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FIVE
MILLION
OUNCES

SUSTAINABILITY REPORT 2022

CONTENTS

INTRODUCTION	
Our Business at a Glance	02
Our Business Model	04
Key Performance Indicators	06
Foreword from the CEO	08
Sustainability Committee Chair Review	10
OUR APPROACH TO SUSTAINABILITY	
Our Sustainability Priorities	14
Our Sustainability Performance Framework	15
Sustainability Governance	16
Voluntary Commitments, Standards and Indices	18
Sustainability Risk and Opportunities Review	20
Stakeholder Engagement and Material Topics	24
SAFETY, HEALTH AND WELLBEING	
Our Approach	30
Safety Leadership at Sukari	31
Managing Risk	32
Safety Performance	40
Health and Wellbeing	42
OUR PEOPLE	
Our Approach	46
Local Employment	48
Diversity and Inclusion	50
Training and Professional Development	52
Workforce Engagement	54
Human Rights	56
SOCIAL AND ECONOMIC PARTNERSHIP	
Our Approach	60
Economic Contributions	61
Local Business Opportunity	62
Supply Chain Management	64
Community Relations	66
Community Investment	68
ENVIRONMENTAL RESPONSIBILITY	
Our Approach	72
Energy and Climate Change	73
Water Stewardship	82
Materials Stewardship and Waste Management	84
Tailings Management	87
Air Quality	89
Biodiversity	90
APPENDIX	
GRI and SASB Content Index	92
TCFD Content Index	101
Glossary	105
Forward-Looking Statements	106

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 produced its five millionth ounce of gold since it began production 13 years ago. Sukari has a projected mine life of at least 14 years and 11.1 million ounces in gold resources.

As Egypt’s first large-scale modern mine, we recognise the business and societal importance of building a responsible culture that values and supports people. We create opportunities through employment, skill development and investment, as well as developing our assets and delivering strong shareholder returns. We follow responsible mining practices and take pride in setting a positive benchmark for our growing industry within Egypt.

Through our large portfolio of exploration assets in Egypt and Côte d’Ivoire, 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.

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 sixth 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 second 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. Centamin also recognises the principle of ‘double materiality’, whereby disclosing information that is material to our success is equally as important as disclosing the environmental and social impacts of our activities on a broad range of stakeholders and sensitive receptors. This report sets out how we integrate sustainability into our business

strategy and associated decision-making processes; and presents our challenges and achievements at Group and asset-level.

The Appendix on pages 92 to 104 of this document provides an index for our GRI, SASB and TCFD disclosures. The principal international standards that reflect our Values and guide our practices are listed on page 18. As relevant to our sustainability performance, this report includes references to disclosures in our 2022 Annual Report.

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 broadly informed by engagement with stakeholders, our risk review and a variety of management assurance processes.

This report is primarily focused on Sukari in Egypt, which 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 on our advancing exploration projects in Côte d’Ivoire and the Egyptian Eastern Desert, as well as our administrative offices.

Data presented covers our performance for the period 1 January to 31 December 2022, 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 ESG Dashboard, which can be found on the Company’s corporate website, www.centamin.com, and our 2022 Annual Report published on 30 March 2023. All financial figures are quoted in United States dollars (“US\$”) unless otherwise noted.



CONTACT

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



Download here:
> www.centamin.com/responsibility

Download Sustainability Performance Data here:
> [ESG Dashboard](#)

INTRODUCTION

OUR BUSINESS AT A GLANCE

OUR PURPOSE

Create 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

To be a multi-asset gold producer, delivering value through responsibly mining high-quality, long-life assets.



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 broader society.

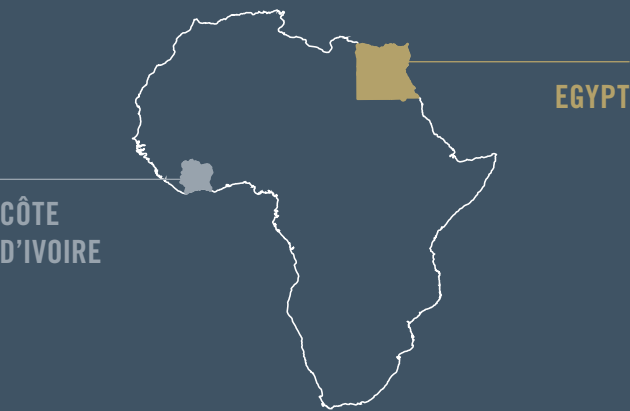
PASSION We are passionate about what we do and the legacy we create.

WHERE WE OPERATE

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

In Egypt, we operate the Sukari Gold Mine which has at least 14 years of future production. Our exploration licences in Côte d'Ivoire span 3,005km², where we have advanced pre-feasibility studies for the Doropo Project and greenfield exploration at the ABC Project. We also hold approximately 3,000km² of highly prospective greenfield exploration licences in Egypt's Arabian Nubian Shield.

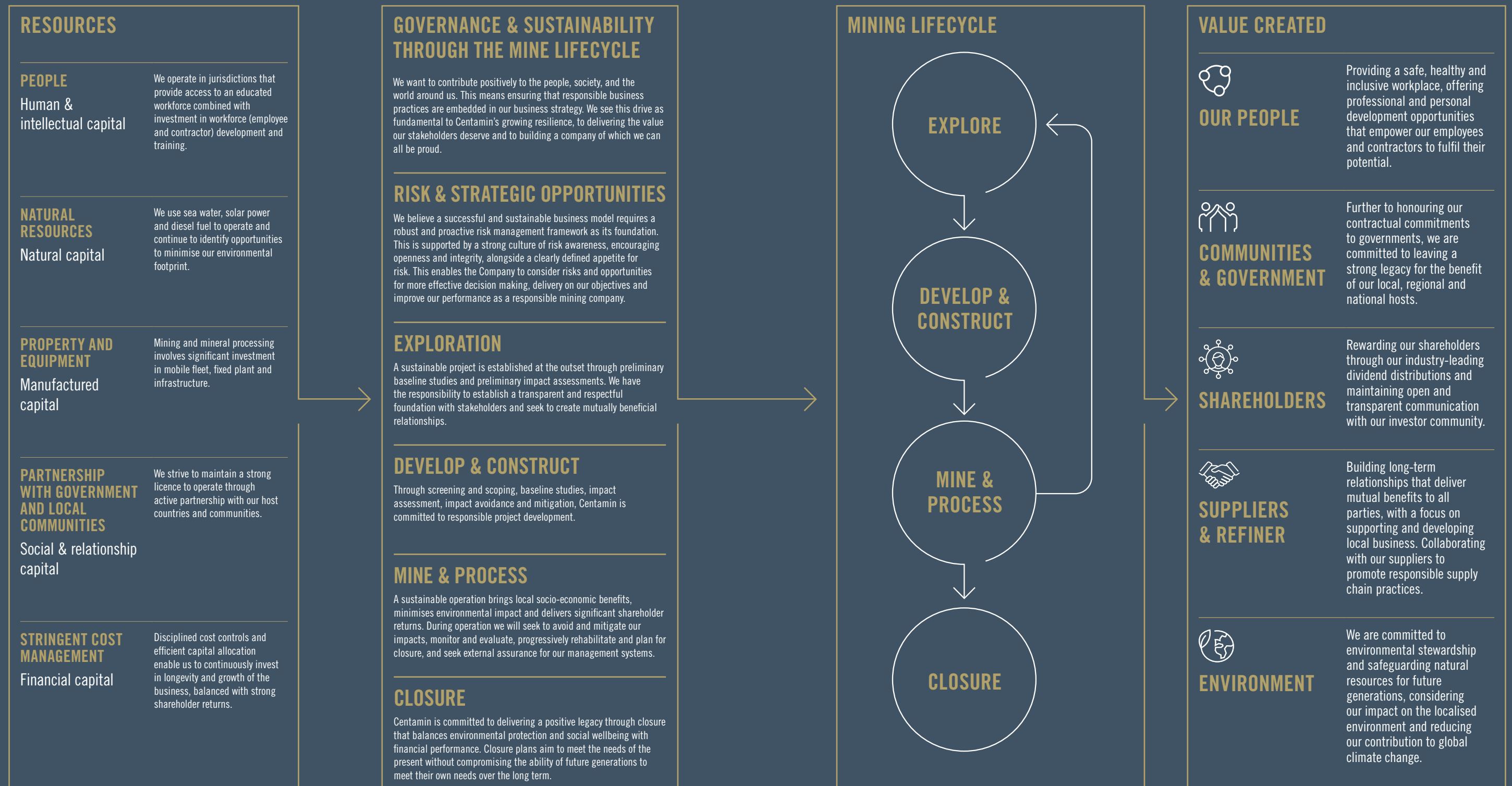
DELIVERING GROWTH FROM AN INTEGRATED EXPLORATION PIPELINE



1	SUKARI GOLD MINE	Egypt (160km²)	Production: 441koz Safety: 0.09 LTIFR, 2.08 TRIFR	Workforce: 4,412 Employees: 2,169 Contractors: 2,243 National employment: 96%
2	DOROPO PROJECT	Côte d'Ivoire (1,856km²)	Stage: Pre-development Safety: 0.00 LTIFR, 7.96 TRIFR	Workforce: 640 Employees: 93 Contractors: 547 National employment: 97%
3	ABC PROJECT	Côte d'Ivoire (1,149km²)	Stage: Early stage exploration Safety: 0.00 LTIFR, 9.00 TRIFR	Workforce: 63 Employees: 7 Contractors: 56 National employment: 100%
4	EASTERN DESERT EXPLORATION ("EDX")	Egypt (2,989km²)	Stage: Greenfield exploration Safety: 0.00 LTIFR, NR TRFIR	Workforce: 68 Employees: 25 Contractors: 43 National employment: 97%

INTRODUCTION

OUR BUSINESS MODEL



INTRODUCTION

KEY PERFORMANCE INDICATORS

SAFETY, HEALTH & WELLBEING

2022 target	2022 performance	Delivered	2023 target
ZERO fatalities in the work place Group	ZERO fatalities in the workplace	✓	ZERO fatalities in the work place
25% reduction in LTIFR (“lost time injury frequency rate per 1 million hours”) compared to three-year average Group	91% reduction in LTIFR to 0.08 per 1 million hours worked compared to 0.91	✓	25% reduction in LTIFR compared to three-year average
25% reduction in TRIFR (“total recordable injury frequency rate per 1 million hours”) compared to three-year average Group	51% reduction in TRIFR to 2.61 per 1 million hours worked compared to 5.31	✓	25% reduction in TRIFR compared to three-year average
REDUCTION IN TIME TO CLOSE-OUT REPORTED HAZARDS year-on-year Sukari	82% reduction in time to close-out reported hazards to 1.2 days compared to 6.8 days in 2021	✓	REDUCTION IN TIME TO CLOSE-OUT REPORTED HAZARDS year-on-year

