is located in the administrative area of the Red Sea Governorate, which covers a large expanse of the Eastern Desert in which the population density is small and largely distant from the mine. To the west, in Upper Egypt, the population density is substantially higher along the upper reaches of the Nile River. Overall, 50% of the Sukari workforce are resident of the Red Sea Governorate and Upper Egypt.

In Côte d'Ivoire, 78% of the workforce originates from the regions in which our Projects are located: Bounkani region at the Doropo Project; Kabadougou and Bafing regions at the ABC Project.

At Sukari, 70% of senior and middle management roles (comprising superintendents, coordinators and supervisors) are held by nationals, representing an increase from 65% in 2020. In Côte d'Ivoire, 83% of senior and middle management roles are held by nationals.

With a commitment to increase the percentage of nationals in management roles, Sukari launched a certified leadership and management training programme in 2021. The Future Institute of Australia, a registered training organisation, has been engaged to deliver the course to 190 personnel over a three-year term, comprising a diploma level qualification for senior management and Certificate IV level qualification for superintendents. In 2022 the Company will review its long-term targets to increase the percentage of nationals in management roles.



UPPER EGYPT
(ASWAN, ASYUT, LUXOR, QENA, SOHAG)

▶ **1,545**

EMPLOYEES AND CONTRACTORS

▶ **41%**

OF TOTAL WORKFORCE

▶ **15%**

POPULATION DENSITY



Sukari Gold Mine

LOCAL EMPLOYMENT CONTINUED



Centamin recruits many young people from our locality. They are offered rewarding jobs, skill development and a source of income. This brings development opportunity to family and the broader community.”

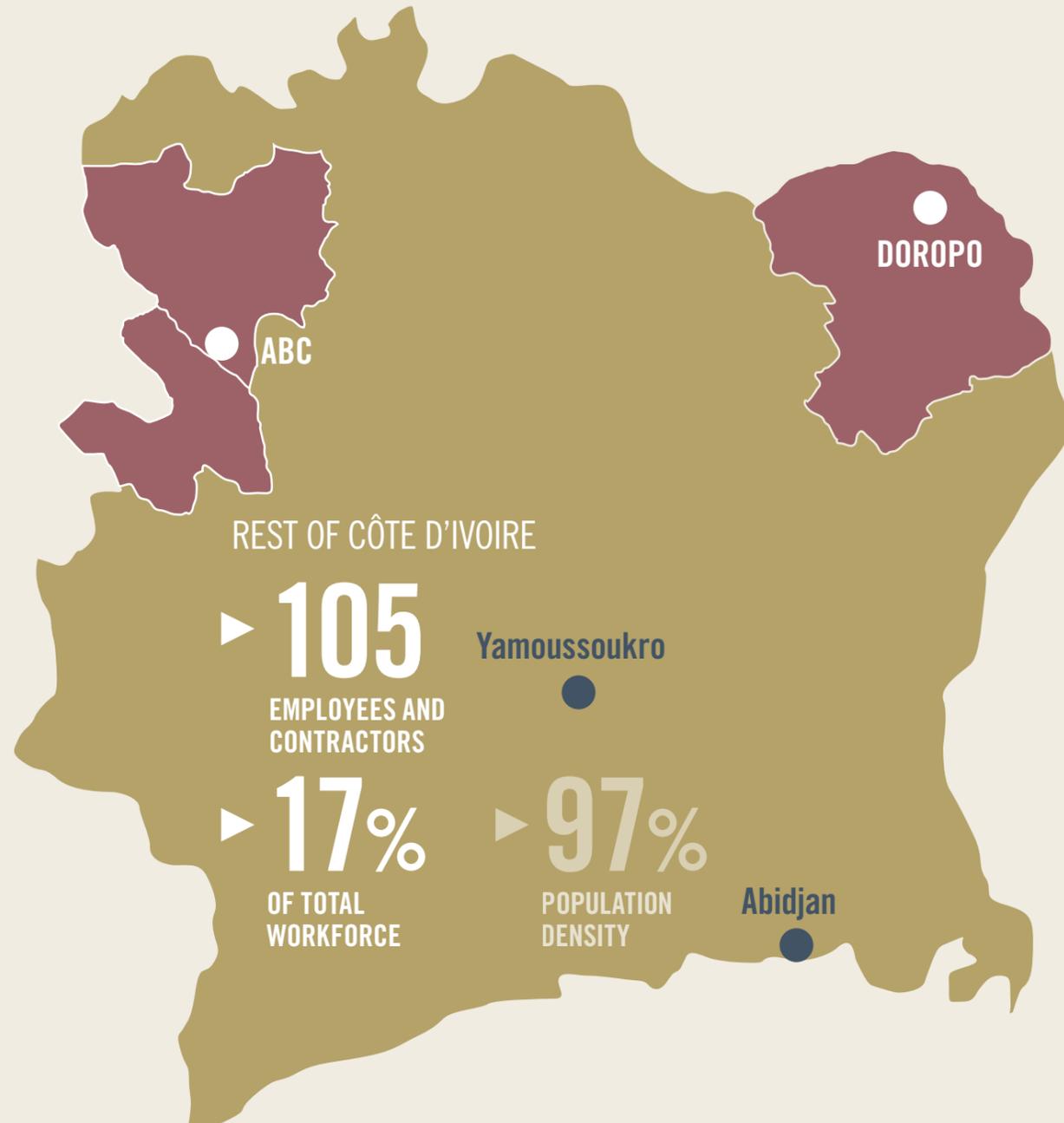
CÔTE D’IVOIRE WORKFORCE BY REGION

HOST REGIONS (BOUNKANI, KABADOUYOU, BAFING)

▶ **478**
EMPLOYEES AND CONTRACTORS

▶ **78%**
OF TOTAL WORKFORCE

▶ **3%**
POPULATION DENSITY



DIVERSITY AND INCLUSION

Diversity enriches discussion, better reflects our relationships with our stakeholders and allows for improved decision-making. Valuing diversity and promoting inclusion is an ethical imperative for a sustainable business.

While we hire based on merit, we aspire to develop a workforce that represents the diversity of our host countries and communities; and a culture of belonging and inclusion where everyone is respected, valued and empowered to excel within the workplace.

In 2021, the FTSE Women Leaders Review published its first report on improving gender balance in leadership, with new voluntary targets for FTSE 350 companies that 40% of board and leadership positions should be held by women by the end of 2025. We have reported our achievements against the recommendations of the review in our Annual Report and put in place a road map to address identified gaps.

Mining has historically been a male-dominated industry. However, in Egypt, Centamin has faced additional and significant legal and cultural challenges to the employment of women. Sukari is in a remote location and Egyptian custom discourages women from working away from their families for extended periods of time, as is required with a rostered workforce. Of our global workforce, 2% are women. In jurisdictions outside of Egypt, women represent 11% of our workforce.

In 2021, Centamin welcomed changes to the Egyptian regulatory framework that removed restrictions to the employment of women in the mining sector. These legal restrictions had previously excluded women from 70 to 85% of the roles at Sukari. The new regulations now specifically grant women the right to work in managerial, technical and administrative positions – except certain restrictions on underground shift work, night shift, manual labour, activities during pregnancy and postnatal.

We recognise that broad and concerted leadership will be required to advance the participation of women within the workplace at large, and Egypt in particular. In 2021, the Board called on the senior management team to take specific action on diversity and inclusion in support of the following objectives:

- Strengthen diversity and inclusion in workplace culture and management practice
- Identify and resolve barriers to the advancement and fair treatment of women in the workplace
- Set targets to increase the representation of women in the workplace, including that of our business partners
- Enhance our reporting on objectives, actions and performance

At Sukari, a gender diversity working group has been established under the leadership of the General Manager to advise the site management team on the achievement of these objectives. By end-2021, execution of a gender diversity action plan was underway and six women had been recruited to various site-based professional roles, including a middle management position. These appointments represent a significant milestone in the history of Sukari and we are proud of this achievement, while recognising the need to prioritise broad cultural change within the workplace.

In 2021, Centamin partnered with Women in Mining UK to support our recruitment activities and promote the advancement of women in mining. We look forward to reporting on the outcomes of this partnership in 2022.



I’m not afraid to roll-up my sleeves and work alongside my male colleagues. As a women in a position of leadership at Sukari, I’m a pioneer and I’m proud.”

ENVIRONMENTAL SUPERINTENDENT, SUKARI

SARA MOHAMED



We can help tackle gender bias by including more women in non-traditional roles. Creating training opportunities that specifically target women and with recognition of the need to overcome the ‘imposter syndrome’ that may arise from being the only women in the role.”

NON-EXECUTIVE DIRECTOR, SUSTAINABILITY CHAIR

DR. CATHARINE FARROW



WORKFORCE ENGAGEMENT

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Effective workforce engagement instils a shared understanding of the critical behaviours required for successful performance and more broadly, improves personal wellbeing.

We deploy a variety of mechanisms to engage with our workforce including: operational and management meetings; pre-shift meeting and workplace inspections; quarterly risk review; performance appraisal and objective setting; training and development programmes; bulletins and notice boards; employee surveys; and social and cultural events. Through this engagement, we strive to reinforce purpose and values, levels of workplace proficiency and the confidence of our workers to raise concerns. Extraordinary engagement activities in 2021 included: extensive consultation with workers and health authorities to facilitate the promotion and roll-out of the COVID-19 vaccination; and in-depth interviews with a cohort of employees to support the design of our workplace mental health programme.

We encourage employees to raise questions and concerns with their supervisor in our effort to maintain a workplace free from corruption, discrimination, harassment and retaliation. Our asset-level grievance mechanism and independent whistleblower hotline allow workers to anonymously file a complaint and both are available in languages of the countries in which we operate. Furthermore, we prohibit any form of retaliation in relation to reports received through either our grievance process or whistleblower hotline.

In 2021, we recorded 35 workplace grievances (compared to one in 2020) most of which related to transport arrangements at Sukari. The average time to resolve these grievances was five days and all grievances were closed within the target time of 30 days. No grievances required external arbitration and no

grievances, allegations of discrimination nor corruption were recorded through our whistleblower hotline.

While the number of workplace grievances received in 2021 represents a marked increase compared to the previous year, we believe this reflects increased confidence of our workers to raise concerns. In Egypt, we recognise that cultural factors are likely to inhibit persons from lodging complaints or grievances through formal mechanisms and with Company representatives outside their supportive network of family and friends. We are continuing to address this constraint through the reinforcement of existing mechanisms and other forms of employee engagement.

All our employees participated in an annual performance review, which for the majority of our workforce was based on the 'Hay evaluation method'. The review provides an opportunity for our employees to have a formal performance appraisal, development planning and career conversations with their supervisors.

We recognise and respect employees' rights to freedom of association. While we do not place any restrictions or prescriptions on union representation, there is no such representation within our workforce in Egypt and no collective bargaining agreements. In Côte d'Ivoire we supported our employees to establish a committee comprising elected representatives to facilitate engagement with the management team on workplace conditions, as is required under national regulations. Committee meetings will commence in 2022. In 2021, Centamin sustained positive industrial relations with no strike action nor lockout.



HUMAN RIGHTS

We recognise the need to integrate human rights considerations into our social management approaches, including human resources, health and safety, contracts and procurement, community relations and security.

Despite our best controls, we recognise the potential for our activities to impact human rights. We are committed to improving systems for identifying human rights risks and putting in place effective mechanisms for responding to risks and incidents.

In 2021, we updated our Human Rights Policy which includes our commitment to adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights (“UNGP”); World Gold Council’s conflict-free gold standard; and the Voluntary Principles on Security and Human Rights. The policy outlines our management approach to protecting the rights of our stakeholders to not cause, or be complicit, in any instances of human rights abuses directly or through our business relationships. The policy is signed by the Chief Executive Officer and endorsed by the Board. This and our other policies are published on the Centamin website and made available to all workers at asset-level through workplace inductions, notice boards and terms of contract.

In 2021, we also published our annual modern slavery statement in response to section 54 of the UK Modern Slavery Act which sets out our commitment to respect human rights and highlights key actions taken to address risks in our business and supply chain.

SALIENT HUMAN RIGHTS ISSUES

There are numerous ways that our activities may impact human rights. In 2021, we assessed the salient human rights issues of relevance to our business against the UNGP reporting framework and the adequacy of our management measures for responding to these risks.

At the current time, the most substantive human rights issues for the business relate to the Sukari mine, in particular on matters concerning occupational health and safety, work conditions both on site and within our supply chain, gender diversity and inclusion. However, with the commencement of the Doropo prefeasibility study, our activities in Côte d’Ivoire are rapidly evolving and so too our exposure to new human rights risks, in particular those associated with security services and customary land rights. It is imperative that we routinely review our salient human rights issues to keep pace with these changes.

In 2021, no human rights incidents nor impacts were recorded from our business activities either through our internal or external grievance mechanisms, employee engagement processes, whistleblower hotline or other.

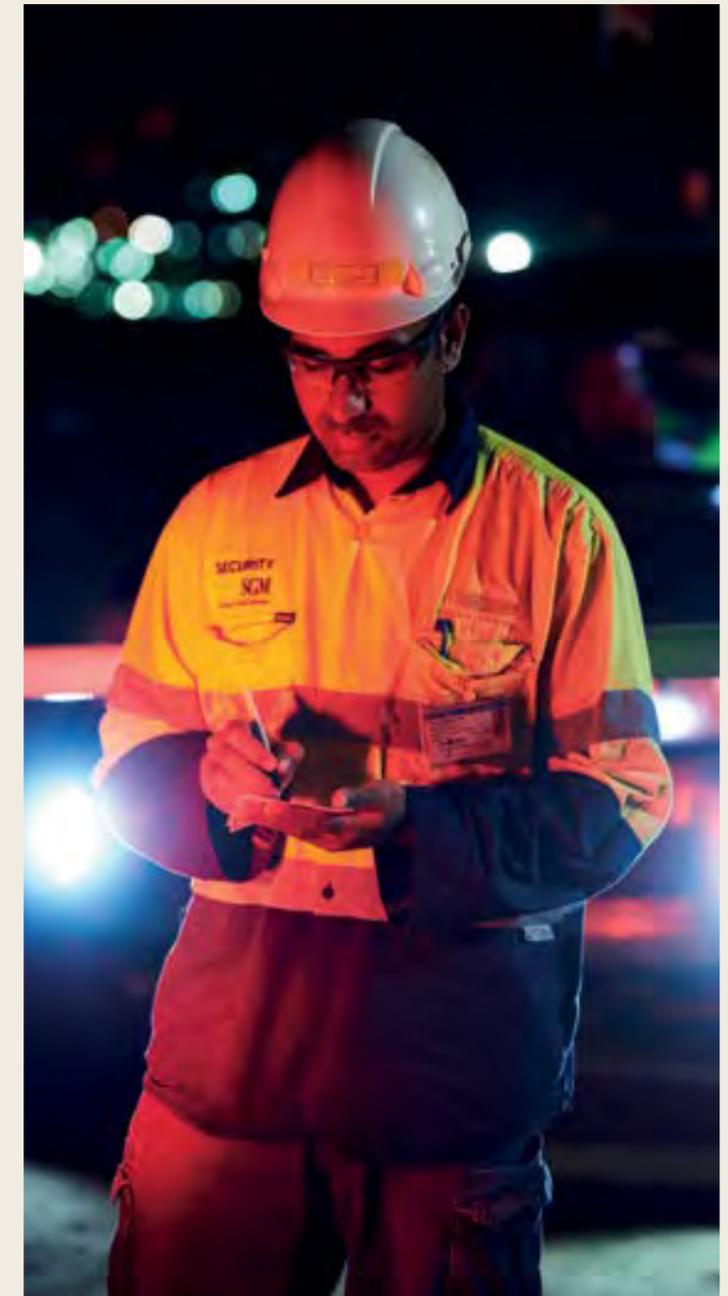
A total of 947 training hours were dedicated to Human Rights during 2021 at Sukari, which included training on the Voluntary Principles of Security and Human Rights for all security personnel. In Côte d’Ivoire we

engage both private and public security services to protect company assets and acknowledge the right of communities not to be subjected to intimidation or punishment. In 2022, we will plan to put in place a new Group-level Security Policy, review and update our Code of Conduct to adequately address the risk of our security practices, and extend VPSHR training to our security personnel and contractors in Côte D’Ivoire.