OUR PEOPLE

2022 target	2022 performance	Delivered	2023 target
> 90% national employment rate Group	96% national employment rate	✓	> 90% national employment rate
INCREASE TOTAL TRAINING HOURS per average employee headcount year-on-year Group	38% increase in total training hours per average employee to 44.3 hours, compared to 27.3 hours in 2021	✓	INCREASE TOTAL TRAINING HOURS per average employee headcount year-on-year
INCREASE % OF LEADERSHIP ROLES held by national employees year-on-year Sukari	76% of leadership roles held by national employees compared to 70% in 2021	✓	INCREASE % OF LEADERSHIP ROLES held by national employees year-on-year
INCREASE FEMALE REPRESENTATION in the workplace year-on-year Group	2.7% female representation in the workplace compared to 2.4% in 2021	✓	4.7% female representation in the workplace
100% of grievances closed within 30 days Group	100% of grievances closed within 30 days, with grievances resolved within 18.2 days	✓	100% of grievances closed within 20 days



Download Sustainability Performance Data here:
[> ESG Dashboard](#)

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

SOCIAL & ECONOMIC PARTNERSHIP

2022 target	2022 performance	Delivered	2023 target
>1% OF REVENUE community investment Group	0.8% OF REVENUE community investment	✗	1% OF REVENUE community investment
INCREASE NATIONAL PROCUREMENT SPEND year-on-year as a percentage of total expenditure Group	68% national procurement spend compared to 62% in 2021	✓	INCREASE NATIONAL PROCUREMENT SPEND year-on-year as a percentage of total expenditure
‘HIGH RISK’ SUPPLIERS SUBJECT TO ESG DUE DILIGENCE Sukari	100% of ‘high risk’ suppliers subject to ESG due diligence	✓	‘HIGH RISK’ SUPPLIERS SUBJECT TO ESG DUE DILIGENCE

ENVIRONMENT

2022 target	2022 performance	Delivered	2023 target
ZERO reportable environmental and community incidents (category 4 and 5 incidents) Group	TWO category 4 community incidents recorded compared to zero in 2021	✗	ZERO reportable environmental and community incidents (category 4 and 5 incidents)
25% reduction in IFR (“environmental and community incident frequency rate per 1 million hours”) on a three-year average Group	2% reduction in IFR to 2.61 per 1 million hours worked compared to 2.66	✗	25% reduction in IFR on the three-year average
INCREASE WATER REUSE as a percentage of total water consumption year-on-year Sukari	37% water reuse compared to 32% in 2021	✓	INCREASE WATER REUSE as a percentage of total water consumption year-on-year
SET A SCIENCE-BASED TARGET FOR GHG REDUCTION Group	30% Scope 1 & 2 GHG emissions reduction targeted by 2030 compared to 2021 base year	✓	SET TARGET FOR SCOPE 3 GHG EMISSIONS REDUCTION by 2024
LIMIT OUR SHORT-TERM NET INCREASE IN SCOPE 1 & 2 GHG EMISSIONS Group	4% increase in Scope 1 & 2 GHG emissions compared to 2021 base year	=	REDUCE SCOPE 1 & 2 GHG EMISSIONS year-on-year in line with our target of 30% reduction by 2030

INTRODUCTION

FOREWORD
FROM THE CEO

By delivering on our promises, we have established the credibility and capability to deliver on Centamin's next phase of growth – a safer, smarter, more sustainable future that delivers values for all our stakeholders.

MARTIN HORGAN
CHIEF EXECUTIVE OFFICER



At Centamin we recognise the business and societal importance in building a responsible culture that values and supports people, creates opportunity through jobs, infrastructure and education, alongside developing our assets and delivering shareholder returns. We take pride in setting a benchmark for our growing industry within Egypt and in continuing to develop our exploration projects in Côte d'Ivoire.

I am delighted to report on the progress we have made at Centamin over 2022 with respect to the maturity of our sustainability performance framework. It has been a period of significant progress not only in terms of defining long-term goals and the associated strategies necessary to achieve them, but also delivering tangible progress against those goals. Key to this rapid progress is the recognition that ESG is core to our management philosophy and decision making processes – it is not an adjunct to the way we work, but an integral part of it.

In 2022, we continued to define long-term ESG targets to mitigate the impacts and enhance the opportunities arising from our business activities. We strive to set targets that are clear, ambitious and science-based – and that align with the expectations of our stakeholders and good industry practice. Importantly, these targets are embedded in our long-term operational management plans. This has included our transition to a low carbon future as published in the 2030 roadmap for decarbonisation; quantifiable targets for gender diversity, training and professional development; and alignment of our tailings management system to the Global Industry Standard on Tailings Management.

Beyond these forward-looking plans, I am delighted to say that we have started to implement major projects that will deliver this vision. Most notably, commissioning of the 36MWdc solar plant at Sukari, one of the largest global hybrid solar projects of its kind to power a mine, and which is now having an immediate positive impact in reducing our carbon footprint. While we have made an excellent start, we recognise that our success is underpinned by a commitment to continuous improvement and partnership with our stakeholders.

Given the placement of ESG at the core of our decision making process, we are sufficiently confident in our plans and our execution capability that we have linked the cost of borrowing on our recently established inaugural Revolving Credit Facility Loan (from leading international banks) to our sustainability performance.

PERFORMANCE

As a measure of accountability to our stakeholders, this report describes our approach to sustainability and our performance against targets. Excellent progress across the health and safety of our workforce; climate change; training and professional development; inclusion and diversity.

Safety

We finished 2022 having achieved a new safety record of eight million hours worked without a Lost Time Injury at Sukari. This has driven an 91% improvement in LTIFR and 51% improvement in TRIFR against target. This excellent achievement reflects management's on-going focus on safety in the workplace and I believe that safety performance is a good proxy for operational ability – a safe mine is a well-run mine and while we are proud of this achievement, we will not allow complacency to distract us from striving to further improve on this result into 2023 and beyond.

Decarbonisation

In 2022, we commissioned the largest global hybrid solar plant to power a gold mine. The 36MWdc solar plant reduces our annual consumption of diesel fuel for power generation by 25% (up to 70,000 litres of diesel displacement per day), significantly reducing costs and Scope 1 GHG emissions by approximately 60,000 tCO₂-e per annum. Solar, combined with the productivity gains from implementation of the high productivity truck trays are two tangible achievements in 2022.



Our vision for a low carbon future is a mine with sources of onsite and imported renewable energy, reductions in absolute energy consumption through efficient operational strategy and new technologies, staged electrification of our mobile fleet and partnerships with our suppliers to select low carbon options and increase recycling in our supply chain.

In 2022, we studied opportunities to reduce the operational emission of Sukari over the life of mine, including sourcing clean and lower carbon power through connection to the national grid and further expansion of our onsite renewable energy production. We have set an interim climate target of 30%, to reduce our Scope 1 and 2 GHG emissions by 2030, compared to a 2021 base-year. This would put us on a Paris-aligned trajectory to limit global warming to 'well below' 2°C by 2050.

Diversity & inclusion

We believe diversity and promoting inclusion is an ethical imperative for a sustainable business. At Centamin we promote a culture of belonging throughout the business, where everyone is respected, valued and empowered to excel within the workplace, and importantly, by creating an inclusive culture that reflects the diversity of the countries in which we operate.

In 2021, Centamin welcomed changes to the Egyptian legal and regulatory framework that removed restrictions to the employment of women in the mining sector. Through broad and concerted leadership, we are proud to have increased our Egyptian female representation to 34 employees (from zero) at Sukari and on our Egyptian Eastern Desert Exploration blocks ("EDX"), as we seek to improve our gender balance in Egypt and across the Group.

I would also like to give specific mention to our trailblazing colleague, Sara Mohamed Elsayed, who was the first Egyptian female employee at a mine site. Sara joined Sukari in 2021 as Environmental Superintendent and was named one of the 100 Global Inspirational Women in Mining for 2022. The introduction of female professionals at our sites has been supported and accompanied by workforce training on the benefits of a diverse and inclusive workplace, employee engagement to identify and resolve barriers to the advancement of women. These efforts represent a significant milestone in the history of Sukari and the Egyptian mining sector more broadly.

Workplace development

We have sought to create an environment in which our people can develop and thrive and in 2022 there was a 62% increase in workforce training hours. At Sukari we have put in place a professional development framework that aims to establish a shared understanding of the required skills to achieve proficiency in each and every role; the critical behaviours for successful performance at Centamin; and ultimately the objective to develop and promote our local workforce through the organisation.

Increased levels of training were provided to support the progression of our employees to a proficient level, including certified leadership training to our management and supervisory team. This is an ongoing focus as we seek to promote national employment in leadership positions throughout the Group.

2023 OUTLOOK

The most significant decarbonisation and cost savings opportunity identified for 2023 is the ability to connect to the Egyptian national electricity grid which has recently been extended to within 30km of the Sukari mine site. If successful, this would enable the operations to run on a combination of the current solar generated power and grid, and therefore displacing the current site thermal power generation using diesel.

At Doropo, we advanced pre-feasibility studies including in-fill exploration drilling of the prospects, preliminary project design, environmental and social baseline studies and stakeholder engagement. The PFS is near completion with results due to be published in the first half of 2023. In parallel, we will commence the Definitive Feasibility Study and a formal Environmental and Social Impact Assessment with the government of Côte d'Ivoire.

THANK YOU

By delivering on our promises, we have established the credibility and capability to deliver on Centamin's next phase of growth – a safer, smarter, more sustainable future that delivers values for all our stakeholders.

I thank the Board for its support and shared vision, everyone of our employees for their dedication to live Centamin's values, and all our stakeholders for their spirit of engagement.

INTRODUCTION

SUSTAINABILITY COMMITTEE CHAIR REVIEW

Through the year our sustainability priorities remained clear and consistent, with an ongoing focus on advancing the maturity of our governance processes and operational management standards.

DR. CATHARINE FARROW
NON-EXECUTIVE DIRECTOR,
SUSTAINABILITY CHAIR

Centamin made major progress in 2022 with the achievement of key milestones with respect to safety and workplace wellbeing, workplace diversity with the landmark employment of women at Sukari, enhanced employee development and training, and decarbonisation with the commissioning of the largest hybrid solar PV power plant in a gold mining operation.

Through the year our sustainability priorities remained clear and consistent, with an ongoing focus on advancing the maturity of our governance processes and operational management standards. We recognise that standards of good international practice continue to evolve on matters including climate change, tailings management, diversity and inclusion, including the emergence of new reporting frameworks and increased levels of disclosure.

In 2022, we continued to strengthen the maturity of our management assurance processes. This has included increased levels of management oversight and external verification on aspects including carbon accounting, TCFD compliance, tailings management, gender diversity and inclusion, occupational health and safety performance, and human rights.

The Sustainability Committee held seven formal meetings in 2022. Following strict travel restrictions that were in place during the COVID pandemic lockdowns, this included a visit to Sukari and the opportunity to engage face-to-face with the site-based teams. Standing agenda items at each committee meeting include occupational health and safety, climate change and tailings management. 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 Sustainability Committee report is presented on pages 110 to 112 of the Annual Report and summarises the key activities and areas of focus in 2022.

SUSTAINABILITY AT THE CORE OF OUR BUSINESS

As a company, we have put enormous emphasis on positioning sustainability at the heart of the business and that it should clearly reflect our purpose statement, which is 'to create opportunity for people through responsible mining'. This is discussed in greater detail in the CEO statement. From a governance standpoint, in 2022 we took further steps to introduce environmental and social issues as components of our Remuneration Policy, by adding carbon abatement initiatives to the long-term incentive plan as well as social targets within the short-term incentive plan, comprising gender diversity and inclusion, training and professional development.

SUSTAINABILITY LINKED LOAN

We have also formalised sustainability within our Capital Allocation Policy. In December, we announced a US\$150 million sustainability-linked revolving credit facility with a syndicate of leading international banks, designed primarily to provide greater financial flexibility to fund our growth opportunities. An important feature of this facility is that a series of tangible sustainability metrics are factored into the pricing mechanism, aligned to three priority targets: gender diversity; workplace training and development; and reduction in carbon emissions.

TCFD COMPLIANCE STATEMENT

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 accordance with the Listing Rules of the UK Financial Conduct Authority, the Board has evaluated the consistency and maturity of our climate change disclosures to the recommendations of the Taskforce on Climate-related Financial Disclosures ("TCFD"). The Board's TCFD Compliance Statement is presented in the 2022 Annual Report and a copy of our TCFD Content Index is appended to this report. In preparing these disclosures, we have considered the TCFD Guidance for All Sectors.

We recognise that our disclosures are not yet fully consistent with all of the TCFD recommendations and have provided a description of the priority actions to be taken to close-out these gaps. We are aiming to publish disclosures that are fully consistent with the TCFD recommendations in our 2023 Annual Report.

GISTM CONFORMANCE

Centamin is firmly committed to the Global Industry Standard on Tailings Management ("GISTM") with the objective to cause no harm to people or the environment through tailings facility design, operation and closure. We are targeting conformance with this standard by August 2023, with a clear roadmap to close the gap on any outstanding items. In 2022, the management team formally appointed a new Engineer of Record ("EoR") to advise and assist Sukari on matters of tailings management and governance in conformance with the GISTM. The EoR conducted their first quarterly safety inspection of the TSFs in Q4 2022. We publish an annual update on our tailings facilities to the Centamin website which is aligned with the disclosure request of the Investor Mining and Tailings Safety Initiative.

THANK YOU

In conclusion, the Sustainability Committee and broader Board are proud of and grateful to our leaders and workforce for their continued efforts to advance the maturity of the Group's sustainability governance processes and deliver demonstrable progress against key performance indicators. We remain genuinely excited in the execution of our long-term sustainability programmes, particularly as they relate to decarbonisation, workforce training and development, diversity and inclusion.



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.

**DECARBONISATION TARGET
SET FOR 30% BY 2030**

**ENERGY AND CLIMATE
CHANGE POLICY
INTRODUCED**

**REFRESHED CODE OF
CONDUCT, DIVERSITY AND
INCLUSION POLICY**

**SUSTAINABILITY-LINKED
LOAN ESTABLISHED**

FAST TRACK TO...

OUR SUSTAINABILITY PRIORITIES

OUR SUSTAINABILITY PERFORMANCE FRAMEWORK

SUSTAINABILITY GOVERNANCE

VOLUNTARY COMMITMENTS, STANDARDS AND INDICES

SUSTAINABILITY RISK AND OPPORTUNITIES REVIEW

STAKEHOLDER ENGAGEMENT AND MATERIAL TOPICS

REPORTING STANDARDS REFERENCED

GRI

2-9, 2-10, 2-12, 2-13, 2-14, 2-17,
2-19, 2-24, 2-25, 2-29, 3-1, 3-2,
3-3

OUR APPROACH TO SUSTAINABILITY

OUR SUSTAINABILITY PRIORITIES

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.

We define an issue as being material if it is considered important by key stakeholders and could have a significant strategic or financial impact on the business. Material issues are identified through the review of principal risks, applicable regulatory requirements and good practice industry

standards and stakeholder engagement, including an annual materiality survey of internal and external stakeholders.

Our sustainability priorities remain clear and consistent.

ENVIRONMENTAL & SOCIAL GOVERNANCE	<ul style="list-style-type: none"> – Apply leading social and environmental policies and standards to our management and governance processes and practices throughout the mine lifecycle – Meet applicable legal requirements – Develop trust, ethical supply chains and improve accountability to host communities
SAFETY, HEALTH & WELLBEING	<ul style="list-style-type: none"> – A culture that puts safety first and strives for continual improvement towards an injury and illness-free workplace – Eliminate all occupational injuries and illness through a focus on behaviours, leadership and risk management
ENERGY & CLIMATE CHANGE	<ul style="list-style-type: none"> – Establish a clear and ambitious pathway for the reduction of GHG emissions to align with the ambitions of the Paris Agreement – Enhance our governance processes to ensure climate change risks and opportunities are considered in business decision making, including capital allocation – Report our progress and disclose in alignment with the TCFD recommendations
MATERIAL STEWARDSHIP	<ul style="list-style-type: none"> – Maximise the efficient use of materials in our operation – Establish a tailings governance and management framework that conforms to the GISTM – Plan for the social and environmental aspects of mine closure, including through progressive rehabilitation
LOCAL SOCIO-ECONOMIC PARTNERSHIP	<ul style="list-style-type: none"> – An active partner in developing a responsible and ethical domestic supply chain – Ensure that host communities are offered meaningful opportunities to benefit from our presence through employment, training, procurement and investment – Sustain broad-based support of our host communities through informed consultation and participation
PEOPLE & TRANSFORMATION	<ul style="list-style-type: none"> – Attract, develop and retain a skilled workforce equipped to deliver their best for the Company through a shared understanding of value, purpose and behavioural standards – Develop an inclusive workplace that represents the diversity of our host countries and communities, including higher female representation at all levels
LINKS TO STRATEGY  VALUE MAXIMISATION AT SUKARI  GROWTH & DIVERSIFICATION  COMMITMENT TO STAKEHOLDER RETURNS	

Download here:
[> Refreshed ESG policies](#)
[> ESG Dashboard](#)

OUR SUSTAINABILITY PERFORMANCE FRAMEWORK

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. The Sustainability Performance Framework consists of three key components:

business policies; operational performance standards; and management assurance.

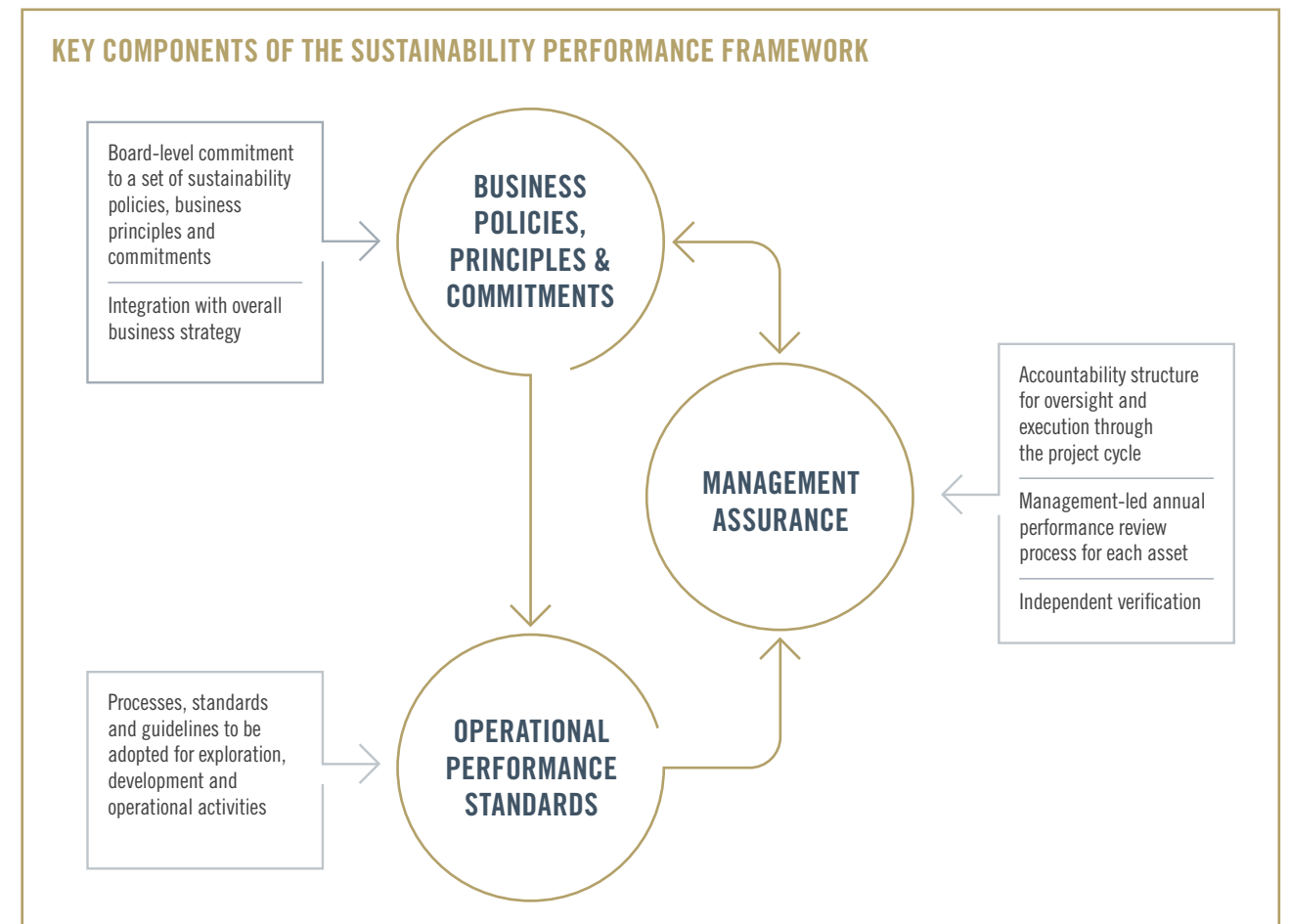
Our policies articulate clear business principles and commitments, align with our Values and international good practice, in particular the Responsible Gold Mining Principles (“RGMPs”) of the World Gold Council. In 2022, the Board approved updates to the Code of Conduct, Diversity and Inclusion Policy and Energy and Climate Change Policy. The Group 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.