In 2021, the Board called on the senior management team to take specific action on diversity and inclusion as described on page 42. By end-2021, execution of a gender diversity action plan was underway at Sukari while recognising the need for sustained and long-term commitment to cultural change within the workplace.

At Sukari, all employees and contractors attend an induction when they first arrive at site and then a refresher session on an annual basis. The induction specifically addresses the responsibilities of the Company and the employee as it relates to our Code of Conduct. In 2022, the scope of our induction will be reinforced in Côte d’Ivoire.

In 2021 we revised standard terms and conditions of contract for new suppliers at Group-level with clear reference to human rights and further reinforced levels of human rights due diligence within our supply chain at Sukari as described on page 51.



HUMAN RIGHTS CONTINUED

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SALIENT HUMAN RIGHTS AND 2021 ACTIVITIES

<p>Right to health</p>	<p>Updated Safety, Health & Wellbeing Policy</p> <p>Continuous improvement in health and safety management systems and practice within our workplace</p>	<p>Commenced with the development of a mental wellbeing programme at Sukari</p> <p>Implementation of a non-communicable health awareness surveillance programme at Sukari</p>
<p>Right to life – occupational safety</p>	<p>Updated Safety, Health & Wellbeing Policy</p> <p>Continuous improvement in health and safety management systems and practice within our workplace</p>	<p>Independent review of Health & Safety Performance</p> <p>Introduction of revised standard terms and conditions of contract for new suppliers at Group-level with clear reference to human rights standards</p>
<p>Right to favourable conditions of work</p>	<p>Introduction of a new remuneration system, based on revised position and salary benchmarking at Sukari</p> <p>Upgrade of accommodation, recreational facilities and catering facilities at Sukari</p> <p>Continuous improvement in health and safety management systems and practice within our workplace</p>	<p>Introduction of revised standard terms and conditions of contract for new suppliers at Group-level with clear reference to human rights standards</p> <p>Reinforced levels of human rights due diligence within our supply chain including the introduction of ESG screening requirements into vendor onboarding at Sukari</p>
<p>Rights of non-discrimination in employment, and women’s rights in particular</p>	<p>Introduction of new People Policy under which all persons are to be treated fairly and without the risk of discrimination</p> <p>Review of legal restrictions relating to the participation of women in the Egyptian mining sector. Systematic review of employment practises at Sukari and implementation of measures to resolve barriers to the advancement and fair treatment of women in the workplace.</p>	<p>Reinforced levels of human rights due diligence within our supply chain including the introduction of ESG screening requirements into vendor onboarding at Sukari</p>
<p>Right not to be subjected to degrading treatment or punishment, and security practices in particular</p>	<p>Security personnel received training in the Voluntary Principles of Security and Human Rights at Sukari</p>	
<p>Right to freedom of association</p>	<p>Introduction of new People Policy recognising the legal rights of our workforce to freedom of association</p>	<p>Establishment of a committee comprising elected representatives to facilitate engagement with the management team on workplace conditions in Côte d’Ivoire</p>

SOCIAL AND ECONOMIC PARTNERSHIP

We contribute to the wealth and prosperity of the countries, regions and communities where we operate by generating socio-economic value.

We recognise that our operations can be a significant driver for positive socio-economic development on several levels:

- Secure employment and skill development
- The economic value arising through local supply chains, job creation and developing manufacturing capacity
- Community investment, through partnership with local organisations to address local needs and build sustainable local economies
- The economic value added to a country through profit share, royalties and taxes

Fundamental to this success is the establishment of broad socio-economic partnership with our stakeholders, good governance, ethical conduct and transparency.

60%
OF TOTAL PROCUREMENT
IN EGYPT

REINFORCED
LEVELS OF ESG DUE
DILIGENCE WITHIN
OUR SUPPLY CHAIN

ZERO REPORTABLE
SOCIAL INCIDENTS
OR COMMUNITY
GRIEVANCES

FAST TRACK TO...

[Our Approach](#)

[Economic Contributions](#)

[Local Business Opportunity](#)

[Supply Chain Management](#)

[Community Relations](#)

[Community Investment](#)

REPORTING STANDARDS REFERENCED

GRI

102-9, 102-10, 201-1, 202-2, 203-1, 204-1, 412-1, 413-1, MM5, MM6, MM7, MM8, MM9

SASB

EM-MM-210a.2, EM-MM-210a.3, EM-MM-210b.1, EM-MM-210b.2, EM-MM-510a.1

OUR APPROACH

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We comply with all laws and regulations related to taxes and royalties in each jurisdiction in which we operate, paying the right amount of tax in a timely, transparent and ethical manner.

All our tax filings are reviewed by external parties to ensure accuracy and compliance. Our tax and broader economic contributions are disclosed in our Annual Report. In addition, payments to government are disclosed in accordance with the UK listing rules (DTR4.3A) and in line with the annual ESTMA declaration, which is available via our website. We support the EITI in countries where we operate.

All our suppliers must meet quality, delivery, service and competitive pricing requirements. This includes compliance with applicable laws and the principles set out in our Supplier Code of Conduct which includes anti-bribery and corruption, human rights and health, safety, environment and social responsibility. In 2021, we introduced a due diligence process to evaluate ESG risk within our supply chain and worked collaboratively with our suppliers to address shortcomings and reduce gaps in local capacity.

We actively engage with our host communities and governments to obtain and maintain broad social acceptance based on trust and mutual respect. We work with host communities to invest in programmes that can address socio-economic challenges and catalyse long-term sustainable development through community investment. Our community investment strategy is informed by baseline studies, impact assessments, local development plans and robust community engagement.



DOWNLOAD HERE
2021 ESTMA report



As the only large-scale modern mine in Egypt, Sukari has pioneered the development of training and employment opportunities, business opportunities for the domestic private sector and delivered significant revenues for the government through profit share and taxes.”

COUNTRY MANAGER, EGYPT

AMR HASSOUNA

ECONOMIC CONTRIBUTIONS

We are committed to open and full disclosure of our economic contributions in all countries in which we do business.

In 2021, Centamin’s direct economic contributions totalled US\$733 million, which included: US\$283 million in operating costs; US\$58 million in employee wages and benefits; US\$241 million in capital expenditure; US\$103 million in profit share, royalties, taxes and other payments to government; and US\$0.33 million in community investments. Of the total economic value distributed, 99% was attributed to Sukari, with the remaining 1% to exploration and development activities in Côte d’Ivoire and Burkina Faso.

Under the terms of the Sukari Concession Agreement (Egyptian law 222 of 1994) all profit share payments are made to the Egyptian Mineral Resource Authority (“EMRA”), a department of the Ministry of Petroleum and Mineral Resources. Since 1 July 2020, the profit share mechanism has been made to EMRA on a 50:50 basis and will remain at this level for the remainder of the tenure.

BREAKDOWN OF ECONOMIC VALUE GENERATED AND DISTRIBUTED

	EGYPT	CÔTE D’IVOIRE	BURKINA FASO	TOTAL
Economic value generated: revenues⁽¹⁾	733,306	–	–	733,306
Economic value distributed	751,011	4,991	4,148	760,149
Cash operating costs ⁽²⁾	278,884	1,759	1,974	282,617
Employee wages and benefits ⁽³⁾	54,900	2,244	944	58,088
Capital spend ⁽⁴⁾	240,277	595	–	240,872
Payments to capital providers ⁽⁵⁾	75,200	–	–	75,200
Payments to government ⁽⁶⁾	101,591	249	1,200	103,041
Profit share	75,200	–	–	75,200
Royalties	22,298	–	–	22,298
Other	4,093	249	1,200	5,543
Community investments ⁽⁷⁾	159	143	29	331
Economic value retained	(17,705)	(4,991)	(4,148)	(26,843)

(1) Revenues are presented on an accrual basis.

(2) Cash operating costs include operating expenses at our mining operations and our general administration, exploration and research and development expenses. Cash operating costs excludes depreciation, employee wages and benefits which are specified separately.

(3) Employee wages and benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.

(4) Capital spend relates to all property, plant and equipment and Egyptian exploration expenditure incurred.

(5) Payments to capital providers include profit share distributions by Sukari Gold Mines to Pharaoh Gold Mines NL, it excludes profit share payments to EMRA which are included in the payments to governments.

(6) Payments to government include profit share payments to EMRA, 3% royalty of net sales revenue, and taxes.

(7) Community investments include direct monetary investments and in-kind donations.

LOCAL BUSINESS OPPORTUNITY

27%
INCREASE TO PROCUREMENT
IN EGYPT BY VALUE

US\$0.33M
COMMUNITY SPEND

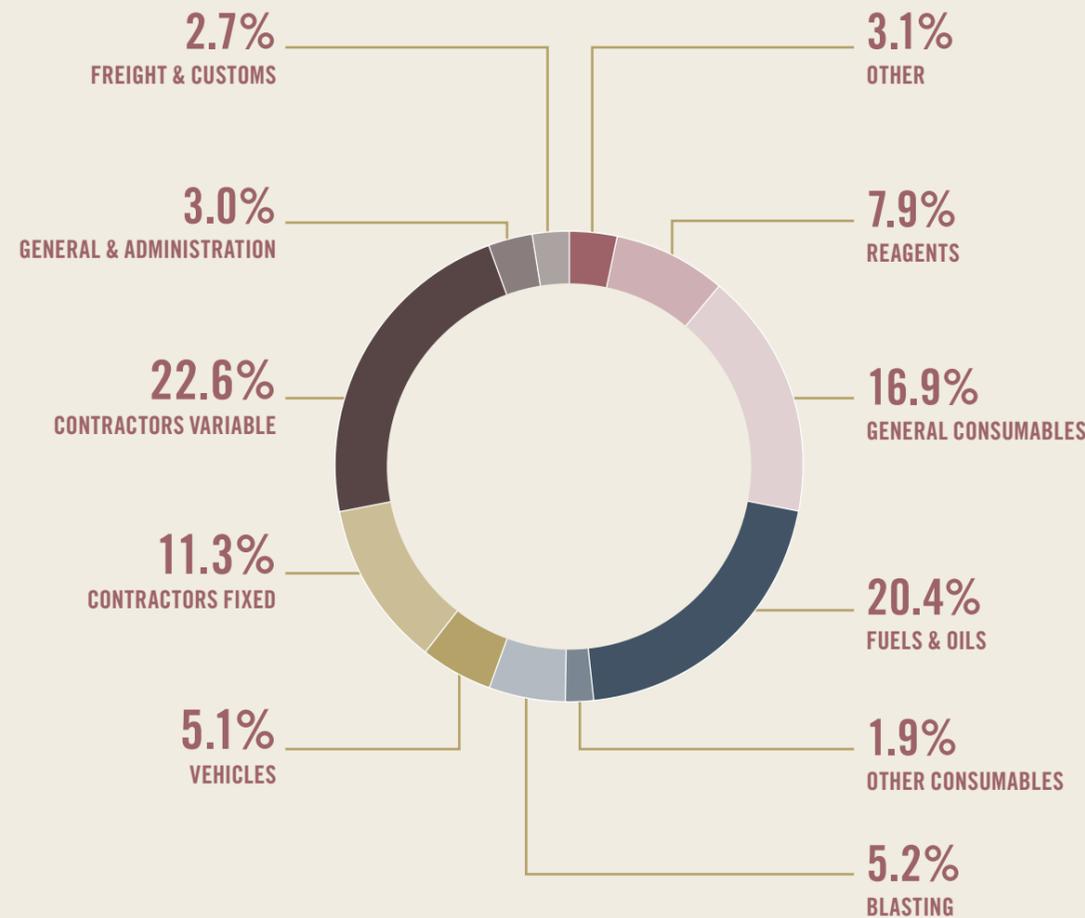
From exploration to operations, Centamin procures a diverse range of goods and services including site-based contractors, professional services, fuel and oil, process chemicals and other consumables, and heavy equipment and parts.

Almost 99% of our procurement spend is at Sukari, where the main types of procurement by value are contractors, fuels and oils, general consumables and reagents. Of the approximately 850 suppliers, the majority by number (59%) and by value (60%) are located in Egypt, followed by Europe and Australia.

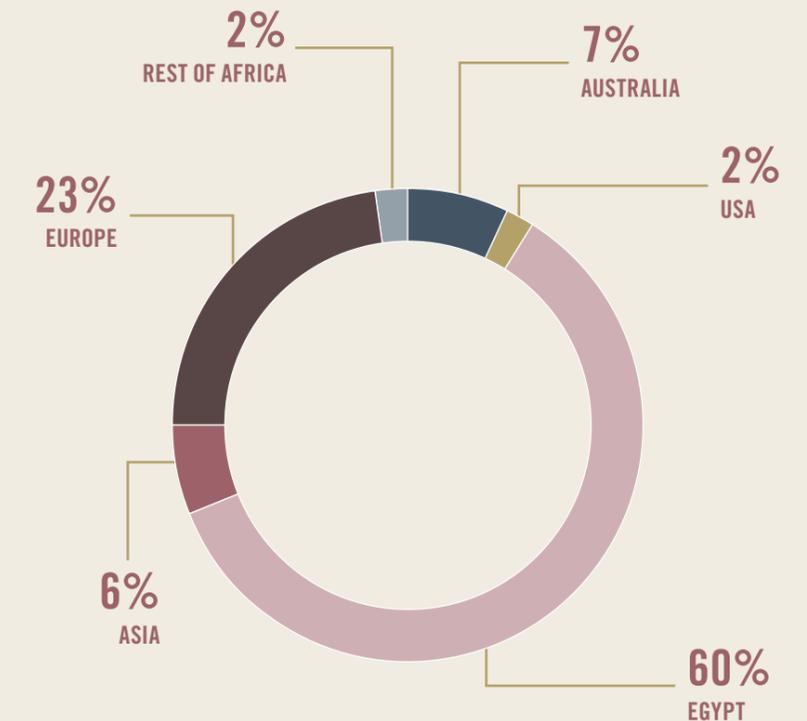
The principal goods and services we source internationally include: reagents (cyanide, flotation reagents); other consumables (forged grinding media, explosives and accessories); Original Equipment Manufacturer (“OEM”) plant and spares (power generation, other fixed and mobile equipment); communications hardware and software.

The COVID-19 pandemic has disrupted the supply of some commodities and international freight in general. While there has been no significant impact to our operations, the COVID-19 pandemic has highlighted the importance of establishing a diverse and collaborative supply chain in buffering the operation against severe disruption. To mitigate the potential impact on international supplies, we maintain increased levels of stock for consumables and critical spares and seek long-term agreement with suppliers to enable stock security and priority availability where feasible.

SUKARI CASH OPERATING COSTS BY TYPE



SUKARI CASH OPERATING COSTS BY LOCATION OF SUPPLIER



We continue to extend our relationships with alternative suppliers for critical elements of the supply chain and engage local suppliers to meet operational needs.

In sourcing goods and services, preference is given to local businesses, provided they meet the minimum safety, quality, ethical and cost requirements.

Under the Sukari Concession Agreement, the Company applies rigorous procedures to maximise the opportunity for local sourcing. International procurement is only sought when local suppliers are unable to meet requirements for quality and performance, or the international price is less than 10% of that offered

by local suppliers. We continue to extend our relationships with alternative suppliers for critical elements of the supply chain and engage local suppliers to meet operational needs.

LOCAL BUSINESS OPPORTUNITY CONTINUED

As the only large-scale modern mine in Egypt, Sukari has pioneered the development of a national mine supply chain, which continues to grow, diversify and mature with each successive year of operation.

In 2021, the total number of Egyptian suppliers increased to 508 from 485 suppliers in 2020 and the value of in-country expenditure increased 27%.

Our supply and technical teams actively work with local suppliers to help them meet our minimum safety, quality, ethical and cost requirements. In 2021, key achievements resulting from this inclusive approach to local procurement at Sukari include:

- Mobilising a local contractor to support the construction of our 36MW Solar Project
- Ongoing technical support to a local manufacturer for the fabrication of 45 high production trays to fit our haul fleet to OEM specification, with 18 trays successfully supplied and operational by year-end
- Engaging a local supplier for caustic soda reagent as an alternate to international procurement, including adaptation of our site operation to receive liquid rather than solid product
- Ongoing investigations to identify a local manufacturer for the supply of forged-steel grinding media, following success in 2020 sourcing cast-steel grinding media
- Trials to commence on the local fabrication of plastic core-trays as an alternative to international supply

While substantial progress has been made to develop the national supply chain for Sukari, procurement opportunities within the Red Sea Governorate where Sukari is located are limited. The economy of the region has been dominated by coastal tourism and is largely absent of heavy industry.