We maintain a register of sustainability objectives, performance metrics and

targets at Group and asset-level that are aligned to our policies. We routinely monitor and assure our performance against this framework.

We continue to enhance our external assurance applicable to our sustainability performance. In 2022 this external assurance included: occupational health and safety management systems; tailings management; cyanide management; GHG accounting and TCFD reporting compliance; gender diversity; supply chain due diligence; and security and human rights.

Our sustainability performance data is published to the ESG Dashboard on the Centamin website.



OUR APPROACH TO SUSTAINABILITY

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 lifecycle, 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 and opportunities, 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 2022, the charters were revised by the Board to reinforce governance on matters relating to climate-related risk and opportunities, and tailings management. 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. The experience of the committee members is published on Centamin's website <https://www.centamin.com/about/our-leadership/board-of-directors/>.

The committee held seven formal meetings in 2022, plus a visit to Sukari. Standing agenda items at each committee meeting include occupational health and safety, climate change and tailings management.

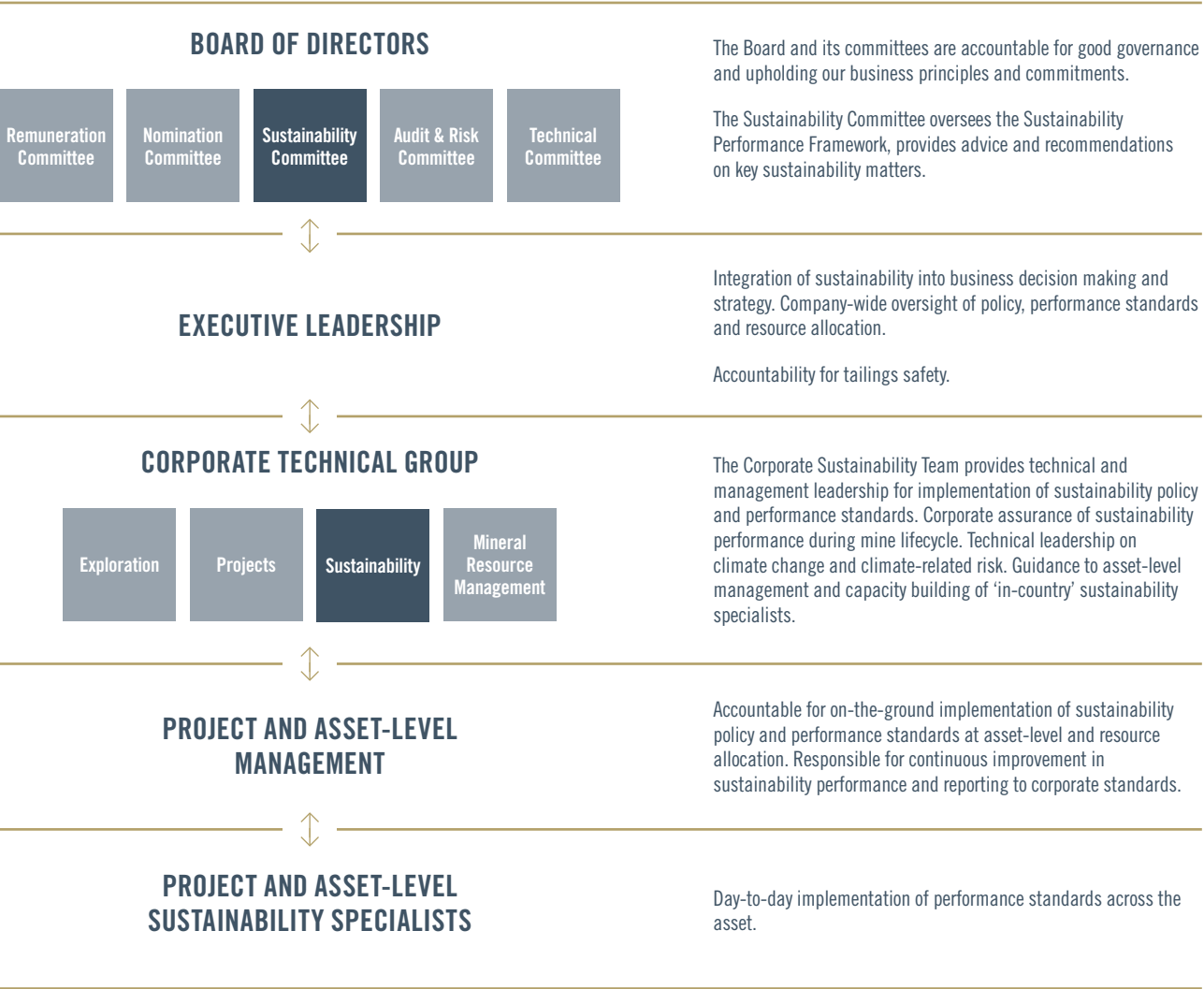
The committee chair provides a summary report to the full Board on a quarterly basis and each member of the Board has access to the materials reviewed by the committee. The Sustainability Committee report is presented on pages 110 to 112 of the 2022 Annual Report and summarises the key activities and areas of focus in 2022.

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.

At Sukari we augmented the structure and capacity of the existing health, safety and environment department to include social management; recognising the merit of applying a common and integrated management system to these functions.

Through the activities of various thematic working groups we continue to enhance governance and management processes on matters including climate change, tailings management, mine closure planning and gender diversity.

Download here: > Sustainability Committee Charter



LINKING REMUNERATION TO SUSTAINABILITY

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

Sustainability metrics represented 20% of the actual performance bonus payment in 2022 and included: health and safety incident frequency rate (LTIFR and TRIFR); environmental and social incident frequency rate ("ESIFR"); GHG emissions; diversity and inclusion; and employee training and development. More information on the Group's Remuneration Policy can be found on pages 119 to 147 of the 2022 Annual Report.

At Sukari, sustainability metrics represented 27% of the 2022 employee performance bonus payment and comprised TRIFR, High Potential Incident Frequency Rate ("HPIFR") and ESIFR. 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 34).

SUSTAINABILITY LINKED LOAN

In 2022, Centamin secured a four-year term, US\$150 million sustainability-linked revolving credit facility. The sustainability targets linked to this facility align with our ongoing environmental and social governance priorities and will track tangible progress in minimising our impact and enhancing our performance.

Under the structure of the facility, annual quantifiable targets will be defined for GHG emission reduction, increasing gender diversity, and training and professional development. These metrics will be monitored annually and subject to independent assurance. Depending on the Company's performance, the interest margin on the facility may be adjusted down, up or remain unchanged.

OUR APPROACH TO SUSTAINABILITY

VOLUNTARY COMMITMENTS, STANDARDS AND INDICES

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	
Global Reporting Initiative (“GRI”) Standards	<p>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.</p> <p>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 92.</p>
Sustainability Accountancy Standards Board (“SASB”)	<p>SASB is an independent not-for-profit organisation that sets standards to guide disclosure of financially material sustainability information by companies to their investors.</p> <p>Centamin follows the SASB Metals and Mining Sustainability Accounting Standard version 2021-12. Our SASB content index is presented within the Appendix on page 92.</p>
Task Force on Climate-related Financial Disclosures (“TCFD”)	<p>The Financial Stability Board established the TCFD to develop recommendations for more effective climate-related disclosures that could promote informed investment and enable stakeholders to better understand the concentrations of carbon-related assets in the financial sector.</p> <p>In 2019, the UK government legislated that large asset owners make disclosures in accordance with the TCFD recommendations. Centamin’s full compliance statement is presented on pages 70 to 81 of the 2022 Annual Report and the TCFD Content Index is presented within the Appendix on page 101.</p>
CDP	<p>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.</p> <p>Centamin has participated in CDP’s annual questionnaire since 2019. In 2022, Centamin submitted responses to the CDP Climate Change, Water Security and Forests questionnaires. Our CDP scores were B for Climate Change and B- for Water Security.</p>
The Greenhouse Gas Protocol: A corporate accounting and reporting standard	<p>The standard provides requirements and guidance for companies preparing a corporate-level GHG emissions inventory.</p> <p>In 2022, independent management assurance was undertaken of Centamin’s GHG emissions accounting methods and metrics.</p>
FTSE Women Leaders Review	<p>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.</p> <p>We have reported our achievements against the recommendations of the review in our 2022 Annual Report and put in place a roadmap to improve gender diversity and inclusion.</p>

SUSTAINABILITY EXTERNAL RECOGNITION

In addition to regular engagement with our institutional shareholders’ stewardship departments, Centamin engages with various independent sustainability and ESG performance benchmarking and research groups.

Centamin’s sustainability performance and ESG credentials have resulted in index inclusion in several ESG specific indices including, but not limited to, the FTSE4Good Index Series, Solactive ISS ESG Series and Bloomberg ESG Series.



MINING INDUSTRY INITIATIVES

World Gold Council Responsible Gold Mining Principles (“RGMPs”)	<p>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.</p> <p>Centamin continues to align its Group-wide Sustainability Performance Framework to the RGMPs, as presented in the Appendix to this report.</p>
International Cyanide Management Code (“ICMC”)	<p>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.</p> <p>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 2022 we conducted an independent gap analysis audit of our conformance to the code.</p>
Global Industry Standard on Tailings Management (“GISTM”)	<p>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.</p> <p>Centamin is committed to conformance against the GISTM by August 2023. In 2022, we disclosed information on our tailings management to the Centamin website https://www.centamin.com/media/2868/cey_disclosures_on_tailings_management_2022_v0.pdf.</p>
Extractive Industry Transparency Initiative (“EITI”)	<p>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. We support the EITI in countries where we operate.</p> <p>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”).</p>

GLOBAL INITIATIVES

United Nations Guiding Principles on Business and Human Rights (“UNGP”)	<p>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.</p> <p>In 2022, we refreshed our Code of Conduct, affirming our commitment to high moral and ethical principles, and reinforced supply chain due diligence procedures.</p>
Voluntary Principles on Security and Human Rights (“VPSHR”)	<p>The VPSHR promotes a set of voluntary principles that guide companies on providing security for their operations while respecting human rights.</p> <p>As of the end of 2022, 97% of our security personnel have received VPSHR training at Sukari and we conducted a third party VPSHR assessment at Doropo.</p>
International Standard Organisation (“ISO”)	<p>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.</p> <p>Centamin aspires to align its management systems to ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management.</p>
Sustainability Development Goals (“SDGs”)	<p>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. The 17 SDGs are an urgent call for action by all countries in a global partnership.</p> <p>As a mining company we recognise the potential to positively contribute to all 17 SDGs, as presented in the Appendix to this report on page 92.</p>

OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY RISK AND OPPORTUNITIES REVIEW

At Centamin, we believe that a successful and sustainable business model requires a robust and proactive risk management framework as its foundation. This is supported by a strong culture of risk awareness, encouraging 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.

- Our risk management approach comprises:
- Routine updates to the Board and committee structures to enhance risk governance and oversight
 - Continued reinforcement of the risk-aware culture at operational-level through reinforcement of our Critical Risk Standards and a sustained focus on the safety, health and wellbeing of our people
 - Periodic review of the key risks and opportunities across the business, including the principal and emerging risks facing the Group
 - Assessment of climate-related risk guided by the TCFD recommendations

Our 2022 Annual Report, pages 54 to 69, details our approach to risk management and governance, the results of a robust risk review and a full list of principal and emerging risks. Further information is shown in the 2022 Annual Report on pages 113 to 118 of our approach to governance and internal controls.

During 2022, there have been updates to the principal and emerging risks driven by our business strategy being externally influenced by extreme macroeconomic change, exacerbated by geopolitical pressures including the situation in Ukraine and the ongoing impacts caused by the COVID pandemic. Five of our 16 principal business risks directly concern core environmental and social governance issues as listed below under the categories strategic, operational and external.



STRATEGIC RISK

	Nature of risk	Mitigation measures
LICENCE TO OPERATE	<p>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.</p> <p>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.</p>	<p>Ensure that we are clear on the standards that are expected locally and regionally within our areas of operation.</p> <p>Develop and implement investment plans that sustain broad stakeholder support and compliance with local and regional standards.</p> <p>Maintain an up-to-date compliance register for each asset and routinely review our performance against these commitments and obligations.</p>
PEOPLE	<p>Our accomplishments and success as a company are made possible by our ability to attract, develop and retain human capital and through the commitment of our people.</p> <p>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.</p> <p>Valuing diversity and promoting inclusion is an ethical imperative for a sustainable business.</p>	<p>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.</p> <p>Continue to reinforce awareness of our organisational values and the critical behaviours required for successful performance supported by established policies and processes.</p> <p>Through visible leadership, strengthen diversity and inclusion in workplace culture and practice, and set targets to increase the representation of women.</p>
STAKEHOLDER ENVIRONMENTAL AND SOCIAL EXPECTATIONS	<p>Elevated expectations on environmental, social and governance corporate responsibility, includes 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, biodiversity, water management, responsible supply chain, diversity and inclusion.</p> <p>The COVID pandemic has highlighted the importance to develop and invest in the wellbeing of our people, address social inequalities and the role which we must play in the wider community.</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 updating our life of mine management plans and preparing for ISO 14001 accreditation.</p>

OUR APPROACH TO SUSTAINABILITY

SUSTAINABILITY RISK AND OPPORTUNITIES REVIEW CONTINUED

STRATEGIC RISK

DECARBONISATION

Nature of risk	Mitigation measures
<p>We recognise 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: capital investment and access to new technology; 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.</p>	<p>In the short term, we are focused on the identification and delivery of projects that will effectively reduce our operational Scope 1 and 2 GHG emissions.</p> <p>In 2022, we executed various carbon abatement projects and most notably our 36MWdc (30MWac) solar plant and battery storage system and a number of energy efficiency initiatives.</p> <p>We have studied opportunities to reduce the operational emission of Sukari over the life of mine, including sourcing clean and lower carbon power through connection to the national grid and further expansion of our onsite renewable energy production. We have set an interim climate target of 30%, to reduce our direct operational Scope 1 and 2 GHG emissions by 2030, compared to a 2021 base-year.</p>

OPERATIONAL RISK

SAFETY, HEALTH AND WELLBEING

Nature of risk	Mitigation measure
<p>It is an inherent risk in our industry that 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.</p> <p>Our workforce faces potential risks from hazards such as fire, explosion and electrocution, as well as risks specific to the mine site and development project. These include potential slope failures or collapse in the underground, mobile plant collisions and incidents involving hazardous materials. Continuing focus on the risks associated with mining companies’ tailings facilities and industry adoption of the GISTM.</p>	<p>Protecting the safety, health and wellbeing of employees, contractors, local communities and other stakeholders is a fundamental responsibility for Centamin. 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>TSF2 is now in operation and continues to be operated to the highest standards with Group commitment to the GISTM. We continue to review and test our crisis management plan alongside reinforcing our critical risk and control standards, which includes building the awareness and capacity of senior management teams to operationalise our Critical Risks Standards and seek conformance to ISO 45001.</p> <p>In 2022, we enhanced our health and wellbeing programmes with increased awareness and training on mental health, as part of the delivery of our Health & Wellbeing Plan, with new insights on the relationship between employer and employee arising from the COVID pandemic.</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 2022, the Crisis Management and Business Continuity Plan was tested through a desktop exercise involving the Sukari operational team with further independently facilitated exercises planned for 2023.

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.

At Sukari, no formal regulatory impact assessment processes were initiated nor outstanding in 2022.

At Doropo, we advanced pre-feasibility studies including in-fill exploration drilling of the prospects, preliminary project design, environmental and social baseline studies and stakeholder engagement. The PFS is near completion with results due to be published in the first half of 2023. In parallel, we will commence the Definitive Feasibility Study and a formal Environmental and Social Impact Assessment with the government of Côte d’Ivoire.

CHANGE MANAGEMENT

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.

In 2022, significant change management processes included the transition to underground mining, multiple upgrades to the process plant and commissioning of the solar plant. Material organisational changes associated with these projects included: review and amendment to HSES management plans, review of critical controls and emergency response plans; recruitment, onboarding and training of personnel.



OUR APPROACH TO SUSTAINABILITY

STAKEHOLDER ENGAGEMENT AND MATERIAL TOPICS

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.

Each year we conduct a materiality survey to identify the sustainability issues that matter most to our stakeholders and our business.

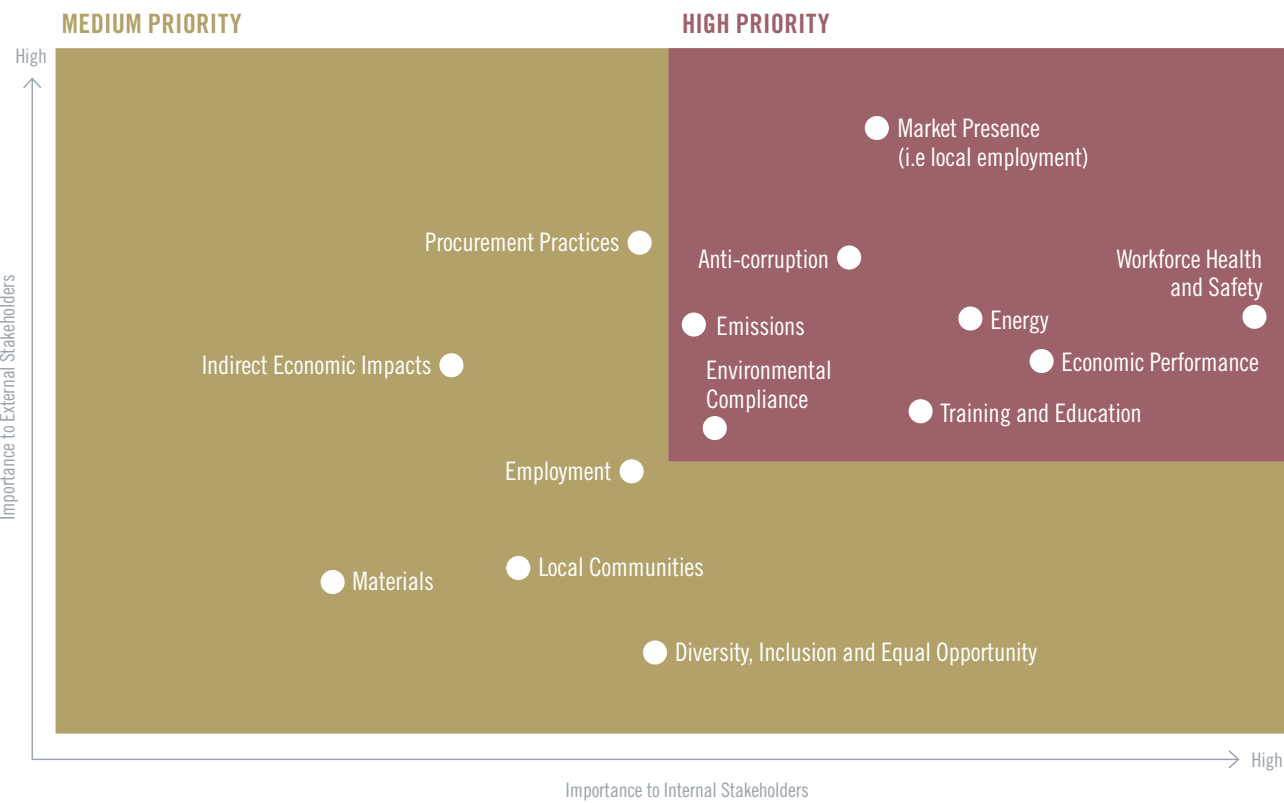
The survey results inform our strategy and priorities for the year ahead. The process follows the GRI Principles for Determining Report Content.