In 2021, US\$3.5 million of Sukari’s direct procurement expenditure was sourced from 57 suppliers registered in the Red Sea region, excluding the indirect economic impact arising from the presence of our workforce and contractors in the local area. The goods and services procured locally principally comprise construction materials (sand, aggregate, gypsum and cement) and light industrial hardware (electrical, plumbing, cleaning). Locally sourced services include light construction, transport and accommodation. These local suppliers were provided levels of basic administrative assistance on matters covering business and tax registration, banking and credit terms, invoicing and email communication.

SPENDING ON NATIONAL SUPPLIERS

VALUE OF PROCUREMENT ⁽¹⁾	EGYPT	CÔTE D’IVOIRE	BURKINA FASO
National (US\$’000)	265,029	11,333	2,532
National as % of total	61%	95%	99%
Host regions ⁽²⁾ (US\$’000)	3,499	467	NA
Host regions as % of total	0.8%	4%	NA

(1) Procurement may include both cash operating costs and capital spend.

(2) In Egypt our host regions include the Red Sea Governorate and Upper Egypt. In Côte d’Ivoire our host regions include Bounkani, Kabadougou and Bafing.

CASE STUDY: LOCAL SUPPLY CHAIN PARTNERSHIP



A bold and innovative partnership underpins the fabrication of 45 high production trays for our haul fleet at Sukari. Following competitive tender, the trays are fabricated in Egypt under the supervision, quality assurance and certification of the engineering services company who holds the tray design patent. Third-party inspectors are mobilised to verify and certify all steps in the assembly of each tray, in collaboration with the design team and Sukari.

This is the first steel fabrication project of its kind and scale in Egypt, where typically such steel fabrication would have been performed in Asia. The project has the dual benefit of localising skill development in heavy steel fabrication for ongoing servicability and achieving a US\$1.5 million saving in transportation costs otherwise incurred had fabrication been performed in Asia.

SUPPLY CHAIN MANAGEMENT

Centamin’s Code of Conduct affirms our commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on our behalf.

We expect our suppliers to apply standards to the same level as our own, or higher, in a manner that is appropriate and proportional to the nature and scale of their activities, the goods they supply and the services they perform. We are committed to using only those suppliers that adhere to the same fundamental principles relating to legal compliance, fairness, honesty and anti-corruption.

As a condition of doing business with Centamin, our suppliers are required to comply with applicable laws and meet the commitments and obligations under our Group policy framework, including:

- Anti-bribery and corruption
- Human rights
- Health, safety, environment and social responsibility

These requirements are stated in our standard terms and conditions of contract for suppliers of goods and services, which is appended to our Supplier Code of Conduct.

We have assurance processes in place to verify that our suppliers meet our standards. We reserve the right to undertake due diligence and/or risk assessment to verify compliance to our Supplier Code of Conduct. If a reasonable risk of non-compliance is identified, we may suspend transacting business or terminate business relationships with a supplier.

At Sukari, we maintain a Conflicts of Interest Policy that covers avoidance and management of conflicts of interests that may arise between our employees and business activities. Our employees are required to annually review and declare any potential or perceived conflicts; it being their responsibility to act in the best interest of the Company.

EVALUATING SUPPLY CHAIN RISK

Commercial and reputational risk assessments are undertaken on new suppliers, prior to any contract being signed, and every two years thereafter. New suppliers are required to complete a pre-qualification questionnaire that aims to identify regulatory risk, financial risk, potential conflict of interest and anti-bribery and corruption checks. In 2021, 210 suppliers completed a pre-qualification questionnaire.

Owing to COVID-19, we have temporarily suspended routine offsite visits to verify supplier quality and conformity with contractual terms. These visits will resume as soon as it is deemed safe to do so.

In 2021, we introduced a supply chain risk assessment and due diligence process at Sukari, which broadly screened environment, social and human rights risk as relevant to our Supplier Code of Conduct. Of our active suppliers, approximately 30% were identified as ‘high-risk’ based on criteria including: country of operation (applying both Walk Free Foundation and World Bank governance indicators); exposure to hazardous processes or substances; and reputational and commercial risk factors. These high-risk suppliers are subject to increased levels of management assurance to verify conformance with our standards.

In 2021, we received 366 responses from suppliers to our self-assessment due diligence questionnaire, representing over 40% of all suppliers. The questionnaire addresses (i) organisational capacity to manage environmental, social and governance risk, and (ii) level of conformance to Sukari’s Supplier Code of Conduct. Evaluation of these responses will be completed in 2022.

SUKARI SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct is appended to our standard terms and conditions of contract for goods and services. The Supplier Code of Conduct covers various aspects including health and safety, labour standards, anti-bribery and corruption, community and security, and environmental standards.

All new suppliers are required to adhere to the Supplier Code of Conduct as a condition of doing business with Centamin. This includes the commitment to maintain policies and procedures relating to the prevention of human rights violations.

In 2021, no incidents nor material issues of non-conformance were recorded against our Supplier Code of Conduct. However, we recognise that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging – and endeavour to support our suppliers in meeting the standards expected of them under the Supplier Code of Conduct.

COMMUNITY RELATIONS

To obtain and maintain a robust licence to operate during all phases of the mine cycle, we must build relationships based on trust and mutual respect with communities, governments, NGOs and other local, national and global stakeholders.

The strength of these relationships is underpinned by:

- **Engagement** – proactively engage stakeholders based on inclusion, transparency and integrity
- **Risk and impact management** – integrate stakeholder considerations into managing risks to develop long-term, positive cumulative impacts
- **Mutual value creation** – collaborate to catalyse socio-economic development so communities can prosper during operations and after mining activities cease.

COMMUNITY ENGAGEMENT

Strong lines of communication are maintained with our host communities to understand each other’s needs and identify opportunities for long-term mutually beneficial outcomes. Our various methods of community engagement are listed on page 24.

The Sukari licence area covers an arid and mountainous landscape in which there is no human settlement and no known indigenous territory. Development of the mine has not resulted in physical or economic resettlement and there is no grievance or dispute between the Company and communities relating to land use or customary rights. There are two Bedouin families who live adjacent to the licence area with whom the Company maintains good relations.

Sukari is located approximately 25km from the nearest coastal town of Marsa Alam, which has a population of approximately 7,000 persons. The residents of Marsa Alam comprise a mix of Bedouin people and economic migrants from elsewhere in Egypt who have been attracted by the Red Sea tourism sector and opportunities arising from the presence of the mine.

A Community Consultation Committee, comprising Bedouin elders and community leaders, manages engagement between Marsa Alam and Sukari. Twelve monthly meetings were held with the Committee in 2021 to discuss matters ranging from local recruitment, local procurement of goods and services, community investment and grievances. Meetings were also held routinely with regional and local government authorities, public service providers and community-based organisations and vulnerable groups.

In 2021 we conducted our first community perceptions survey at Sukari to assess the strength of our relationship, the effectiveness of our consultation practices and the value created through our community investment programme. Over 400 persons completed the survey, comprising 35% female participation and a mix of age groups.

At our sites in Côte d’Ivoire, our exploration teams maintain active community engagement. Under the leadership of our regional ESG Manager, we have started to reinforce our community engagement processes to support the Doropo project prefeasibility study. This includes establishing formal structures to facilitate routine consultation with communities and authorities in the project area and the implementation of social baseline studies. Key topics of community engagement in Côte d’Ivoire include access to potable water, compensation for disturbance to productive assets, livelihoods and artisanal and small-scale mining.

At all our sites, we have in place community feedback and grievance mechanisms, which help us to anticipate, understand and mitigate our impacts on communities. At Sukari, we have reinforced community awareness of our grievance mechanism through conduct of the perception survey and the role of the Community Consultation Committee to record and alert the Company in the event of a grievance. In 2021, we recorded no significant community incidents, grievances, disputes, nor delays to our activities resulting from community disturbance, nor allegations of misconduct through our whistleblower hotline.

SUKARI COMMUNITY PERCEPTIONS SURVEY

The Company made first contact with the community of Marsa Alam in the 1990s with the commencement of exploration at Sukari. Since then, the Company has sustained relations through mine development and twelve years of production. In 2021, the Company conducted a community perceptions survey with the aim to assess the robustness of our relationship with the broader Marsa Alam community and the effectiveness of our engagement practices, including communication structures, investment initiatives and grievance mechanism.

In total, 422 persons participated in the survey representing six percent of the Marsa Alam population and of which 35% were female. The majority of participants were aware of the mine and held the opinion that its presence was of high socio-economic importance to the town through indirect economic opportunity and community investment. The survey indicated a strong level of approval and support for Sukari, with the Company seen as a good neighbour. Community relations personnel are viewed as being accessible and respectful in their dealings with the community but there remains opportunity to further strengthen engagement methods through our broader participation in community meetings and events.

COMMUNITY RELATIONS CONTINUED

We obtain critical information about the environmental and social baseline conditions, and potential impacts and opportunities arising from our business activities.

RISK AND IMPACT MANAGEMENT

We endeavour to do this as early as possible in the project development cycle to integrate this information into the design process.

There was no material change to the community risks nor impacts associated with the operation of the Sukari mine in 2021 and no new regulatory impact assessment processes were initiated. In 2021, we secured approximately 3,000km² of highly prospective greenfield exploration licences in Egypt’s Eastern Desert. While these areas cover an arid and mountainous landscape with little to no human settlement, community engagement will be undertaken in the broader landscape in 2022, to assess risk and impacts commensurate with a greenfield exploration programme.

At Doropo we have intensified our risk and impact assessment processes in support of the prefeasibility study; and appointed experienced environmental and social consultants to commence preliminary technical baseline studies and stakeholder engagement. The Doropo project is located in a rural area and is one of the least developed regions of Côte d’Ivoire. The economic benefits (both direct and indirect) accruing

from this project have the potential to be significant for the local area, including employment, infrastructure and services, institutional strengthening, and community investment. However, numerous settlements are located within and adjacent to the project area, potentially resulting in levels of economic and physical resettlement. Project development also has potential to exacerbate levels of in-migration, including artisanal miners, and place additional pressure on levels of social cohesion and security. This will necessitate rigorous social planning, extensive consultation with potentially affected persons and impact mitigation.

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (“ASM”) is prevalent across a number of our exploration permits in Côte d’Ivoire, though considered to be an illegal activity by the national authorities. The ASM context is highly variable from site to site and will require detailed assessment commensurate with the development of these projects. We recognise that ASM and its value chain can provide subsistence for local communities, but that it can also pose significant security, safety and environmental risks.

At Doropo, ASM takes place on some of our mineral resource prospects. We accommodate the presence of ASM, where this activity is of low intensity and impact. In situations where the nature and extent of ASM presents an unacceptable risk to the safety and security of our workforce and the broader community, we actively work with the artisanal miners themselves and local authorities to manage and mitigate these risks. In 2022 we will elaborate an ASM strategy to support the Doropo prefeasibility study.

Small-scale mechanised mining takes place on the Sukari licence area, but generally at remote sites where it neither disturbs nor presents a risk to mine operation. It is an unauthorised, clandestine activity that employs a relatively small number of people. Our exploration and security teams occasionally encounter the presence of illegal mining within our Sukari licence area and have been trained to respond in conformance to the VPSHR. Information concerning these encounters is shared with the public authorities.



COMMUNITY INVESTMENT

We engage with communities to identify social, economic and environmental priorities and to define mutually desired outcomes and opportunities as aligned with our purpose.

Through community investment we aim to provide a framework that addresses challenges and catalyses long-term socio-economic development in our host communities. To do so, we must strengthen the institutions that support local economies, and build the skills and capabilities that diversify economic activity. Where possible, we seek to leverage other development resources and sources of funding available through partnership with other bodies.

We start community investment at early-stage exploration, from where the level of investment is scaled-up over time commensurate with the stage of asset development. Overall, we target levels of investment equivalent to 1% of our underlying earnings. The total community investment expenditure in 2021 was US\$0.33 million, representing 0.4% of underlying earning, compared to 0.6% in 2020. In Egypt, we recognise that this quantum of investment falls short of our country target. Measures are being taken in 2022 to increase the capacity of our team at Sukari to plan and execute community projects.

COMMUNITY INVESTMENT BY COUNTRY

COMMUNITY SPEND ^{(1),(2)} (US\$'000)	2021	2020	2019
Egypt	159	991	24
Côte d'Ivoire	143	82	184
Burkina Faso	29	91	70
Total	332	1,164	278

(1) Community investment includes: community development infrastructure, services, donations and sponsorship. Excludes in-kind contributions such as voluntary labour or equipment and crop compensation.

(2) Underlying data consistent with ESTMA Payments to Government public filings.

At Sukari, a Community Consultation Committee composed of cross-functional leaders supports the governance of our community investment programme, to ensure the most effective opportunities are prioritised and implemented. In 2021 the Committee identified the following priorities for investment:

- Vocational education and training programmes that enable the community to benefit from economic opportunities associated with the presence of the mine
- Advancement and inclusion of women in economic activities
- Continued investment in community health infrastructure and services to minimise dependence on the regional centre of Hurgada, four hours to the north

In rural areas of Côte d'Ivoire and Burkina Faso, access to clean water is a major public health and development constraint, and water-borne illnesses are prevalent. Inaccessibility to clean water disproportionately affects women and girls who are typically responsible for bringing water to their homes. At our project sites we have prioritised the installation and maintenance of drinking water infrastructure and will continue to do so.

To maximise the impact of our community investment, we aim to be consistent with and supportive of other local development initiatives and plans – and leverage other development resources and funding. In 2021, our three-year partnership with the German International Cooperation Agency (“GIZ”) in Côte d'Ivoire concluded, that had aimed to promote sustainable agro-pastoral production and income generation for rural populations and reduce the degradation of natural resources adjacent to the Comoé National Park. In 2022, we aim to leverage off this past experience to initiate pilot agricultural livelihood programmes in the Doropo project area.

VOCATIONAL EDUCATION AND TRAINING IN MARSA ALAM

In 2021, we advanced the development of an investment initiative that aims to enhance the socio-economic benefits arising from the anticipated growth in the Egyptian mining sector, through reform of the technical education, training and labour market. The focus of the initiative is to put in place an innovative technical and vocational education and training (“TVET”) programme aligned to both international industry standards and the labour market in Egypt, thus enhancing graduates’ employability.

The TVET programme will prioritise the development of trained and qualified technical trades and apprentices (plant and equipment operators, mechanical, hydraulic, electrical, metal fabrication); management skills in workplace supervision and leadership; and graduates in science, technology and engineering. Students would receive a combination of classroom-based theoretical education and practical on-the-job training – the latter to be led by Sukari and our business partners. The TVET curricula would be accredited by the Egyptian Ministry of Education with supplementary certification through international entities and knowledge partners as appropriate.

In the near term, the initiative would capitalise on the presence of Sukari through provision of industry knowledge and financial support. In the longer term, it is anticipated that the initiative will become autonomous, providing support to the broader and developing mining sector in Egypt. In 2022 we plan to enter a partnership agreement with a local TVET provider and commence a pilot phase.

COMMUNITY INVESTMENT CONTINUED

2021 COMMUNITY PROJECTS

<p>Other infrastructure</p> 	<ul style="list-style-type: none"> ♀ Refurbishment of facilities at the Marsa Alam Youth Centre and supply of sport equipment, Egypt ♀ Installation of three village water bores and hand pumps in the Doropo project area, Côte d'Ivoire ♀ Rehabilitation of three village water pumps in the ABC project area, Côte d'Ivoire 	<ul style="list-style-type: none"> ♀ Installation of a water bore and hand pump in Kosso village, Batie West, Burkina Faso ⊖ Installation of solar lighting to the Donafara school, Batie West, Burkina Faso
<p>Income generation</p> 	<ul style="list-style-type: none"> ♂ Supply of agricultural inputs to farmers in Doropo District to improve production in areas outside the Comoé National Park, Côte d'Ivoire 	<ul style="list-style-type: none"> ♀ Community awareness and organisation to benefit from micro-credit schemes, 95 villages in Doropo District, Côte d'Ivoire
<p>Education</p> 	<ul style="list-style-type: none"> ⊖ Material and logistical support to local Bedouin students to participate in their end of year exams, Egypt 	
<p>Healthcare</p> 	<ul style="list-style-type: none"> ⊖ Institutional support to the health center of Marsa Alam and procurement of radiography equipment, Egypt ⊖ Continued supply of consumables to support operation of the PCR testing equipment that was provided to the local hospital of Marsa Alam, Egypt, in 2020 	<ul style="list-style-type: none"> ⊖ Refurbishment of the Marsa Alam rehabilitation centre for persons with special needs and supply of equipment including wheelchairs and walking aids, Egypt ⊖ Supply and installation of water infrastructure at Kona hospital, ABC project, Côte d'Ivoire
<p>Social welfare</p> 	<ul style="list-style-type: none"> ⊖ Supply of a vehicle to the Marsa Alam city council for transportation of deceased persons, Egypt ♀ Financial and in-kind support to 60 vulnerable families suffering financial hardship including access to medical services, bedding and food, Marsa Alam, Egypt 	<ul style="list-style-type: none"> ⊖ Sponsorship of community events (sport, education and culture), various jurisdictions

In 2021, we deferred our plan to develop a long-term community investment strategy for Sukari until after completion of the life of asset review to ensure the strategy reflected the current Life of Mine Plan. With the life of asset review now complete, preparation of the community investment strategy is scheduled for 2022. We recognise the need to undertake certain investment initiatives on a larger, regional scale, to achieve measurable social change and establish diversified and resilient regional economies. We also appreciate the need to develop and implement these initiatives in collaboration with other regional stakeholders. Under this strategy we will target women to benefit from at least 50% of our investment funding.

KEY TO GENDER BIAS

♂ Male

♀ Female

⊖ Equal

ENVIRONMENTAL RESPONSIBILITY

Centamin is committed to safeguarding the environment and impacts on water, land, climate, air quality and biodiversity, and engaging stakeholders on effective solutions. This includes a commitment to avoid, minimise, mitigate and/or remediate our impacts on the environment, and to maintain overall ecosystem health and resilience in the areas in which we operate.

Our materiality assessment process identified the following environmental aspects as key priorities for Centamin: waste and hazardous materials, environmental compliance and climate change and emissions. Our approach and performance for these material environmental issues are described on the following pages under the headings – Energy and Climate Change, Water Stewardship, Material Stewardship and Waste Management, Tailings Management, Air Quality and Biodiversity.



Zero
REGULATORY
NON-COMPLIANCES

1.17 tCO₂-e
PER OZ GOLD PRODUCED,
SCOPE 1 & 2 GHG EMISSIONS
INTENSITY

TCFD
ALIGNED CLIMATE
CHANGE DISCLOSURES

**INDEPENDENT
TAILINGS
REVIEW**
IN ACCORDANCE WITH GISTM

FAST TRACK TO...

[Our Approach](#)

[Energy and Climate Change](#)

[Water Stewardship](#)

[Materials Stewardship and Waste Management](#)

[Tailings Management](#)

[Air Quality](#)

[Biodiversity](#)

REPORTING STANDARDS REFERENCED

GRI

302-1, 302-3, 303-1, 303-3, 303-4, 303-5, 304-1, 304-4, 305-1, 305-2, 305-3, 305-4, 305-7, 306-1, 306-3, 306-4, 306-5, 307-1, MM1, MM2, MM3, MM10, MM11

SASB

EM-MM-110a.1, EM-MM-110a.2, EM-MM-120a.1, EM-MM-130a.1, EM-MM-140a.1, EM-MM-140a.2, EM-MM-150a.1, EM-MM-150a.2, EM-MM-150a.3, EM-MM-150a.9, EM-MM-160a.1, EM-MM-160a.2, EM-MM-160a.3, EM-MM-540a.2, EM-MM-540a.3

OUR APPROACH

Our approach to environmental management is formally set out in our Environmental Policy as approved by the Sustainability Committee of the Board.

In 2021, the Environmental Policy was reviewed and updated to reflect and align with the RGMPs. The policy outlines our commitments to:

- Comply as a minimum with all applicable legal and regulatory requirements of the countries in which we operate, and where such legislation or requirements are lacking or absent, apply an internationally recognised standard
- Ensure environmental risks and opportunities are captured in the Company’s risk management framework
- Set measurable performance targets to drive accountability and improve environmental performance
- Safe management of Tailings Storage Facilities and hazardous materials
- Support the objectives of global climate accords and measure and report our GHG emissions in accordance with the Greenhouse Gas Protocol
- Monitor our impacts and conduct periodic reviews of environmental performance
- Be transparent in communicating our environmental performance to stakeholders

The policy is supported at operational level by an HSES Management Systems Standard and tailored Environmental Management Plan that considers the regulatory context of the country and unique environmental risks specific to each site. The policy is communicated to all new starters, employees and contractors, through an induction training session when they first arrive on site and then periodically through the induction refresher sessions.

In both Egypt and Côte d’Ivoire, we reinforced our environmental management capacity through talent recruitment and upskilling of current personnel, workplace awareness programmes, updates of the Environmental Management Plan and enhanced management assurance programmes. In 2022 at Sukari there will be an independent performance review of the environmental management system against our policy and ISO 14001.

There are regular internal inspections to ensure compliance with the environmental management systems and all environmental incidents are included into the incident management system and investigated according to the severity level.

In 2021, Centamin achieved its target of zero reportable environmental incidents (level 4 and 5) across the Group and zero non-compliances were recorded against environmental laws or regulations.

There have been no level 5 environmental incidents in our corporate history and one level 4 incident which occurred in 2015. We recognise that low-level incidents can often act as an early warning mechanism. That is why all environmental incidents and near hits are reported and investigated to ensure that the root causes are identified and appropriate measures are taken to prevent a reoccurrence and to reduce the possibility of a more serious incident.

In 2021 there were six near-hits reported that could have resulted in an impact to the environment, and a total of 29 environmental incidents, resulting in an Environmental Incident Frequency rate of 2.64 per million man-hours worked.

This represents a 3% improvement on the average incident frequency rate for the three-year period 2018-2020. The bulk of incidents (79%) relate to localised spills of hydrocarbons, process water or reagents outside the containment areas. The remaining incidents related to biodiversity and non-compliance with waste management procedures.

Sukari operates in an arid climate and as there are no nearby rivers or streams and limited flora and fauna, by consequence there is a reduced threat to the wider environment. Conversely, our projects in Côte d’Ivoire are located in a more sensitive and higher risk environment comprising heavy rainfall, and greater population density and ecological diversity.

ENVIRONMENTAL INCIDENTS	2021	2020	2019
Level 5 – Catastrophic	0	0	0
Level 4 – Major	0	0	0
Level 3 – Moderate	7	5	8
Level 2 – Minor	16	2	3
Level 1 – Negligible	6	8	14
Total	29	15	25
Environmental Incident Frequency Rate per 1,000,000 hours worked	2.64	1.8	3.56

ENERGY AND CLIMATE CHANGE

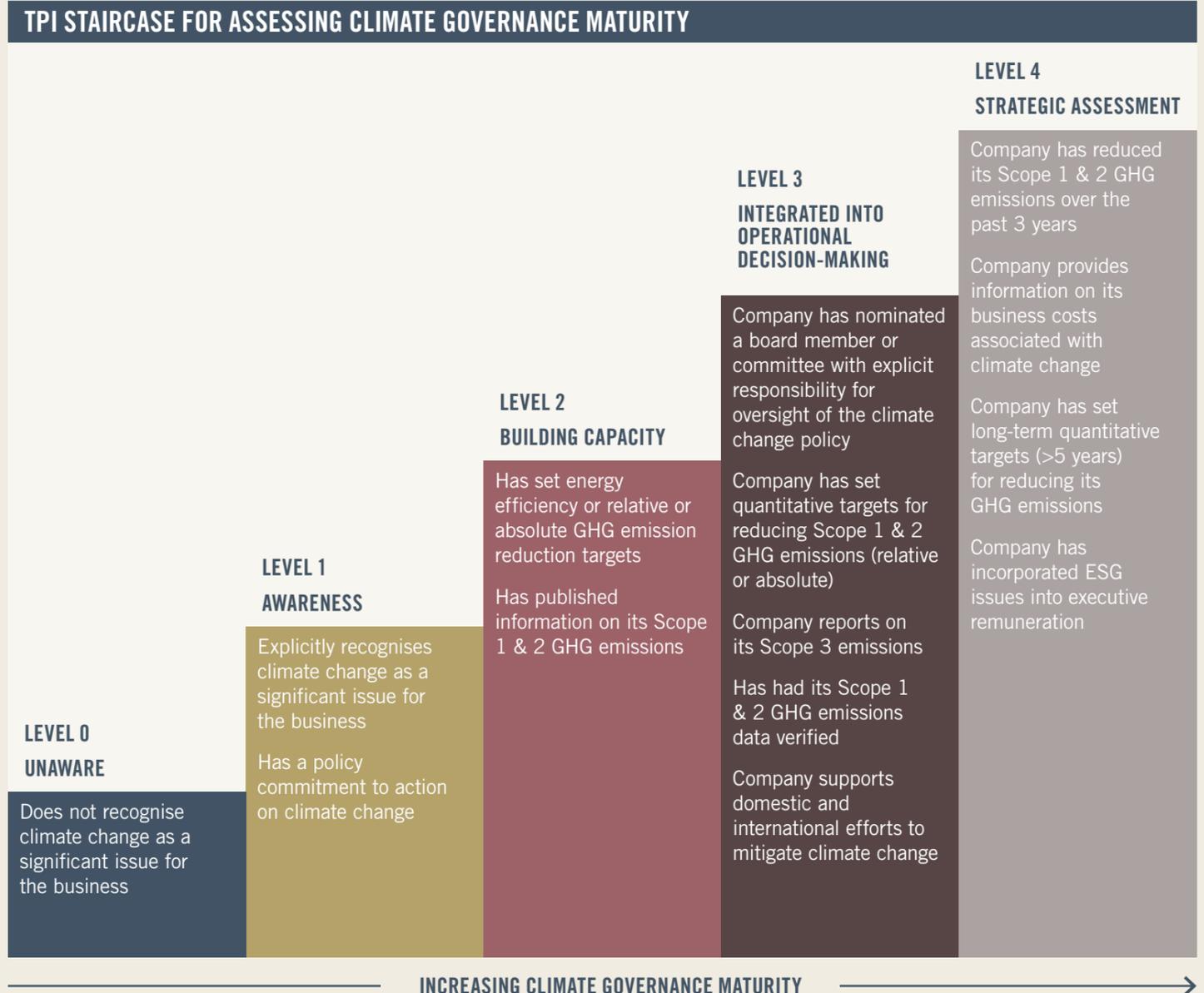
OUR POSITION ON CLIMATE CHANGE

We support global efforts to achieve the climate change goals to reduce GHG emissions outlined in international guidance, including the United Nations Framework Convention on Climate Change (“UNFCCC”) and the Paris Agreement. We are committed to reducing our contribution to climate change, while also building operational resilience in the face of global warming.

In April 2021, the UK Government updated its climate change target to cut emissions by 78% by 2035 compared to 1990 levels encouraging similar levels of ambition from businesses. This follows the government’s commitment in June 2019 to legislate for net zero emissions by 2050 and that large asset owners make disclosures in accordance with the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations.

We recognise that this will require transformational changes in how we extract mineral resources and integrate climate-related impacts and risk into our business strategy and financial planning. Our approach is based upon the Paris Agreement principles to limit global warming to well below 2°C above pre-industrial levels, with consideration to the Intergovernmental Panel on Climate Change (“IPCC”) recommendations.

We are committed to disclosing actual and potential climate-related risks and opportunities for our business strategy and financial planning, where such information is material. In 2021 we evaluated the consistency and maturity of our climate change disclosures to the recommendations of the TCFD. The impact of climate on our business model, strategy and financial statement are presented in our Annual Report. To support this process, we have applied the Transition Pathway Initiative’s (“TPI”) 4-level staircase to judge our progress against the TCFD recommendations and chart a pathway of progression for our climate-related disclosure journey. Overall, we have assessed that our 2021 disclosures meet TPI level 2 – ‘capacity building’. We recognise that our disclosures are not yet fully consistent with some of the TCFD recommendations and in our Annual Report explain why and provide a description of the priority actions to be taken to close-out these gaps. Through implementation of these actions, we aim to advance the maturity of our disclosures to TPI level 3 – ‘integrated operational decision-making’ in 2022. An index to our TCFD disclosures is presented in the Appendix of this Report.



ENERGY AND CLIMATE CHANGE CONTINUED

GOVERNANCE

We aim to integrate climate considerations, such as energy and decarbonisation, into our strategic decisions and day-to-day operational management. We recognise that this will require a step-change in terms of climate-risk accountability and transparency. In 2022 we will define climate-related gateway criteria for material business decisions.

Board overview: The Board and individual Directors possess significant climate-related expertise to assess and manage climate-related risks and opportunities. The Board, with technical guidance from the Sustainability Committee, has overall responsibility for providing the strategic direction on climate-related risk and to review the performance of the Company. In 2021, climate change was identified as a standing agenda item for the Sustainability Committee.

Strategic direction: To supplement our climate-related governance, we have constituted a working group to oversee TCFD implementation, assess climate-related risks and draft strategy for consideration in our business model. The working group comprises members of our senior technical management team and reports to the Executive Committee.

Operational execution: Through engagement with the Climate Change Working Group, our operational management team will integrate climate change commitments into operational decision-making.

STRATEGY – OUR CLIMATE ACTION MODEL COMPRISES FOUR AREAS OF FOCUS:

1. Reducing our carbon footprint (Scope 1 and 2).

Renewable energy will play an important role in our transition strategy. In 2021 we advanced construction of the 36MW Solar Project and battery storage facility which will reduce Scope 1 emissions by 60,000 tCO₂-e per annum when commissioned in H2 2022. In parallel, we advanced investigations to further reduce our carbon intensity and reliance on diesel, including grid connection and fuel switching to natural gas. LNG has the potential to be a more efficient fuel for both onsite power generation, alongside solar, and for our mobile mining fleet. In 2022, we will quantify opportunities for decarbonisation over the Life of Mine Plan for Sukari including expansion of our existing commitment to renewables, fuel switching to natural gas and energy efficiency projects.

We were hoping to trial the Dynamic Gas Blend system on three of our haul trucks in 2021, which would allow the trucks to run on both diesel and Liquefied Natural Gas (“LNG”). This trial is on hold while we investigate solutions to the transportation and handling of LNG with suppliers in Egypt, where infrastructure to support vehicle use is limited.

In 2021, we advanced roll-out of the high production trays to our haul truck fleet. Preliminary performance data from the operation of 18 trucks fitted with these innovative trays indicates a 15 to 20% reduction in fuel consumption per tonne hauled.

Other initiatives underway at Sukari include: LED light bulb conversion (75% completed) and upgrading air-conditioners to more efficient models (35% completed); modified operational controls in the ultrafine grinding circuit allowing intermittent shutdown of the vertical mill to reduce power load; improvement of blasting practices resulting in better fragmentation and a finer feed stock to the primary crushers.

2. Collaboration with our supply chain (Scope 3).

In 2021 we calculated our Scope 3 emissions for the first time and have initiated engagement with our business partners and major suppliers to identify and quantify opportunities to reduce these emissions.

3. Operational resilience to climate change.

We have assessed the physical risks to our operations under future emissions scenarios and the results for near-term predictions indicate that adaptation specifically to mitigate the effects of climate is not material. In 2022 we will elaborate a Life of Mine rehabilitation and closure plan for Sukari that duly considers long-term climate change predictions and the resilience of closure structures.

4. Transparency.

We are committed to reporting transparently on our progress in meeting our climate change objectives and data on our Scope 1, 2 and 3 emissions. We publish data via our annual reporting disclosures and the Sustainability Dashboard on our website. We were rated C in our CDP disclosure for 2021.

ENERGY AND CLIMATE CHANGE CONTINUED

RISKS AND OPPORTUNITIES

Understanding climate change-related risks and opportunities across all aspects of our business is vital to inform our strategy and our continued ability to operate. In 2021 we completed a preliminary assessment of climate change-related risks and opportunities. The approach was consistent with our Group risk management and strategy development framework.