We define an issue as being material if it is considered important by key stakeholders and could have a significant impact on the ability of the business to create value. As such, we consider both risk and opportunities as part of the materiality assessment.

Survey participants include employees (Directors, senior management and asset-level personnel), community-based organisations, government, shareholders, suppliers and contractors.

Participants are asked 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. The survey is supplemented by a review of communication received from stakeholders throughout the year and analysis of publicly available documents.

The material topics are ranked based on the collective responses of the survey participants. The topics ranked in the upper and second quartiles are classified as 'high priority' and 'medium priority', respectively. For each 'high priority' topic, we aim to measure and report on the corresponding GRI disclosures as relevant to our business.



OUR APPROACH TO SUSTAINABILITY

STAKEHOLDER ENGAGEMENT AND MATERIAL TOPICS CONTINUED

Our engagement methods are aimed at helping us navigate a variety of political, regulatory and cultural environments in which we operate; while providing insights into material risks and opportunities with the potential to affect our ability to create sustained value. An overview of stakeholder interests and our approach to engagement is described in the table, right. Through our response, we seek to balance the needs, interests and expectations of stakeholders with those of Centamin.

 EMPLOYEES	 GOVERNMENT	 COMMUNITIES	 SHAREHOLDERS	 SUPPLIERS, CONTRACTORS & REFINER	 ENVIRONMENT
Topics of interest <ul style="list-style-type: none"> – Workplace safety, health and wellbeing – Training and skill development – Diversity, inclusion and equal opportunity 	<ul style="list-style-type: none"> – Workplace safety, health and wellbeing – Regulatory compliance and adoption of good industry practice – Local procurement and economic development – Local employment and skill development – Investment in infrastructure and services that benefit community development – Economic performance 	<ul style="list-style-type: none"> – Local employment, training and skill development – Investment in infrastructure and services that benefit community development – Local procurement and economic development – Informed consultation and participation – Protection of natural resources and sensitive receptors 	<ul style="list-style-type: none"> – Economic performance – Regulatory compliance and adoption of good industry practice – Workplace safety, health and wellbeing – Prevention of corruption and bribery throughout the value chain – Transition and adaptation to a low carbon future – Diversity, inclusion and equal opportunity 	<ul style="list-style-type: none"> – Workforce safety, health and wellbeing – Economic performance – Local procurement and economic development – Regulatory compliance and adoption of good industry practice – Prevention of corruption and bribery throughout the value chain 	<ul style="list-style-type: none"> – Regulatory compliance and adoption of good industry practice – Protection of natural resources and sensitive receptors – Transition and adaptation to a low carbon future – Understanding and managing the environmental impacts of our activities
How we engage <ul style="list-style-type: none"> – Daily pre-shift and toolbox meetings – Routine management review meetings – Quarterly risk and HSES reviews – Performance appraisals – Training and skill development – Grievance mechanism and whistleblowing platform – Bulletins, intranet and notice boards – Social and cultural events 	<ul style="list-style-type: none"> – Formal and informal engagement with government agencies and regulators – Routine site visits and regulatory inspections – Budgets and operational reports – Audits and assurance – Payments to government – profit share, royalties, licence fees and taxes 	<ul style="list-style-type: none"> – Formal and informal engagement with community leaders – Community investment and development planning – Community perceptions survey – Community grievance mechanism – Social and cultural events 	<ul style="list-style-type: none"> – 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 and regulatory reports – Engagement with proxy advisory groups and shareholder stewardship teams 	<ul style="list-style-type: none"> – Open dialogue and regular meetings with onsite management teams – Routine contract review and compliance checks – Supply chain due diligence – Training, site inspections and felt leadership – Tendering and procurement procedures 	<ul style="list-style-type: none"> – Environmental baseline studies and impact assessment – Environmental impact mitigation, monitoring and assurance – Partnerships with community-based organisations and research institutes
Outcome <ul style="list-style-type: none"> – Reduction in injury frequency rates – Enhanced mental health and diversity and inclusion awareness – Increased total training hours per average employee – Roll out of the Employee Development Programme – Targets set for decarbonisation – Programmes in place to improve diversity and inclusion, and increased female representation within the workforce 	<ul style="list-style-type: none"> – Reduction in injury frequency rates – No incidents of regulatory non-compliance and alignment with good industry practice – Sustained high levels of national procurement and supply chain due diligence – National employment rate >90% – Employee development programmes and increased training hours per employee – Community investment and development sustained – Payments to government in line with expectations 	<ul style="list-style-type: none"> – Positive community relations sustained – Low incidence of community grievances and timely resolution – Community investment and development programme sustained – National employment rate > 90% – Sustained high levels of national procurement 	<ul style="list-style-type: none"> – Financial performance in line with expectations and market guidance – Transparent payment of profits, royalties and taxes to government – No incidents of regulatory non-compliance and alignment with good industry practice – Reduction in injury frequency rates – Target set for decarbonisation – Programmes in place to improve diversity and inclusion, and increased female representation within the workforce 	<ul style="list-style-type: none"> – Reduction in injury frequency rates – Financial performance in line with expectations and market guidance – Sustained high levels of national procurement – No incidents of regulatory non-compliance and alignment with good industry practice – Supply chain due diligence complete on all 'high risk' suppliers 	<ul style="list-style-type: none"> – No incidents of regulatory non-compliance and zero 'high level' environmental incidents – Routine environmental monitoring and assurance programmes sustained – Target set for decarbonisation – Preliminary baseline studies and impact assessment in support of the Doropo Project

SAFETY, HEALTH & 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.

Our Safety, Health & Wellbeing Policy defines principles and commitments to safeguard the wellbeing of persons impacted by our activities and to comply with all applicable legal and regulatory requirements.

We have adopted tiered assurance of our health & safety systems and performance comprising regular internal reviews, overseen and supported by the Sustainability Committee, as well as independent review of conformity against ISO 45001 at Sukari.

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

82%

TRIFR BELOW THE 3-YEAR AVERAGE

51%

LTIFR BELOW THE 3-YEAR AVERAGE

91%

LTI FREE HOURS

8_M

FAST TRACK TO...

OUR APPROACH

SAFETY LEADERSHIP AT SUKARI

MANAGING RISK

SAFETY PERFORMANCE

HEALTH & WELLBEING

REPORTING STANDARDS REFERENCED

GRI

403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-9

SASB

EM-MM-320a.1

SAFETY, HEALTH AND WELLBEING

OUR APPROACH

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 stringent approach to risk management and 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.

We recognise that to effectively manage risk, all workers are equipped with the knowledge to identify and mitigate risks and as such, training and workforce communication represents an integral component of our risk mitigation programme.

ISO 45001 CERTIFICATION PROCESS

An independent review of Sukari's OHSMS was found to be comprehensive and a thorough representation of the requirements of ISO 45001. The recommendations from the review are being addressed and preparations are underway to select an accreditation authority to conduct the stage 1 audit as we pursue certification in 2023. ISO 45001 accreditation has been included in the performance incentive programme at Sukari.



SAFETY LEADERSHIP AT SUKARI

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

AREA MANAGER WALKABOUT

Once a week, a team comprising the General Manager, HSES Manager, the respective area manager and relevant contractor managers visit a selected workplace. The walkabout aims to verify the safety and wellbeing 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 improvement.

PLANNED TASK OBSERVATION PROGRAMME

A practice involving a structured approach to assessing a work activity 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 observation per week.

HSES LEADERSHIP MEETINGS

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

QUARTERLY HSES PERFORMANCE REVIEW

Each quarter, each manager presents their individual department's HSES performance to the General Manager and HSES 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.



WORK SMARTER, NOT HARDER

The leadership team noted a number of muscular strain complaints among the work crew and by adopting the mantra 'work smarter, not harder', activities involving manual handling were prioritised while performing Planned Task Observations.

Examples of the opportunities identified to limit manual handling included the introduction of mechanical lifting and slewing equipment; smaller and lighter material where other measures were not available; modifying equipment design to reduce the need for bending; and installation of new infrastructure to improve work processes.

SAFETY, HEALTH AND WELLBEING

MANAGING RISK

The most effective approach to preventing accidents and diseases from occurring in the workplace is to ensure that all hazards are identified or anticipated and that there are programmes in place to mitigate the risk to As Low As Reasonably Practical (“ALARP”).

By following the Plan Do Check Act (“PDCA”) cycle, we ensure that each asset is routinely risk assessed and that there are programmes in place that monitor evolving and developing risks as well as the effectiveness of current mitigations.

CRITICAL RISK STANDARDS

Critical Risk Standards were developed by examining the causes of the majority of fatalities within the industry and reference to good practice guidelines. These standards are integrated into our occupational health and safety management system 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.

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

ASSET-LEVEL RISK REGISTER

Each asset and operational department has in place a risk register that identifies the material risks. The risks are ranked according to their potential severity and mitigating controls defined to reduce the severity to an acceptable level. Heads of department are responsible for ensuring that the risk register remains current and that the corrective and preventative actions are tracked through to completion.

A quarterly risk review is conducted at leadership-level and encourages a regular review of safety management across the business. Leading and lagging indicators, and progress against safety targets are reviewed. Corrective and preventative actions related to lagging indicators are reassessed to ensure that they remain relevant and effective.