A ‘new’ principal risk, decarbonisation, has been elevated from the climate change emerging risk disclosed in the 2020 Annual Report. This was underscored by a preliminary assessment of climate-related transition risks, of which the following were considered potentially material to the business over the medium and/or long term: pricing of carbon emissions; availability and costing of commodities and consumables; changing market and investor sentiment. In 2022, we will undertake scenario analysis for the climate-related transition risks considered material to the business over the short, medium and long term. The approach to this analysis will align with TCFD guidelines and the future-orientated climate models developed by the Intergovernmental Panel on Climate Change (“IPCC”).

TRANSITIONAL CLIMATE RISKS

Transition Risk Event

Potential Financial Impact

Mitigation Measure

Pricing of carbon emissions

Application of new economic instruments to reduce carbon emissions, i.e. carbon tax or emissions trading scheme.

There are rapid advances associated with regulation and policy frameworks aiming to support climate resiliency in markets. While we recognise that a tax on emissions has potential to be financially material, the timeline for the application of such a tax remains uncertain and is not assessed to be material to our business in the short term. Egypt does not currently have quantitative emission reduction targets nor is a national monitoring, reporting and verification system in place.

Monitor the development of international and national policy in the medium and long term, including scenario analysis.

Our climate change strategy is designed to mitigate this risk.

Market uncertainty

Change in consumer sentiment towards gold due to climate-related considerations leading to sustained reduction in gold price over long term.

The production of gold has a high carbon intensity relative to other metals and does not materially contribute to low carbon or energy transition technologies. However, industry research indicates good opportunity for gold mining to reduce emissions at a scale and rate aligned with Paris climate targets, and that gold may offer investors demonstrable benefits as a climate-risk mitigation asset.

The impact of climate-related risk on gold price is not assessed to be financially material in the short term.

Routinely assess the impact and sensitivity of our business to reduced gold price. Monitor the impact of climate-related risk on gold price in the medium and long term, including scenario analysis.

Our climate change strategy is designed to mitigate this risk.

Commodities and Consumables

Abrupt and unexpected shifts in availability and cost of commodities and consumables.

The progressive application of new economic instruments within various jurisdictions is expected to increase the cost of commodities and consumables. This may already be impacting the commodities we source from Europe.

The impact of climate-related risk on our supply chain is not assessed to be financially material in the short term.

Routinely assess the impact and sensitivity of our business to varying level of inflation. Monitor the impact of climate-related risk on our supply chain in the medium and long term, particularly those materials with a large carbon footprint, including scenario analysis.

Investor Uncertainty

Negative change in investor sentiment towards gold and/or producers unable to achieve established climate targets resulting in a sustained reduction to share value over the long term.

Investor capital is shifting towards companies and assets that are able to transition to a low-carbon economy.

Setting targets aligned with the Paris Agreement and the achievement of these targets, are expected to have a financially material impact on our ability to attract and retain investor capital in the medium and long term.

Monitor the impact of climate-related risk on our capitalisation in the medium and long term, including scenario analysis.

Our climate change strategy is designed to mitigate this risk.

ENERGY AND CLIMATE CHANGE CONTINUED

We have assessed the physical risks to our operations under future emissions scenarios based on General Circulation Models and scenarios aligned with the latest phase of the Climate Model Intercomparison Project (“CMIP6”) (comprising projections made with respect to SSP2-4.5 and SSP5-8.5 scenarios). The potential climate trends were analysed for mean annual precipitation and temperature for two assessment periods beyond baseline; near-term (2015-2039) and long-term (2080-2100). Our business was assessed to be resilient to physical risks for the near-term predictions, indicating that adaptation specifically to mitigate the effects of climate are not required for the current operational life of Sukari. The longer-term predictions are relevant to closure planning and the resilience of closure structures in the context of increased intensity storm events.

CLIMATE CHANGE FORECASTS AND PHYSICAL RISKS FOR SUKARI

Climate Factor	Assessment Period	Baseline and Forecast based on Shared Socioeconomic Pathway	Implications on Design
Mean Annual Precipitation (MAP)	2015-2039 and 208-2100	BASELINE	1981-2015
		SSP2-4.5 2030s	+0.0% 2015-2039
		SSP5-8.5 2030s	+0.0%
		SSP2-4.5 2090s	+0.0%
		SSP5-8.5 2090s	+0.0% 2080-2100
Mean Annual Air Temperature (MAAT)	2015-2039 and 2081-2100	BASELINE	1981-2015
		SSP2-4.5 2030s	+1.1% 2015-2039
		SSP5-8.5 2030s	+1.2%
		SSP2-4.5 2090s	+2.8% 2080-2100
		SSP5-8.5 2090s	+5.4%

ENERGY AND CLIMATE CHANGE CONTINUED

METRICS AND TARGETS

We strive to continually enhance our carbon footprint accounting, monitoring, planning and target setting. Having adopted climate-related metrics since 2016 and disclosure to the CDP since 2019, we are continuing to widen the scope and accuracy of our reporting. Our Scope 1 and 2 emissions data for 2021 has been independently assured for accuracy and completeness.

In 2020, we anticipated an increase in our Scope 1 emissions over the short term, primarily resulting from the commencement of an accelerated waste-stripping programme at Sukari and a corresponding increase of diesel consumption; while our Scope 2 emissions would remain at zero. In 2021, our Scope 1 and 2 emissions were 484,081 tCO₂-e representing an increase of 13% compared to our 2020 base-year. Through the implementation of our short-term carbon abatement initiatives, we aim to limit this net increase to 10% by 2023, compared to our 2020 base-year.

In 2021, we calculated our Scope 3 emissions for the first time using the GHG Protocol and Quantis evaluator. Our Scope 3 emissions were 1,217,612 tCO₂-e, of which 54% was associated with Category 1 purchased goods and services. We have requested key consumable suppliers to share their emissions data which will enable us to verify and refine the accuracy of our Scope 3 accounting in 2022.

In 2021, our capital budget for carbon abatement initiatives was US\$40 million, of which we spent US\$34 million on construction of the 36MW solar farm, a 7.5MW battery energy storage system and Dynamic Gas Blending (“DGB”) haul truck trial. In 2022 these initiatives will be supported by a capital budget of approximately US\$15 million.

In 2022, we will elaborate a climate change strategy that will set additional metrics and an ambitious science-based target for carbon reduction by 2030 and one that strives to align with a trajectory of emission reduction to net zero by 2050.

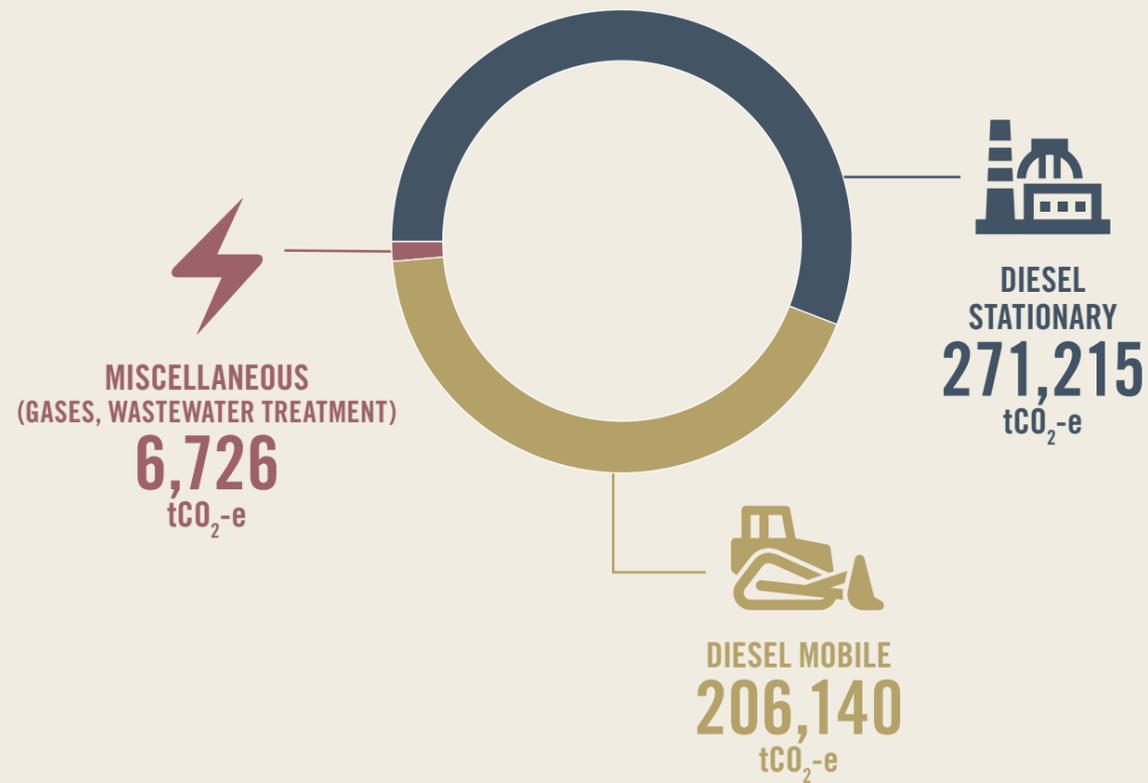
GROUP GHG EMISSIONS AND ENERGY CONSUMPTION

	2021	2020 ⁽¹⁾
Emissions (tCO₂-e)		
Scope 1 – Total	484,081	457,752
Scope 1 – Sukari	475,315	417,900
Scope 2	Zero	Zero
Scope 3	1,217,612	925,892
Scope 1, 2 and 3	1,701,693	1,353,644
Emissions intensity (tCO₂-e per oz Au produced)		
Scope 1 and 2	1.17	0.95
Scope 1, 2 and 3	4.10	2.99
Energy consumed (GJ)	6,868,398	6,061,438
Energy intensity (GJ per oz of Au produced)	16.54	13.40

(1) A base-year of 2020 has been established as a recent year with reliable and verifiable data, in line with the GHG Protocol Corporate Standard.

ENERGY AND CLIMATE CHANGE CONTINUED

GROUP SCOPE 1 GHG EMISSIONS⁽¹⁾



(1) In accordance with the GHG protocol, the direct emissions from the combustion of biomass should be reported separately from Scope 1. Our total emissions from the combustion of biomass in 2021 = 979 tCO₂-e.

GROUP SCOPE 3 GHG EMISSIONS

SCOPE 3 GHG EMISSIONS (tCO ₂ -e) ⁽¹⁾	2021
Category 1 – Purchased goods and services	655,866
Category 2 – Capital goods	409,220
Category 3 – Fuel and energy related activities	126,712
Category 4 – Transportation and distribution	12,377
Category 5 – Waste generated in operations	125
Category 6 – Business travel	2,303
Category 7 – Employee commuting	2,975
Category 8 – Leased assets	6,510
Category 9 – Transportation and distribution	1,050
Category 10 – Processing of sold products	160
Category 11 – Use of sold products	N/A
Category 12 – End of life treatment of sold products	313
Category 13 – Leased assets	N/A
Category 14 – Franchise	N/A
Category 15 – Investments	N/A

(1) Under the GHG Protocol the following Scope 3 categories were deemed not applicable to our business: Category 11 Use of sold products, Category 13 Leased assets, Category 14 Franchise, Category 15 Investments.

WATER STEWARDSHIP

32%
OF WATER TO TASK
IS REUSED

10%
INCREASE IN
WATER REUSE

Water is a shared, vital and increasingly scarce resource – and also a critical input for mining activities.

Poor management of mining activities and water use can impact the quality and quantity of water available to other users, damage social licence and risk potential fines for legal non-compliance.

Our water management strategy ensures that water is used within the parameters of our permitting requirements and as efficiently as possible by: minimising the volume of imported water, maximising the amount of reused water, and managing the potential impact on other water users in our host countries and communities.

Our operations and projects are plotted on the World Resources Institute’s Aqueduct water risk atlas to understand how current and long-term water-related risks may impact the business and ensure that effective water management plans can be developed and put in place. At Sukari, the baseline water measure is considered ‘arid with low water use’ and as such our water management strategy has prioritised water reuse. Our exploration projects in Côte d’Ivoire are considered

to be in areas of ‘low water stress’. As the exploration activities have limited water needs, there are currently no water management plans for these projects. Water stress exposure and appropriate management plans will be duly considered should these projects move to development phase.

Access to fresh water at Sukari is highly constrained by extremely low rainfall, high evaporation rates and minimal surface and groundwater supplies. The bulk of water for Sukari (98%) is drawn from the Red Sea and is pumped to site via a 25km pipeline. To minimise the need for desalination, which is both energy intensive and costly, the process plant was purposely designed and is operated to use saltwater.

Sukari operates a closed-circuit system and does not discharge water to the environment. Wastewater is re-used through the plant and for dust suppression. There are strong environmental and commercial drivers to maximise water reuse within the process circuit due to the high cost of drawing raw water from the Red Sea and operation of the desalination plant.

PERFORMANCE

Our water reporting is aligned with the guidelines of the ICMM Guide to Water Reporting and water accounting framework. We measure our performance using several key indicators including water quality, rate of reuse and water intensity. To calculate our water intensity, we use two indicators: water withdrawn per kilotonne of ore milled and water withdrawn per oz of gold produced.

Approximately 800 water quality samples were analysed by the site’s laboratory with a further 230 samples collected from boreholes and potable water samples for testing by an independent accredited laboratory. No water quality issues, or incidents of regulatory non-compliance were recorded.

During 2021, approximately 32% of water used within the operations (or ‘water to task’), consisted of reused water. While this represents an increase from 29% in 2020, it is less than our amended target of 44% for the year, due to constraints on the volume of return water to the process plant resulting from ongoing expansion works on the tailings facility.

We recognise that the mine operates in an area with low rainfall and high evaporative water loss. There remains significant opportunity to reduce our water consumption by reducing the rate of evaporative loss from site water storage facilities.

In 2022 we are targeting 45% of water reuse at Sukari. We will continue our water conservation, awareness and monitoring programmes. and conduct further studies of our water balance with the aim to identify opportunities to reduce consumption.



Centamin’s water management strategy ensures that water is used within the parameters of our permitting requirements and as efficiently as possible.”

WATER STEWARDSHIP CONTINUED

IN 2022 WE ARE TARGETING 45% OF WATER REUSE AT SUKARI

SUKARI WATER USE (MEGA LITRES)

	2021	2020	2019	2018
Water Withdrawn⁽¹⁾	8,673	9,516	7,466	9,423
Seawater	8,033	9,261	7,258	9,248
Third-party freshwater	310	240	202	123
Precipitation	67	15	6	52
Groundwater ⁽²⁾	1			
Entrained water ⁽³⁾	262			
Water Reused⁽⁴⁾	4,079	3,816	5,664	3,598
TSF return water	4,012	3,756	5,603	3,539
Other	67	60	61	60
Water Discharge⁽⁵⁾	0	0	0	0
Evaporative loss ⁽⁶⁾	2,619			
Water to Task⁽⁷⁾	12,891	13,332	13,130	13,021
Water Reused %	32	29	43	28
Water Consumption⁽⁸⁾	8,673	9,516	7,466	9,423
Withdrawn Water Intensity (kL/kilotonne ore milled)	728	799	581	750
Withdrawn Water Intensity (kL/oz Au produced)	0.021	0.021	0.016	0.020



All measurements in megalitres.

(1) Water Withdrawn: water that is received, extracted or managed by an operation designated by type-surface water, groundwater, third-party (municipal) or seawater. Due to the limited capacity of the desalination plant at Sukari we receive a small quantity of fresh water from the local municipality.
 (2) Water from the depressurisation of the West wall which is stored in the pit and used for dust suppression with.
 (3) Estimated 2% water volume of the ore.
 (4) Water Reused: water that is reused within the site for operational use.
 (5) Water Discharge: water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties.
 (6) Evaporative loss: the estimated volume of evaporation from all ponds based on the estimated evaporation rate that is considered in the water balance model.
 (7) Water to Task: water used in a task. Tasks are operational activities which use water.
 (8) Water Consumption: water which is abstracted or reused in a task and process which is not returned to the environment or a third-party but lost through various mechanisms (usually dust suppression, evaporation, entrainment in tailings or human use). Water consumption was calculated by subtracting water discharge from withdrawals.

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT

Materials stewardship encompasses the responsible management of both processes and product.

Exploration, extracting and refining minerals and metals must be done in a way that minimises environmental impacts and health and safety risks – this includes the optimisation of raw materials, energy efficiency, waste minimisation and reuse. Safeguarding the health and safety of our workforce and reducing our environmental footprint is our responsibility and makes good economic sense.

Gold mining generates a large amount of mineralised waste, the majority in the form of waste rock and tailings. Mine operation also produces a variety of non-mineralised hazardous and non-hazardous waste materials.

RESPONSIBLE PRODUCTION

There is significant opportunity across our business to be more efficient with the resources we use, and to draw the maximum value from materials requiring a systematic and structured approach to material and process optimisation in each business area.

We published a Life of Mine Plan for Sukari in 2021 that aims to optimise mine development, material movement and plant utilisation. In 2022, this will be complemented by further studies to optimise process plant performance, energy and water usage and waste management. We will also undertake a strategic environmental and social review of the life of asset, including a rehabilitation and closure plan and a review of the closure cost estimates.

At Sukari we have detailed waste management plans in place to ensure all hazardous and non-hazardous waste generated is managed in a manner that minimises environmental risks, and promotes and reduces closure and reclamation liabilities.

WASTE GENERATED (tonnes)

Hazardous Waste	2021	2020	2019
Tailings	11,908,277	11,906,185	12,859,214
Hydrocarbon waste	924	792	1,019
Hydrocarbon contaminated items	97	72	117
Hydrocarbon contaminated soil	7	0.30	1.4
Effluent	8,141	8,736	8,254
Cyanide packaging	559	628	745
Explosives packaging	231	222	249
Batteries	10	19	13
Total	11,918,246	11,916,654	12,869,612
Non-Hazardous Waste	2021	2020	2019
Waste rock	98,381,995	64,118,000	64,214,912
Domestic waste	402	404	469
Food waste	33	23	24
Cardboard	0.46	3.0	2.3
Plastic	242	63	68
Metal	6,507.42	4,778.06	6,544.00
Timber	1,470	1,276	1,498
Rubber	185	146	1,098
Total	98,390,835	64,124,693	64,224,614

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT CONTINUED

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HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFF SITE

Waste Type (tonnes)	2021	2020	2019
Incineration (with energy recovery)			
Hydrocarbon waste	982	838	1,003
Hydrocarbon contaminated items	51	72	117
Recycling			
Batteries	–	–	–
Total	1,033	910	1,120

HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF SITE

Waste Type (tonnes)	2021	2020	2019
Incineration (without energy recovery)			
Medical waste	1.2	0.51	0.14
Sewerage Treatment			
Effluent	8,141	8,736	8,254
Total	8,142	8,737	8,254

HAZARDOUS WASTE DIRECTED TO DISPOSAL ON SITE

Waste Type (tonnes)	2021	2020	2019
Tailings	11,908,277	11,906,185	12,859,214
Incineration (without energy recovery)			
Cyanide boxes	559	628	745
Explosives packaging	231	222	249
Stockpile			
Hydrocarbon contaminated soil	–	–	–
Total	11,909,067	11,907,036	12,860,208

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL ON SITE

Waste Type (tonnes)	2021	2020	2019
Waste Reused			
Waste rock	19,937,881	12,891,413	4,822,579
Waste Recycled			
Plastic	242	285	270
Timber	–	–	227
Cardboard	0.5	3.0	2.3
Metal	5,276	41	3,153
Rubber	Nil	25	3,154
Total	19,943,400	12,891,767	4,829,384

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFF SITE

Waste Type (tonnes)	2021	2020	2019
Waste Reused			
Food waste	33	23	24
IBCs	101	168	138
Total	134	191	162

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF SITE

Waste Type (tonnes)	2021	2020	2019
Landfill	370	404	469
Total	370	404	469

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL ON SITE

Waste Type (tonnes)	2021	2020	2019
Waste rock	78,444,114	51,226,587	59,392,333
Total	78,444,114	51,226,587	59,392,333

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT CONTINUED

PERFORMANCE

The largest waste product by volume is waste rock generated from the extraction of ore at Sukari. The bulk of this material is placed on site in designated waste rock dumps that are engineered for geotechnical stability. The waste rock is predicted to be non-acid forming, with low sulphide contents and variable acid-neutralising capacities. In 2021, we generated 98.4 million tonnes of waste rock of which 20% was reused onsite for construction activities, including expansion of TSF2. Waste rock is also used for backfilling underground operations, as cemented rock fill (“CRF”), which allows a bottom-up mining method and improves overall efficiency of ore recovery.

In 2021, there was a marked increase in the reported quantities of plastic waste at Sukari comprising scrap HDPE piping from TSF2 construction and housekeeping in the process plant. This plastic waste was stockpiled for recycling.

In 2021, key initiatives related to the optimisation of raw materials and waste minimisation and reuse included:

- **Cyanide consumption:**
Since 2018 we have achieved a sustained and continued reduction in our cyanide consumption rates by 40% through optimisation of oxygen conditions in the process plant, and a corresponding reduction in hazardous waste from cyanide packaging.

- **Grinding Media:**
In 2021 we reduced our consumption of steel ball grinding media by 6% from 2020 and ceramic media by 59%. In parallel we recovered 5,350 tonnes of steel balls that were suitable for reuse in combination with fresh grinding media.

An arrangement with a local steel grinding media manufacturer allows for scrap steel balls to be returned for recycling which is then offset in future orders of steel mill balls thus diverting the scrap material away from the waste stream.

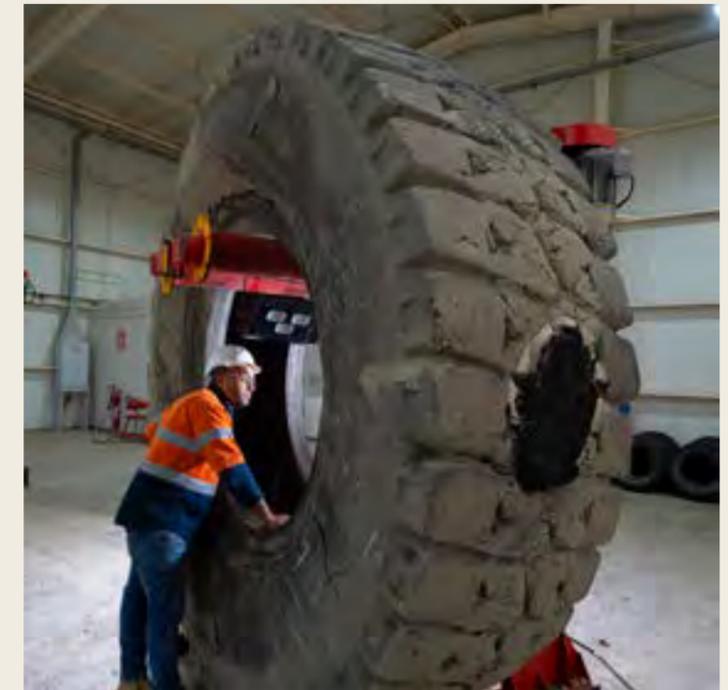
- **Extended truck tyre-life:**
During 2021 we completed trials on different tyre compounds and brands to identify the optimal tyre composite most suited for our operating environment.

- **Truck productivity:**
After a successful trial in 2020, we completed the installation of 18 high production trays to our open pit haul trucks.

Preliminary optimisation studies indicates that these trays can achieve a 5% increase in payload from 145 to 152 tonnes and a 15-20% reduction in fuel consumption per tonne of material moved. The remaining 30 haul trucks will be fitted with the high production trays in 2022.

Hazardous and non-hazardous wastes are segregated at source in accordance with material-specific waste management plans and regulatory requirements. The approach enhances the identification of opportunities for waste reduction, reuse and recycling. The primary hazardous waste produced at Sukari includes waste oil, packaging for cyanide and other hazardous reagents, solvents, paints and batteries. Non-hazardous waste includes scrap metal, wood waste, tyres, cardboard, plastic, rubber and food waste.

Under the Sukari Concession Agreement, non-hazardous waste materials of beneficial value for reuse or recycling – principally scrap metal, wood, plastic, rubber and tyres – are the responsibility of our government partner, the Egyptian Mineral Resources Authority (“EMRA”). These materials are segregated and stockpiled for periodic collection and transfer off site by licensed third-party waste contractors appointed by EMRA. Food waste is donated as animal feed to local herders.



TAILINGS MANAGEMENT

Gold mining creates a significant amount of tailings waste as mined ore is crushed, milled and processed to separate the gold from the ore.

This process involves hazardous chemicals and reagents such as cyanide and flotation chemicals, of which residual quantities remain in the tailings after processing. These tailings form the bulk of Centamin’s hazardous waste and are pumped into a specially designed and engineered earth-filled lined impoundment known as a tailings storage facility ("TSF"). TSFs need to be carefully managed and monitored to ensure the stability of the embankment walls and to prevent seepage of possible contaminants into the local environment.

Centamin is committed to the GISTM with the objective to cause no harm to people or the environment through tailings facility design, operation and closure. We are targeting compliance with this standard by August 2023, and as a first step completed a gap analysis of our tailings governance and management framework using the ICMM Conformance Protocols for the GISTM.

TAILINGS GOVERNANCE

We employ a robust tailings governance approach based on good industry practice, risk management, and review and assurance. Operating manuals are in place for our tailings storage facilities which detail the operation, monitoring, maintenance, construction, closure and rehabilitation guidelines for the facility; a clear definition of responsibility for key personnel; and a Trigger Action Response Plan to effectively assess deviations from standard operating practice and required actions, including what to do in the event of an incident or emergency.

TSFs are monitored through a layered assurance system by a team of internal specialists, Sukari’s formally appointed external Engineer of Record (“EoR”) and an Independent Technical Reviewer. Both the EoR and Independent Technical Reviewer are empowered to conduct routine performance and safety reviews of Sukari’s Tailings Management System. The Board have ultimate accountability for the safe management of our tailings facilities including emergency preparedness and response and recovery in the event of failure. The Board is supported in this role by the Technical and Sustainability Committees, who oversees the development and implementation of the Tailings Management System.

At Sukari, tailings management is defined as a critical risk and, as such, standards are in place that define the minimum requirements for the management of tailings to protect human health and the environment through facility design, operation and closure. The Critical Risk Standard also covers incident and emergency response, management of change processes, performance reviews and independent audits.

In 2021 we published an update on our tailings facilities to the Centamin website.

 **DOWNLOAD HERE**
Tailings management disclosure



TAILINGS MANAGEMENT CONTINUED

PERFORMANCE

At Sukari, there are two active TSFs that are designed and operated to provide permanent and secure containment of all solid tailings material over the life of mine. The facilities are designed in accordance with Australian National Committee on Large Dams (“ANCOLD”) guidelines. The embankments have been constructed using the downstream method and the facilities comprise an HDPE geomembrane liner to provide additional seepage reduction, reduce the risk of groundwater contamination and maximise water return to the process. Both facilities have a hazard categorisation of HIGH A under the ANCOLD guidelines. There were no incidents associated with the operation of these facilities during the year.

The Sukari operation has a contingency plan to prevent overtopping of the tailings impoundment, as well as early warning systems for slope and foundation failures. TSF1 has a dam crest height of 60 meters and is near full capacity at 69 Mm³. In 2021, construction was completed on Stage 3 lift of TSF2 which brings the dam crest height to 42 meters. Through its operating life, TSF2 is designed to be raised through 13 staged downstream lifts. Sukari generated 11.9 million tonnes of tailings in 2021. Commencing 2022, we plan to beneficially reuse tailings paste for structural backfill of our underground operation.

The TSFs are designed and operated for no discharge to the environment. Excess tailings water is contained within the facility and returned to the process plant for reuse or is lost through evaporation. A seepage control system reduces seepage rates to manageable levels and includes low permeability geomembrane liners. Underdrainage collection and leakage detection systems provide management of leachate collected underneath the liner and returns these back to the TSF for recovery.

There are 15 monitoring boreholes adjacent and downstream to the TSFs. Water samples are analysed weekly by the onsite laboratory and monthly by an independent and accredited offsite laboratory. The test results of all groundwater quality are then periodically reviewed independently.

REVIEW AND ASSURANCE

To ensure facilities are performing as designed, we have several programmes for inspecting, auditing and reporting on the safety of our tailings facilities to ensure structural safety.

Operation of the TSFs is managed by a dedicated team of people who conduct daily performance monitoring including visual inspections to confirm the operational and structural integrity of the facility. This is supplemented by routine monitoring and inspections by the HSE department.

Our Engineer of Record conducted a formal dam safety audit of the TSFs in 2021. We also engaged a suitably qualified principal engineer to perform an Independent Technical Review of our TSFs against the applicable design standards and the GISTM. The review confirmed the operational and structural integrity of the tailings facilities, but did reveal deficiencies in some elements of the tailings management system for redress in 2022.

CYANIDE MANAGEMENT

Under our Hazardous Substances Risk Standard, we adhere to industry good practice for the safe transportation, storage, use and disposal of cyanide – including strict adherence to the national regulatory requirements. We require that our cyanide suppliers are signatories to the International Cyanide Management Code (“ICMC”) and our site-level cyanide storage and use is managed under strict control with aspiration to align with the Code.

Mandatory cyanide awareness and emergency response training is undertaken at Sukari annually for employees who handle or are exposed to cyanide. Each area is regularly inspected for structural and operational integrity and equipped with the necessary resources to manage any cyanide-related incidents safely and rapidly.

Sukari has an emergency response team on site, which is trained and equipped to manage emergency situations, including potential incidents related to tailings management or hazardous chemical spills. Any incident involving cyanide is formally investigated.

In 2021 we conducted an internal assessment of our cyanide management against the ICMC, which itself was updated in 2021. While our operations are in broad conformity to the ICMC, we do not detoxify cyanide in our process effluent before discharge to our tailings storage facility, as the risk of exposure to wildlife is assessed to be low. An independent gap analysis of our performance against the Code will be undertaken in 2022.

In addition, the government body responsible for approving the use of cyanide in Egypt confirmed our compliance with their requirements.

AIR QUALITY

Mining and mineral processing can contribute to air pollution through processes such as drilling, blasting, haulage, crushing, power generation and transportation along the supply chain. Associated air emissions include particulate matter and gases.

Centamin is committed to monitoring and mitigating its impacts on air quality. If not carefully managed dust, airborne particulates and gas emissions can:

- Increase the risk of accidents
- Impact working conditions
- Cause occupational health issues
- Present a nuisance for local communities or have a negative effect on health

At Sukari, the priority issues regarding air quality are the impact on work conditions and potential impact on occupational health. Occupational health risks are formally recognised in each work area and the necessary controls implemented to mitigate these risks to our employees.

Sukari is located 25 kilometres away from Marsa Alam and connected by a bitumen road, hence our operation has negligible impact on the airshed of the town. No community complaints or grievances related to air quality were reported in 2021.

Stack emissions from thermal electricity generators are sampled monthly for SO₂, CO and NO_x, and all results were within applicable discharge limits.

PERFORMANCE

At Sukari, ambient and discharge air quality monitoring is conducted on a monthly basis using portable dust and gas monitors. Our workers are also regularly fitted with personal dust monitors to measure their occupational exposure to dust during their workday. Twice a year, the air quality monitoring programme is externally audited including independent sampling and analysis.

Commissioning the Solar Project in 2022 will reduce our diesel consumption for power generation by approximately 23%, with a corresponding reduction in airborne pollutants from the thermal electricity generators.

We monitor ambient air quality at various sites around the mine including PM10, SO₂, CO and NO_x. All recordings were within applicable ambient limits, except occasional exceedance of NO_x, PM10 and SO₂ in the underground operation.

Ventilation in an underground mine is critically important to the occupational health and safety of underground workers. The atmosphere underground is limited and confined, and is thus readily reduced to sub-standard conditions if contaminants produced in the course of operations are not controlled.

CASE STUDY: IMPROVING UNDERGROUND AIR QUALITY



Gases in underground mines are typically emitted from vehicle exhaust or activities such as blasting and may include methane, CO₂, CO, NO_x, SO₂ and ammonia. While these are not typically high values, they do represent a nuisance and potential health risk for our people.

To reduce this health risk, we continue to improve the underground ventilation system and air quality. This has included training programmes to improve knowledge on ventilation and atmospheric monitoring principles; completing Stage 2 of the ventilation upgrade which included 1,050m of ventilation drives; rerouting of the exhaust network reducing the amount of air reused and incorporating a longer-term strategy for ventilation in the mining development. In 2022, we will introduce new primary fans underground to further increase ventilation capacity to 450m³/s from 300m³/s in 2021 (160m³/s in 2019).