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

HAZARD IDENTIFICATION AND REPORTING

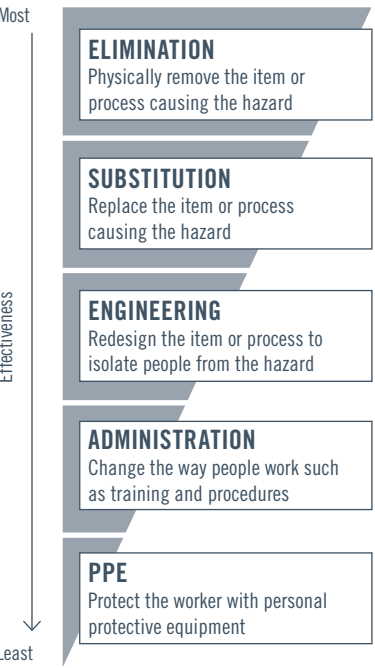
All workers are trained in hazard recognition, avoidance and reporting. All hazards, regardless of the potential severity, are entered into a hazard register including the corrective and preventative actions.

No hazard identified may be left uncontrolled and the hazard register is updated and monitored by the HSES Department 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.

HIERARCHY OF CONTROLS

Once a person has identified a hazard, they may not leave it uncontrolled. If the implementation of a control is delayed for any reason, then temporary controls must be implemented until an acceptable level of risk is achieved. If an acceptable level of risk is not possible then the hazard must be escalated for further review and management.

We utilise 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.



GEOTECHNICAL AND GROUND CONTROL RISK MITIGATION

Geotechnical and ground control hazards pose a serious risk of injury and fatality in the mining industry through engulfment, rock falls and/or major slope/mine failures. We have recognised these hazards as one of our critical risks and developed a standard that provides mandatory and minimum requirements for managing these risks to as low as reasonably practicable.

An experienced and competent geotechnical team have reviewed, updated and developed standards and management plans ensuring optimal mine design; mine planning; ground support; void management; and systematic and continuous monitoring systems.

Improvements in risk mitigation during the year included the introduction of InSAR satellite imagery monitoring

to identify any significant ground displacement across the mining areas and tailings storage facilities; installation of a seismic monitoring system in the underground mine, additional vibration monitors in both the open pit and underground mines; introduction of TDR (Time Domain Reflectometer) to support the insitu pit wall satellite monitors monitoring for any wall movement; additional QAQC with the establishment of an onsite geotechnical laboratory and identifying and engaging the services of an in-country independent laboratory to provide a quicker turnaround on the verification of sample results.

Working near or under unsupported ground is considered a cardinal rule breach and any non-compliance results in immediate suspension until completion of the incident investigation.



SAFETY, HEALTH AND WELLBEING

MANAGING RISK CONTINUED

CARDINAL SAFETY RULES

Cardinal Safety Rules are in place at each of our operational assets to protect the safety of our workforce. Failing to follow one or more of these rules may cause injury or loss of life. These rules are reviewed annually and updates made as and when required. In 2022, Cardinal Safety Rules were incorporated into the health and safety management system in Côte d'Ivoire.

Compliance with the Cardinal Safety Rules is mandatory and linked to the operational workforce performance bonus structure and individual performance appraisals. All workers must demonstrate their commitment to follow the cardinal rules, report non-compliance and understand that any breaches will attract disciplinary action.

SUKARI CARDINAL SAFETY RULES

- 1
- Do Not breach the **Smoking** Policy
- 2
- Do Not breach **Working at Heights** Procedures
- 3
- Do Not breach **Confined Space** Procedures
- 4
- Do Not breach **Isolation & Lockout** Procedures
- 5
- Do Not breach **Site Driving Rules** and Regulations
- 6
- Do Not breach the **Drug and Alcohol** Policy
- 7
- Do Not breach **Hot Work** Procedures
- 8
- Do Not interfere with **Emergency Equipment**
- 9
- Do Not remove or bypass **Barriers or Safety Guards** without the correct controls in place
- 10
- Do wear the required **Personal Protective Equipment** at all times
- 11
- Do Not breach **Lifting Operations** Procedures
- 12
- Do Not work with **Explosives** unless authorised
- 13
- Do Not work near or under **Unsupported Ground**
- 14
- Do Not work in areas with **Unsafe Atmospheres**

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. A training matrix identifies the HSES training requirements relevant to the work activities of each position and work area. It is mandatory for all employees and contractors to attend safety training relevant to their position and the area in which they operate. Training is provided free of charge by certified trainers and is delivered during normal working hours. Training packages that are tailored to each role are delivered in either the host country's official language or in English and highlight the hazards and the relevant controls that are in place to mitigate risk. Participants are assessed after each course and must demonstrate proficiency. Training compliance officers conduct random reviews of recently trained employees to ensure that learnings are being applied. The training content is reviewed regularly to ensure that the material remains relevant and employees and contractors are refreshed periodically.

In 2022, our Sukari employees and contractors received on average 13 hours and 15 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.



ACCREDITED HEALTH & SAFETY TRAINING

We continue to extend the scope of our HSES management system in Côte d'Ivoire to support the growth and maturation of our exploration programme. This requires a corresponding investment in the capability of our health and safety professionals to achieve asset-level performance objectives.

We are committed to ensuring that all members of our health and safety team are NEBOSH IGC certified, an internationally recognised health and safety qualification.

Training participants have greater confidence to engage with the workforce on the management of health and safety hazards, which in turn has improved workforce health and safety culture.

When it comes to safety, our employees are the solution and not the problem. Providing them with the knowledge and support to manage safety effectively will guarantee their buy-in.

Mohamed Moneer
Health, Safety, Environmental & Social Manager, Sukari Gold Mine

EASTERN DESERT REMOTE LOCATION SAFETY TRAINING

The expansion of our Egyptian exploration activities into the Eastern Desert identified the need to provide additional training to our exploration team to mitigate the risks related to operating in remote areas, including heat exhaustion, communications and desert driving.

various aspects of working in a remote desert environment. The training covered first aid, working in extreme temperatures, operating in remote and resource poor environments, 4WD off road driving, emergency procedures, and interacting with artisanal miners.

As the risks identified were unique to these remote activities, a training specialist was brought in to provide bespoke training to address the

Each of our EDX employees received an average of 40 hours of OHS related training.



SAFETY, HEALTH AND WELLBEING

MANAGING RISK CONTINUED

COMMUNICATION AND EMPLOYEE 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 reoccurrence, and a monthly update on safety performance against performance indicators.

A safety leadership group comprising senior site and contractor management personnel, meets on a weekly basis to discuss any emerging issues and to receive an update on safety performance. Literature presented in this meeting is available for the leadership group to share with their respective work groups.

Each operational department holds a safety meeting with its workforce on a weekly basis. The meeting is led by the department's senior leadership and supported by the HSES Department and allows for any concerns to be raised.

OCCUPATIONAL HEALTH SURVEILLANCE

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 and chemical protection.

Monitoring programmes are in place to measure noise levels, ambient and personal dust exposure, illumination, ambient gas levels for mining and power generation, employee biological and heavy metals exposure and food quality.

All employees undergo a pre-employment medical assessment as part of the employment process. This assessment ensures that the employee is 'fit for task'; has no pre-existing medical condition that could impair their performance; and to establish a baseline of any pre-existing conditions.

Employees are registered to the medical surveillance programme and depending on their job role and regulatory requirements will undergo periodical examinations which may include a clinical examination; biological monitoring; and/or occupational screening involving spirometry and audiometry testing. The surveillance data is analysed to identify any trends or emerging patterns in workplace hazards and illnesses.

During 2022 there were 384 pre-employment medical assessments and 1,081 periodic medical examination. 100% of our employees in Côte d'Ivoire underwent a periodic medical examination.

The results of all assessments are confidential and are only accessible during consultation by a medical professional.

FATIGUE MANAGEMENT

We recognise 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 HSES 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 as soon as the technology is approved for use in Egypt by the relevant regulatory authorities.

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.

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 department's performance targets.

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?



SAFETY, HEALTH AND WELLBEING

MANAGING RISK CONTINUED

EMERGENCY PREPAREDNESS AND RESPONSE

We recognise 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.

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 2022, we strengthened our emergency preparedness and response capacity to support the transition to owner underground mining. The emergency response team has increased from nine to 21 full time members and is now supplemented by a volunteer brigade of first responders.

Accredited training has been provided to the emergency response team on underground mine rescue training, NFPA fire fighter training, and maintenance and servicing of the refuge chambers.



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.

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.

At Group level we track and report on fatality, lost time injuries, total recordable injury and malaria frequency rates.

SAFE DRIVING

One of the most significant risks to our employees and the community in which we operate is related to transportation. To mitigate this risk to as low as reasonably practicable, we apply strict management controls when it comes to driver competency and vehicle operations.

A contractor working at our Doropo Project was involved in a motor vehicle collision that unfortunately resulted in a fatality. The learnings from the investigation identified a number of opportunities to reduce the risks associated with our driving activities.

These measures included:

- Terminating our relationship with the contractor due to this being the second high level incident within a short period of time that the contractor was directly involved in
- Enhanced level of engagement and involvement with local authorities and community leaders on the actions implemented to mitigate the risks of project related vehicles operating within the area

- Implementation of a vehicle management policy outlining:
 - Vehicle safety requirements: Roadworthiness, seatbelts, first aid box, fire extinguisher, speed monitoring, GPS system
 - Driver competency: Authorisation, defensive driver training, competency assessment
 - Driving Rules: Seatbelts for all occupants, driving with lights on, restrictions on electronic devices, prioritising pedestrians right of way, driving in 4WD on unsealed roads
 - Road infrastructure: Constructing diversion roads around villages where possible, and where not possible, engineering traffic calming measures, installation of traffic management signs
 - Enforcement: Speed monitoring, drug & alcohol screening
 - Non-Compliance: Implementation and communication of non-negotiable driving related rules



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 17% during 2022
Quarterly HSES 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	Achieved 82% reduction in the average number of days to close out an action associated with a hazard
		Zero hazards left uncontrolled	Zero known hazards left uncontrolled
		Zero actions overdue	No outstanding actions exceeding the target date
HSES 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 HSES training requirements	Achieved an average of 99% 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	Not achieved. 13% of incident investigations submitted within the specified time
		Zero incident investigation corrective and preventative actions overdue by more than one month	No overdue outstanding actions

SAFETY PERFORMANCE

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 0.08 per million hours (2021: 0.46) with over 12 million man hours worked. This included one Lost Time Injury (“LTI”) (2021: 5 LTIs), at our Sukari Mine. The Group TRIFR improved from 3.01 per million man hours in 2021 down to 2.63 in 2022, and the All Injury Frequency Rate (“AIFR”) increased from 6.11 in 2021 to 6.61 in 2022. The increase in AIFR is attributed to an increase in minor first aid injuries and an improved level of reporting for ‘minor’ injuries.