In parallel we have investigated opportunities to source Ultra Low Sulphur Diesel (<15ppm) to replace the Low Sulphur Diesel; and upgrade underground equipment to higher tier engines. Subject to site-wide power studies, there is also the possibility of introducing battery operated equipment to significantly reduce the generation of heat and diesel particulate matter.

AIR QUALITY CONTINUED

The movement of vehicles, crushing and grinding processes and blasting are sources of dust. The principal dust suppression and control measures deployed at Sukari include:

- Road maintenance and watering
- Strict control on vehicle speed limits
- Rock stockpile management / ROM
- Enclosures and screens within the rock crushing circuit
- Environmentally controlled operator booths

In 2021, we purchased dust cannons to install on the Run of Mine (“ROM”) pads that produce a fine mist that suppresses airborne dust particulates. These systems will be optimised in 2022 through installation of a dedicated water source to ensure uninterrupted operation.

We conduct monthly dust monitoring internally supplemented by an annual independent review to verify our monitoring programme and results. Personal dust monitoring has detected the presence of fibrous silicate materials and activities of potential worker exposure to the inhalation of these fibres. In 2021 we implemented an asbestos management plan.

In 2022 we will incorporate the measurement of Diesel Particulate Matter emissions into our air quality monitoring programme.

SUKARI EMISSIONS FROM STACKS AND MOBILE FOSSIL FUEL COMBUSTION

Waste Type (tonnes)	Sulphur dioxide (SO ₂)	Carbon monoxide (CO)	Nitrogen oxides (NO _x)	Particulate matter
Stationary plant ⁽¹⁾	10	123	1,111	N/R
Mobile plant ⁽²⁾	N/R	293	4,760	28
Total	N/R	416	5,871	N/R

(1) Estimates based on combination of OEM plant performance data and direct measurement of emissions.

(2) Estimates based on OEM equipment performance data. Total nitrogen oxides as NO₂.

(N/R) Data is not available for all parameters and is not reported.



BIODIVERSITY

Centamin is committed to biodiversity, conservation and integrated approaches to land-use planning.

We are responsible for the bio-physical landscape in which we operate and believe we can be an effective partner for biodiversity conservation.

We take a proactive approach to managing our biodiversity risks with a target of achieving no net loss of key biodiversity values in areas affected by our activity. We agree to respect legally designated protected areas and to not explore or mine in World Heritage Sites.

We address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy – to limit as far as possible the adverse impacts of our activities through measures that avoid, minimise, restore and offset residual losses.

PERFORMANCE

No protected areas are located in or adjacent to the Sukari licence area. Sukari is set amongst the rugged mountains and wadis of the Eastern Desert and is sparsely vegetated. Environmental baseline and impact studies identified 13 reptile species and 13 species of mammals in the landscape. Of these species, three are identified as threatened with habitat potentially affected by the mine. In 2021 we recorded four wildlife mortalities related to foxes drowning in the turkey nest dam. Investigation outcome included updates to the design standard and incorporating measures to prevent access to the wildlife.

Due to the arid landscape, low ecological sensitivity, minimal use of biodiversity by the community and relative remoteness from protected areas, a biodiversity management plan is not required for Sukari. We continue

to explore the opportunity to collaborate with partners on the conservation of biodiversity and protection of habitat in the broader landscape, including the Wadi El Gamal National Park located 13km to the south of Sukari, and the coastal resources of the Red Sea.

At Sukari, we maintain a tree nursery for the propagation of a range of native and endemic plant species for landscaping purposes.

At the end of 2021, Centamin had a total footprint of 2,326 ha associated with the Sukari licence area. This was an increase of 272 ha or 13% from 2020, largely associated with the expansion of TSF2 and the footprint for the solar farm. While Sukari is designed to meet closure objectives, all components of the mine remained active in 2021 and no reclamation activities have been undertaken.

In 2021 we updated the methods and assumptions that underpin the calculation of our closure cost liability assessment at Sukari and as disclosed in our 2021 Annual Report. In 2022 we will develop a life of mine closure plan and accompanying cost estimate for Sukari, to align with the life of asset review.

In Côte d'Ivoire our exploration activities disturbed 380 ha of predominately modified habitat. At Doropo, we commenced ecological baseline studies in support of the pre-feasibility programme, including a Critical Habitat assessment to identify the potential presence of threatened species in the project area. The Doropo exploration licences are outside but adjacent to the eastern extent of the Comoe National Park, a World Heritage Site. The Doropo project largely encompasses areas of modified habitat with some residual natural habitat where threatened and/or restricted range species may occur.

SPECIES OF CONSERVATION SIGNIFICANCE IN THE SUKARI LANDSCAPE

Species Name	Conservation Status IUCN Red List
Striped Hyaena <i>Hyaena hyaena</i>	Near Threatened
Dorcas Gazelle <i>Gazella dorcas</i>	Vulnerable
Nubian Ibex <i>Capra nubiana</i>	Vulnerable



BIODIVERSITY CONTINUED

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PROTECTED AREAS

CENTAMIN'S OPERATIONS AND EXPLORATION INTERESTS IN RELATION TO PROTECTED AREAS:

SUKARI GOLD MINE AND EASTERN DESERT EXPLORATION, EGYPT

POSITION RELATIVE TO PROTECTED AREA

The Sukari licence area is located outside and 13km to the north of the Wadi El-Gamal National Park at its closest point. There are no activities, directly or indirectly, related to Sukari that impact on or interact with this area.

In 2021 Centamin was awarded a number of greenfield exploration permits in the Eastern Desert. We have been responsible in the selection of these permits to ensure they are located outside the Wadi El-Gamal National Park.

ECOLOGICAL SENSITIVITY

Wadi El-Gamal includes a terrestrial area that extends over a surface of 4,770km² and a marine area that covers another 2,000km² and extends over 120km of shoreline often bordered by vast mangrove areas. The marine park contains over 450 species of coral and 1,200 species of fish and serves as a habitat for the endangered dugong and the green turtle. The wadi serves as a breeding ground for a large number of birds, including ostrich and lappet-faced vultures and homes many rare species of wildlife such as leopard, dorcas gazelle, Nubian ibex and Nubian wild ass.

DOROPO PROJECT, CÔTE D'IVOIRE

POSITION RELATIVE TO PROTECTED AREA

The Doropo exploration land package is outside but adjacent to the Comoé National Park which is a UNESCO World Heritage Site and biosphere reserve. As currently defined, the maiden mineral resource of interest to Centamin is located approximately 35km to the northeast of the National Park and a satellite prospect sits within 10km of the Park boundary.

Our exploration activities have no direct or indirect impacts on the National Park. The Doropo pre-feasibility study will take due consideration of the ecological baseline in the project area and the wider landscape including the National park, and measures to protect Critical and Natural Habitat values.

ECOLOGICAL SENSITIVITY

The Comoé National Park is the largest protected area in West Africa with an area of 11,500km². The Park was listed as a World Heritage Site in Danger in 2003 predominantly due to poaching, overgrazing and absence of management; but was delisted from the World Heritage Site in Danger list in 2017.

The park comprises both the humid Guinea Savannah and drier Sudanian zones, including savannahs, forest islands and gallery forests, riparian grasslands and wetlands and demonstrates transitional habitats through the various climatic zones along its north-south gradient. The park provides habitat for a number of emblematic threatened species including the African elephant, western chimpanzee, leopard and wild dog.

GRI AND SASB CONTENT INDEX

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GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES				
ORGANISATIONAL PROFILE				
102-1 Name of the organisation	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			Introduction, page 1
102-2 Activities, brands, products, and services	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			Introduction, page 1
102-3 Location of headquarters				Jersey, Channel Islands
102-4 Location of operations				Introduction, page 1
102-5 Ownership and legal form				Centamin is incorporated and domiciled in Jersey and is listed on both the London and Toronto exchanges.
102-6 Markets served				Introduction, page 1
102-7 Scale of the organisation				
Total number of employees				Our People, page 36
Total number of operations				Introduction, page 1
Net revenue and total capitalisation				Economic Contributions, page 48
2021 Annual Report, Financial Review, page 48				
Quantity of products				Introduction, page 1
102-8 Information on employees and other workers	EM-MM-000.B Total number of employees, percentage of contractors	8.5		Our People, page 36
102-9 Supply chain				Social and Economic Partnership, page 46
102-10 Significant changes to the organisation and its supply chain				Social and Economic Partnership, page 46
102-11 Precautionary Principle or approach				Our Approach to Sustainability, Sustainability Risk Review, page 21 We address the precautionary principles by conducting full environmental and social impact assessments (ESIAs) before any project commences, through our risk assessments on site, which include sustainability risk, and through our Board-level strategic planning.
102-12 External initiatives				Our Approach to Sustainability, Sustainability Performance Framework, page 18
102-13 Membership of associations				Centamin is not a member of any industry or advocacy groups.
STRATEGY				
102-14 Statement from senior decision-maker				Introduction, Leadership Statements, CEO Foreword and Sustainability Committee Chair Review, page 11
102-15 Key impacts, risks and opportunities				Our Approach to Sustainability, Sustainability Risk Review, page 21
ETHICS AND INTEGRITY				
102-16 Values, principles, standards, and norms of behaviour		16.3	Principle 1, 2	Our Business at a Glance, pages 3, 4
102-17 Mechanisms for advice and concerns about ethics			2.5	Our People, Workforce Engagement, page 43

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES CONTINUED				
GOVERNANCE				
102-18 Governance structure				Our Approach to Sustainability, Sustainability Governance, page 19
102-19 Delegating authority				Our Approach to Sustainability, Sustainability Governance, page 19
102-20 Executive-level responsibility for economic, environmental and social topics				Our Approach to Sustainability, Sustainability Governance, page 19
102-21 Consulting stakeholders on economic, environmental and social topics				Our Approach to Sustainability, Stakeholder Engagement, page 24
102-22 Composition of the highest governance body and its committees				Our Approach to Sustainability, Sustainability Governance, page 19
2021 Annual Report, Corporate Governance, page 87				
102-23 Chair of the highest governance body				2021 Annual Report, Corporate Governance, page 87
102-24 Nominating and selecting the highest governance body				2021 Annual Report, Corporate Governance, page 84
102-26 Role of highest governance body in setting purpose, values and strategy				Our Approach to Sustainability, Sustainability Governance, page 19
2021 Annual Report, Sustainability Committee Report, page 114				
102-27 Collective knowledge of highest governance body				Our Approach to Sustainability, Sustainability Governance, page 19
2021 Annual Report, Sustainability Committee Report, page 114				
102-29 Identifying and managing economic, environmental and social impacts				Our Approach to Sustainability, Sustainability Risk Review, page 19
2021 Annual Report, Risk Review, page 59				
102-30 Effectiveness of risk management process			2.1	Our Approach to Sustainability, Sustainability Risk Review, page 21
2021 Annual Report, Risk Review, page 59				
102-31 Review of economic, environmental and social topics				Our Approach to Sustainability, Sustainability Risk Review, page 21
2021 Annual Report, Risk Review, page 59				
102-32 Highest governance body's role in sustainability reporting				Our Approach to Sustainability, Sustainability Governance, page 19
102-35 Remuneration policies				Our Approach to Sustainability, Sustainability Governance, page 20 2021 Annual Report, Remuneration Committee Report, page 127
102-36 Process for determining remuneration				2021 Annual Report, Remuneration Committee Report, page 127
102-37 Stakeholder's involvement in remuneration				2021 Annual Report, Remuneration Committee Report, page 127
Stakeholder Engagement				
102-40 List of stakeholder groups				Our Approach to Sustainability, Stakeholder Engagement, page 24
102-41 Collective bargaining agreements	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees	8.8	6.4	Our People, Workforce Engagement, page 43
102-42 Identifying and selecting stakeholders			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 24
102-43 Approach to stakeholder engagement			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 24 Our Approach to Sustainability, Materiality Assessment, page 25
102-44 Key topics and concerns raised			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 24 Our Approach to Sustainability, Materiality Assessment, page 25

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES CONTINUED				
REPORTING PRACTICE				
102-45 Entities included in the consolidated financial statements				2021 Annual Report, Notes to the Consolidated Report, page 206
102-46 Defining report content and topic boundaries				Introduction, About the Report, page 2
102-47 List of material topics				Our Approach to Sustainability, Materiality Assessment, page 25
102-48 Restatements of information				No restatements this year
102-49 Changes in reporting				Our Approach to Sustainability, Materiality Assessment, page 25 No material changes to reporting in 2021
102-50 Reporting period				01 January – 31 December 2021
102-51 Date of most recent report				Tuesday, 17 May 2021
102-52 Reporting cycle				Annual
102-53 Contact point for questions regarding the report				Introduction, About the Report, page 2
102-54 Claims of reporting in accordance with the GRI Standards				Introduction, About the Report, page 2
102-55 GRI content index				Appendix, page 75
102-56 External assurance				This report has not been externally assured. External assurance is being considered for future reports.
MATERIAL TOPICS				
GRI 200 ECONOMIC STANDARD SERIES				
GRI 201 ECONOMIC PERFORMANCE				
201-1 Direct economic value generated and distributed		1.2 8.5	7.3	Social and Economic Partnership, Economic Contributions, page 48
GRI 202 MARKET PRESENCE				
202-2 Proportion of senior management hired from the local community		8.5	7.3	Local Employment, page 40
GRI 203 INDIRECT ECONOMIC IMPACTS				
203-1 Infrastructure investments and services supported		9.1 9.4	7.3	Social and Economic Partnership, Local Business Opportunity, page 49 Social and Economic Partnership, Community Investment, page 54
GRI 204 PROCUREMENT PRACTICES				
204-1 Proportion of spending on local suppliers		8.3	3.2	Social and Economic Partnership, Local Business Opportunity, page 49

GRI AND SASB CONTENT INDEX CONTINUED

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GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS				
GRI 200 ECONOMIC STANDARD SERIES				
GRI 205 ANTI-CORRUPTION				
205-2 Communication and training about anti-corruption policies and procedures		16.5	1.2 1.3	Our People, Our Approach, page 37
	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain			Our People, Our Approach, page 37 Social and Economic Partnership, Supply Chain Management, page 51
205-3 Confirmed incidents of corruption and actions taken			1.2 1.3	Our People, Workforce Engagement, page 43
	EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index			Centamin does not have any assets in countries that are in the 20 lowest rankings of the 2021 Transparency International's Corruption Perception Index.
GRI 300 ENVIRONMENTAL STANDARDS SERIES				
GRI 302 ENERGY				
302-1 Energy consumption within the organisation	EM-MM-130a.1 (1) Total energy consumed, (3) percentage renewable	7.2	10.4	Environmental Responsibility, Energy and Climate Change, page 64
302-3 Energy intensity		7.3	10.4	Environmental Responsibility, Energy and Climate Change, page 62
GRI 303 WATER AND EFFLUENTS				
303-1 Interactions with water as a shared resource				Environmental Responsibility, Water Stewardship, page 64
303-3 Water withdrawal	EM-MM-140a.1 (1) Total fresh water withdrawn	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 65
303-4 Water discharge		6.3	10.2	Environmental Responsibility, Water Stewardship, page 65
303-5 Water consumption	EM-MM-140a.1 (2) Total fresh water consumed	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 65
	EM-MM-140a.1 (3) Percentage of each in regions with High or Extremely High Baseline Water Stress			Environmental Responsibility, Water Stewardship, page 64
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations			Environmental Responsibility, Water Stewardship, page 64

GRI AND SASB CONTENT INDEX CONTINUED

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GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 300 ENVIRONMENTAL STANDARDS SERIES CONTINUED				
GRI 304 BIODIVERSITY				
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	15.1 15.5	9.1 9.2	Environmental Responsibility, Biodiversity, page 73
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		15.1 15.5	9.1	Environmental Responsibility, Biodiversity, page 73
	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			Environmental Responsibility, Material Stewardship and Waste Management, page 68
	EM-MM-160a.1 Description of environmental management policies and practices for active sites			Environmental Responsibility, Our Approach, page 57 Environmental Responsibility, Biodiversity, page 73
GRI 305 EMISSIONS				
305-1 Direct (Scope 1) GHG emissions	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	12.4 13.3	10.3 0.4	Environmental Responsibility, Energy and Climate Change, page 62 Centamin does not have operations or exploration sites in jurisdictions with emissions-limiting regulations
305-2 Energy indirect (Scope 2) GHG emissions				Centamin's Scope 2 emissions are zero because Centamin does not purchase electricity .
305-3 Other indirect (Scope 3) GHG emissions				Environmental Responsibility, Energy and Climate Change, page 62
	EM-MM-110a.2 (Partial, limited to short-term strategy) Discussion of short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets			Environmental Responsibility, Energy and Climate Change, page 59
305-4 GHG emissions intensity		13.3	10.3 10.4	Environmental Responsibility, Energy and Climate Change, page 62
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	11.6 12.4	8.1 8.5	Environmental Responsibility, Air Quality, page 72

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 300 ENVIRONMENTAL STANDARDS SERIES CONTINUED				
GRI 306 WASTE				
306-1 Waste generation and significant waste-related impacts	EM-MM-150a.10 (Partial)	6.3 11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 66
306-3 Waste generated	EM-MM-540a.4 Total weight of non-mineral waste generated EM-MM-540a.5 Total weight of tailings produced EM-MM-540a.6 Total weight of waste rock generated EM-MM-540a.7 Total weight of hazardous waste generated EM-MM-540a.8 Total weight of hazardous waste recycled	11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 66
306-4 Waste diverted from disposal		11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 66
306-5 Waste directed to disposal		6.3 1.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 66
	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management			Environmental Responsibility, Environmental Incidents, page 57, 70
	EM-MM-540a.2 Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities			Environmental Responsibility, Tailings Management, page 69
	EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.			Environmental Responsibility, Tailings Management, page 69
GRI 307 ENVIRONMENTAL COMPLIANCE				
307-1 Non-compliance with environmental laws and regulations		16.3	1.1	Environmental Responsibility, Environmental Incidents, page 57

GRI AND SASB CONTENT INDEX CONTINUED

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GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 400 SOCIAL STANDARDS SERIES				
GRI 401 EMPLOYMENT				
401-1 New employee hires and employee turnover				Sustainability Dashboard, People, Centamin website.
GRI 403 OCCUPATIONAL HEALTH AND SAFETY				
403-1 Occupational health and safety management system		8.8	4.1 4.2	Safety, Health and Wellbeing, page 26
403-2 Hazard identification, risk assessment, and incident investigation		8.8	4.1 4.2	Safety, Health and Wellbeing, Hazard Identification and Mitigation, page 28
403-4 Worker participation, consultation and communication on OHS		8.8 16.7	4.1 4.2	Safety, Health and Wellbeing, Hazard Identification and Mitigation, page 28
403-5 Worker training on occupational health and safety				Safety, Health and Wellbeing, Hazard Identification and Mitigation, page 30
	EM-MM-320a.1 (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	8.8		Safety, Health and Wellbeing, Hazard Identification and Mitigation, page 30
403-6 Promotion of worker health		8.8	4.3	Safety, Health and Wellbeing, Health and Wellbeing, page 34
403-9 Work-related injuries	EM-MM-320a.1. (1) MSHA all-incidence rate, (2) fatality rate, (3) near-miss frequency rate (NMFR)	8.8	4.1 4.2 4.3	Safety, Health and Wellbeing, Safety Performance, page 33 Centamin's equivalent metric to MSHA all-incidence rate is TRIFR
GRI 404 TRAINING AND EDUCATION				
404-1 Average hours of training per year per employee		4.4 8.5		Our People, Training and Professional Development, page 38
404-3 Percentage of employees receiving regular performance and career development reviews		8.5		Our People, Workforce Engagement, page 43
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY				
405-1 Diversity of governance bodies and employees			6.6	2021 Annual Report, Board Diversity, page 97 Our People, Workforce Demographic, page 37
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk				Our People, Workforce Engagement, page 37

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 400 SOCIAL STANDARDS SERIES CONTINUED				
GRI 410 SECURITY PRACTICES				
410-1 Security personnel trained in human rights policies or procedures				Our People, Human Rights, page 44 Sustainability Dashboard, Governance, Centamin website.
GRI 412 HUMAN RIGHTS ASSESSMENTS				
412-1 Operations that have been subject to human rights reviews or impact assessments	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		3.1 5.1 5.2	Our People, Human Rights, page 44 Social and Economic Partnership, Supply Chain Management, page 51
412-2 Employee training on human rights policies or procedures			5.1	Our People, Our Approach, page 44
GRI 413 LOCAL COMMUNITIES				
413-1 Operations with local community engagement, impact assessments, and development programmes			2.4 7.2	Social and Economic Partnership, Community Relations, page 52
	EM-MM-210b.1. Discussion of process to manage risks and opportunities associated with community rights and interests			Social and Economic Partnership, Community Relations, page 52

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
METALS AND MINING SUPPLEMENT				
MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		6.6 15.1 15.2 15.5	9.3	Environmental Responsibility, Biodiversity, page 73
MM2 The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place			9.1	Environmental Responsibility, Biodiversity, page 73
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	EM-MM-150a.1 Total weight of tailings waste, percentage recycled		8.2	Environmental Responsibility, Material Stewardship and Waste Management, page 66
	EM-MM-150a.2 Total weight of mineral processing waste			Environmental Responsibility, Tailings Management, page 70
	EM-MM-150a.3 Number of tailings impoundments, broken down by MSHA hazard potential			Environmental Responsibility, Tailings Management, page 69
	EM-MM-540a.1 Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP			Tailings Safety Disclosure, Centamin website: https://www.centamin.com/media/2449/cey_disclosures_on_tailings_management_2021_final_v3.pdf
MM4 Number of strikes and lockouts exceeding one week's duration by country	EM-MM-310a.2 Number and duration of strikes and lockouts	8.8		Our People, Workforce Engagement, page 43
MM5 Total number of operations taking place in or adjacent to Indigenous People's territories, and number of and percentage of operations or sites where there are formal agreements with Indigenous People's communities	EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land	1.4	7.1	Social and Economic Partnership, Community Relations, page 52
			7.4 7.6	
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	EM-MM-210b.2. Number and duration of non-technical delays	1.4	6.7	Social and Economic Partnership, Community Relations, page 52
			7.1 7.6	
MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes			6.7	Social and Economic Partnership, Community Relations, page 52
			7.1 7.6	
MM8 Number (and percentage) of Company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site and the associated risks and the actions taken to manage and mitigate these risks		1.4	3.3	Social and Economic Partnership, Community Relations, page 53
MM9 Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process		1.4	7.8	Social and Economic Partnership, Community Relations, page 52
		2.3		
MM10 Number and percentage of operations with closure plans		6.6	9.4	Environmental Responsibility, Biodiversity, page 73
		15.1 15.2 15.5		
MM11 Programmes and progress relating to materials stewardship		8.4	8.1	Environmental Responsibility, Materials Stewardship and Waste Management, page 66
		12.4 12.5		

TCFD CONTENT INDEX

TCFD Recommendation	Consistency of our Disclosures to the TCFD ⁽¹⁾	Supporting Information	Priority Actions in 2022
GOVERNANCE			
a) Describe the Board's oversight of climate-related risks and opportunities	TPI LEVEL 2 The Board to strengthen the consideration of climate-related issues when reviewing and guiding business plans, major capital expenditures	<ul style="list-style-type: none"> Annual Report, Climate Change, pages 76 to 81 Annual Report Corporate Governance, Our Management Structure, page 96 Company's website, Board Charter and Sustainability Committee Mandate Company's website, Environmental Policy 	A Group-level Energy and Climate Change Policy shall be developed and climate-related gateway criteria defined for material business decisions.
b) Describe management's role in assessing and managing climate-related risks and opportunities	TPI LEVEL 2 The Company to clarify the mandate of the Climate Change Working Group and strengthen how managers are informed about and monitor climate-related issues	<ul style="list-style-type: none"> Annual Report, Climate Change, pages 76 to 81 Annual Report Corporate Governance, Our Management Structure, page 96 Company's website, Board Charter and Sustainability Committee Mandate 	Clarify the mandate of the climate change working group.
STRATEGY			
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	TPI LEVEL 2 Transition risks have not yet been characterised for each time horizon Scenario analysis has not yet been applied to determine which transition risks could have a material financial impact in the medium to long-term	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Sustainability Performance Framework, page 16 Annual Report, Climate Change, pages 76 to 81 Annual Report, Risk Review, page 58 to 75 	<p>Complete a mapping exercise to demonstrate how specific climate-related transition risks impact on the business across each time horizon.</p> <p>Analyse our supply chain to identify materials with a large carbon footprint and collaborate with these suppliers to identify and quantify the opportunities to reduce our Scope 3 emissions.</p>
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	TPI LEVEL 2 Further research is required to support the systematic assessment of transition risks over the medium and long-term	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Annual Report, Climate Change, pages 76 to 81 Annual Report, Risk Review, page 58 to 75 Annual Report, CFO Statement, page 44 to 47 	<p>Study in more detail and specificity climate-related risks and opportunities associated with the updated Life of Mine Plan for Sukari.</p> <p>Undertake a trade-off analysis of decarbonisation options and quantify the opportunities to reduce our reliance on diesel at Sukari including expansion of our existing commitment to renewables, grid connection, fuel switching to natural gas and energy efficiency projects.</p>
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	TPI LEVEL 4 Physical risk assessment complete including scenario analysis consistent with the latest phase of the Climate Model Intercomparison	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Annual Report, Our Business Model, pages 22 to 23 Annual Report, Risk Review, page 58 to 75 	Elaborate a Life of Asset rehabilitation and closure plan that duly considers long-term climate change predictions and the resilience of closure structures.

¹ TPI staircase for assessing climate governance maturity



TCFD CONTENT INDEX CONTINUED

TCFD Recommendation	Consistency of our Disclosures to the TCFD ⁽¹⁾	Supporting Information	Priority Actions in 2022
RISKS AND OPPORTUNITIES			
a) Describe the organisation's processes for identifying and assessing climate-related risks	TPI LEVEL 3 Various transition risks, including emerging regulatory requirements, are considered material, but their potential size and scope over the medium and long-term are not well understood	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Annual Report, Risk Review, page 58 to 75 	Undertake scenario analysis for the climate-related transition risks considered material to the business over the short, medium and long term. The approach to this analysis will align with TCFD guidelines and the future-orientated climate models developed by the Intergovernmental Panel on Climate Change (IPCC).
b) Describe the organisation's processes for managing climate-related risks	TPI LEVEL 2 Further qualitative research is required to determine the financial materiality of some transition risks over the medium and long-term	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Annual Report, Risk Review, page 58 to 75 	Undertake scenario analysis for the climate-related transition risks considered material to the business over the short, medium and long term.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	TPI LEVEL 4 Our method of climate-risk assessment is consistent with the Group risk management and strategy development framework	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Annual Report, Risk Review, page 58 to 75 	None
METRICS AND TARGETS			
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	TPI LEVEL 2 Review the adequacy of our metrics once medium and long-term targets have been defined. Further research is required to set an internal carbon price for measuring impact and setting targets over the medium and long term	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Company's website, Sustainability Dashboard 	<p>We will elaborate a climate change strategy that will set additional metrics and an ambitious science-based target for carbon reduction by 2030 and one that strives to align with a pathway for net-zero emissions by 2050.</p> <p>Set an internal carbon price to support the analysis of climate-related transition risks over the medium and long term.</p>
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	TPI LEVEL 3 Opportunity to strengthen verification processes for the calculation of GHG emissions, including Scope 3	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 Company's website, Sustainability Dashboard 	Extend the scope of our external verification processes.
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	TPI LEVEL 2 Further research is required to establish medium and long-term quantitative targets for reducing GHG emissions and accompanying KPIs	<ul style="list-style-type: none"> Energy and Climate Change, pages 58 to 63 	We will elaborate a climate change strategy that will set additional metrics and an ambitious science-based target for carbon reduction by 2030 and one that strives to align with a pathway for net-zero emissions by 2050.

(1) TPI staircase for assessing climate governance maturity



GLOSSARY

AIFR	All injury frequency rate
ASM	Artisanal and Small-Scale Mining
CO₂-e	Carbon dioxide equivalent
COMPANY	Centamin plc, number 109180 is a mineral exploration, development and mining company dual-listed on the London Stock Exchange (LSE:CEY) and the Toronto Stock Exchange (TSX:CEE)
COVID-19	COVID-19 is the disease caused by a new coronavirus called SARS-CoV-2 which was declared a global pandemic on the 11 March 2020 by the World Health Organization
EITI	Extractive Industry Transparency Initiative
EMRA	Egyptian Mineral Resource Authority
ESIA	Environmental and social impact assessment
ESTMA	Extractive Sector Transparency Measures Act, Canada
GISTM	Global Industry Standard on Tailings Management
GHG	Greenhouse gas emissions
GRI	Global Reporting Initiative
GROUP	The Company and/or Centamin and its subsidiaries, undertakings as the context requires, and the Sukari Gold Mine
HDPE	High-density polyethylene
HSES	Health, Safety, Environment and Social
ICAM	Incident Cause Analysis Method investigation
ICMC	International Cyanide Management Code

ICMM	International Council on Mining and Metals
IFR	Incident frequency rate
ISO	International Organisation for Standardisation
LNG	Liquefied natural gas
LTI	Lost time injury
LTIFR	Lost time injury frequency rate
OEM	Original Equipment Manufacturer
PPE	Personal, protective equipment
RGMPs	World Gold Council Responsible Gold Mining Principles
SASB	Sustainability Accounting Standards Board
SDGs	United Nations Sustainable Development Goals
SUKARI	Sukari Gold Mine
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total recordable injury frequency rate
TSF1	Tailings storage facility number 1
TSF2	Tailings storage facility number 2
UNGP	United Nations Guiding Principles on Business and Human Rights
VPSHR	Voluntary Principles on Security and Human Rights

FORWARD-LOOKING STATEMENTS

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This report contains certain forward-looking statements. These statements are made by the Directors in good faith based on the information available to them up to the time of their approval of this report and such statements should be treated with caution due to the inherent uncertainties, including both economic and business risk factors, underlying any such forward-looking information.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report (including information incorporated by reference) contains “forward-looking statements” and “forward-looking information” under applicable securities laws (collectively, “forward-looking statements”), including statements with respect to future financial or operating performance. Such statements include “future-oriented financial information” or “financial outlook” with respect to prospective financial performance, financial position and other metrics that are based on assumptions about future economic conditions and courses of action.

Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as “believes”, “expects”, “expected”, “budgeted”, “forecasts” and “anticipates” and include production outlook, operating schedules, production profiles, expansion and expansion plans, efficiency gains, production and cost guidance, capital expenditure outlook, exploration spend and other mine plans.

Although Centamin believes that the expectations reflected in such forward-looking statements are reasonable, Centamin can give no assurance that such expectations will prove to be correct. Forward-looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections of the management of Centamin about future events and are therefore subject to known and unknown risks and uncertainties which could cause actual results to differ materially from the future results expressed or implied by the forward-looking statements. In addition, there are a number of factors that could cause actual results, performance, achievements or developments to differ materially from those expressed or implied by such forward-looking statements; the risks and uncertainties associated with the ongoing impacts of COVID-19 or other pandemic, general business, economic, competitive, political and social uncertainties; the results of exploration activities and feasibility studies; assumptions in economic evaluations which prove to be inaccurate; currency fluctuations; changes in project parameters; future prices of gold and other metals; possible variations of ore grade or recovery rates; accidents, labour disputes and other risks of the mining industry; climatic conditions; political instability; decisions and regulatory changes enacted by governmental authorities; delays in obtaining approvals or financing or completing development or construction activities; and discovery of archaeological ruins.

Financial and operational outlook and future-ordinated financial and operational information contained in this report is based on assumptions about future events, including economic conditions and proposed courses of action, based on management’s assessment of the relevant information currently available. Readers are cautioned that any such financial outlook or future-ordinated financial information contained or referenced herein may not be appropriate and should not be used for purposes other than those for which it is disclosed herein.

The Company and its management believe that the prospective financial and operational information has been prepared on a reasonable basis, reflecting management’s best estimates and judgements at the date hereof, and represent, to the best of management’s knowledge and opinion, the Company’s expected course of action. However, because this information is highly subjective, it should not be relied on as necessarily indicative of future results. There can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information or statements, particularly in light of the current economic climate and the significant volatility, uncertainty and disruption caused by the outbreak of COVID-19.

Forward-looking statements contained herein are made as of the date of this report and the Company disclaims any obligation to update any forward-looking statement, whether as a result of new information, future events or results or otherwise. Accordingly, readers should not place undue reliance on forward-looking statements.

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