Other notable achievements at Sukari include over 54,000 Take 5s conducted before the commencement of a work activity; and over 8,800 Planned Task Observations.

At Sukari, there were six unrelated instances during 2022 where operational activities were temporarily stopped due to safety concerns, for periods totalling 113.5 hours. All the stoppages were related to contractor safety performance. During these stoppages site management called for a ‘safety reset’ – to raise safety awareness among the workers, review behaviour and workplace practices, and inspect equipment.



FATALITY FREQUENCY RATE PER 1,000,000 HOURS WORKED

	2022	2021	2020
EGYPT (SUKARI)	0.00	0.00	0.00
CÔTE D’IVOIRE	0.00	0.00	0.00
GROUP	0.00	0.00	0.00
Benchmark* – Zero			

LOST TIME INJURY FREQUENCY RATE (“LTIFR”) PER 1,000,000 HOURS WORKED

	2022	2021	2020
EGYPT (SUKARI)	0.09	0.49	0.65
CÔTE D’IVOIRE	0.00	0.00	4.06
GROUP	0.08	0.46	0.84
Benchmark* – 0.68			

TOTAL RECORDABLE INJURY FREQUENCY RATE (“TRIFR”) PER 1,000,000 HOURS WORKED

	2022	2021	2020
EGYPT (SUKARI)	2.08	2.81	4.66
CÔTE D’IVOIRE	7.96	6.71	14.20
GROUP	2.61	3.01	5.16
Benchmark* – 3.99			

NEAR HIT FREQUENCY RATE (SUKARI)	23.78	25.52	17.08
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* Benchmark set is a 25% improvement on the previous three-year average.

SAFETY, HEALTH AND WELLBEING

HEALTH AND WELLBEING

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, productivity and motivation.

Our Safety, Health & Wellbeing Policy commits to promoting, educating and supporting our workers to maintain a healthy lifestyle. We have engaged with our workforce to identify and evaluate potential mental and physical health risks and impacts and developed wellbeing programmes and the facilities to achieve, maintain and support optimal health.

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 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.

At Sukari, we have established a Wellbeing Committee that is tasked to support our employees to adopt healthier lifestyles.

PHYSICAL WELLBEING

We provide a screening service that enables employees to test their general health and to assess for non-communicable diseases such as hypertension and diabetes.

During 2022, 1,135 (Sukari – 951; Côte d'Ivoire – 184) employees were screened, of which 120 (Sukari 91; Côte d'Ivoire – 29) recorded results outside the normal blood sugar or blood pressure level. These employees were provided with individual health management programmes. During 2022, the testing capabilities at the Sukari operation were expanded to include cholesterol level and percentage body fat.

At our remote sites, employees are accommodated in camps where the close proximity of living quarters, shared ablution and catering arrangements elevates the risk of communicable disease. We manage these risks with mandatory immunisation and testing programmes for our food handlers; mandatory PPE requirements; reinforcing positive behavioural practices; providing training and guidance on cleaning techniques; stringent waste management plan; and a food safety management plan which follows the Hazard Critical Care Points ("HACCP") principles and is overseen by dedicated hygiene officers.

At Sukari, we offer a voluntary immunisation programme for all employees which includes an annual flu vaccine and COVID vaccine. At Doropo, we partnered with the local health authorities in running voluntary HIV awareness and testing sessions.

To promote and instil healthy lifestyle choices, we provide a wide range of sporting facilities and clubs, including football, running, fishing, table tennis and gym facilities with access to strength and cardio training options. To encourage participation in these sporting activities, events are arranged through the year which in 2022 included interdepartmental football tournaments, a 20km relay running race and participation in the Côte d'Ivoire Chamber of Mines Mining Olympiads.



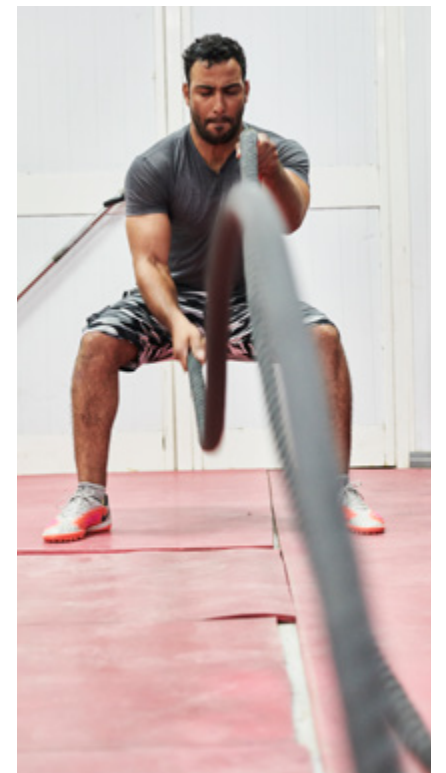
MENTAL WELLBEING

A mental wellbeing programme is in place at Sukari that aims to break the stigma attached to mental health, support those experiencing health concerns and build resilience against possible mental health triggers.

The stressors identified during the risk assessment were largely around working in a physically and emotionally challenging environment due to the demand of long shifts and rosters and production pressures; and having to manage family responsibilities whilst working away from home at 20 to 40 days at a time.

Measures to minimise these stressors include:

- Awareness sessions to the site leadership group on identifying and supporting employees showing signs of stress
- Conducting Planned Task Observations as one of our leading indicators which ensures that the necessary tools are available to carry out work efficiently
- A Fitness for Work programme which includes an established Fatigue Management Plan and Drug and Alcohol Policy
- A zero tolerance approach outlined in our Code of Conduct towards any form of harassment including bullying, aggression and violence
- Minimising the stress of living away from home by providing accommodation arrangements and facilities that are comfortable, conducive to resting and privacy and investing in entertainment, recreational and social activities and infrastructure.



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.

Our 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 2022, Centamin employed a total of 2,322 people, of which 95% worked in Egypt, 4% in Côte d'Ivoire and the majority of the remaining 1% of persons in Jersey and the United Kingdom. The single biggest change to our labour force was the transition to owner underground mining at Sukari and the onboarding of personnel who had previously been contractors. The majority of our employees are full-time and permanent.

Sukari is the Group's largest asset, comprising 2,169 employees and 2,243 contractors, totalling 4,412 persons. The workforce comprises 96% 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.

In Egypt we are setting a new benchmark for diversity and inclusion within the mining sector. Under the guidance of the Sukari gender diversity working group we achieved our interim targets for gender diversity and inclusion, the recruitment of women to critical roles and measures to strengthen diversity in all aspects of workplace culture, policies, procedures and practices.

At Sukari, we formally launched the Employee Development Pathway ("EDP") 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.

In 2022 we enhanced our health and wellbeing programmes with increased awareness and training on mental health, and new insights on the relationship between employer and employee arising from the COVID pandemic.

FAST TRACK TO...

OUR APPROACH

LOCAL EMPLOYMENT

DIVERSITY AND INCLUSION

TRAINING AND PROFESSIONAL DEVELOPMENT

WORKFORCE ENGAGEMENT

HUMAN RIGHTS

GROUP NATIONAL
EMPLOYMENT RATE

96%

INCREASE IN TOTAL
TRAINING PER AVERAGE
EMPLOYEE

62%

SENIOR AND MIDDLE
MANAGEMENT ROLES
HELD BY NATIONALS

75%

EMPLOYEE DEVELOPMENT
PATHWAY LAUNCHED AT
SUKARI

REPORTING STANDARDS
REFERENCED

GRI

2-7, 2-8, 2-23, 2-30, 205-2,
205-3, 404-1, 404-2, 404-3,
405-1, 407-1, 410-1, 412-1,
412-2, MM4

SASB

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

OUR APPROACH

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 all commit to the Code of Conduct ("the Code") regardless of where we are or what we do. All of us are accountable for living up to our Values, incorporating the Code into our lives and encouraging our colleagues to do the same. The Code of Conduct is supplemented by the following policies, which are accessible through the Company's website:

- People
- Diversity and Inclusion
- 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 continue to strengthen the implementation of our policy framework across our sites to meet the evolving needs of our business.

We perform annual external salary benchmarking against the Egyptian heavy industry sector. In 2022, we revised the salaries of our Egyptian employees commensurate with the rising cost of living in-country.

CODE OF CONDUCT

The Code affirms Centamin's commitment to act responsibly as individuals and as a business with the highest standards of ethical conduct.

The revised Code aims to clearly and broadly define the Company's expectations for how all persons working on our behalf must behave in their day-to-day activities, by defining the critical values and behaviours to succeed at Centamin. The Code:

- Incorporates the Values – Invest, Learn, Grow, Educate and Protect
- Incorporates our policy framework as relevant to the individual, not limited to: Anti-corruption and Bribery Policy, People Policy, Human Rights Policy, IT Policy, Whistleblowing Hotline
- Sets expectations on how to do business safely, responsibly, ethically and legally
- Provides guidance on how to raise concerns, without fear of retaliation

The Board called for the leadership group to take specific action to ensure the Code is an integral component of asset-level management systems. Valuing responsible actions and upholding the highest standards of ethical conduct is imperative for a sustainable business.

Training and acknowledgement of the Code during the onboarding process is underway at Sukari with asset-level action plans in development.



Download here:
 > **Code of Conduct**
 > **Diversity and Inclusion Policy**



TOTAL EMPLOYEES

2,322

TOTAL CONTRACTORS

2,889

TOTAL COMBINED WORKFORCE

5,211

WORKFORCE DEMOGRAPHICS

	TOTAL	HEAD OFFICE	EGYPT		CÔTE D'IVOIRE	
EMPLOYEES			Expat	National	Expat	National
MALE	2,259	20	113	2,047	9	70
FEMALE	63	8	1	33	2	19
TOTAL	2,322	28	114	2,080	11	89
CONTRACTORS						
MALE	2,778	—	62	2,212	6	498
FEMALE	111	—	1	11	0	99
TOTAL	2,889	—	63	2,223	6	597
TOTAL COMBINED WORKFORCE	5,211	28	177	4,303	17	686

OUR PEOPLE

LOCAL EMPLOYMENT

We maintain a high national employment rate for our operations by targeting recruitment within our host jurisdictions.

We aim to employ local, regional or national candidates, in that order of preference. Globally, our total combined workforce is 5,211 persons of which 96% 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,

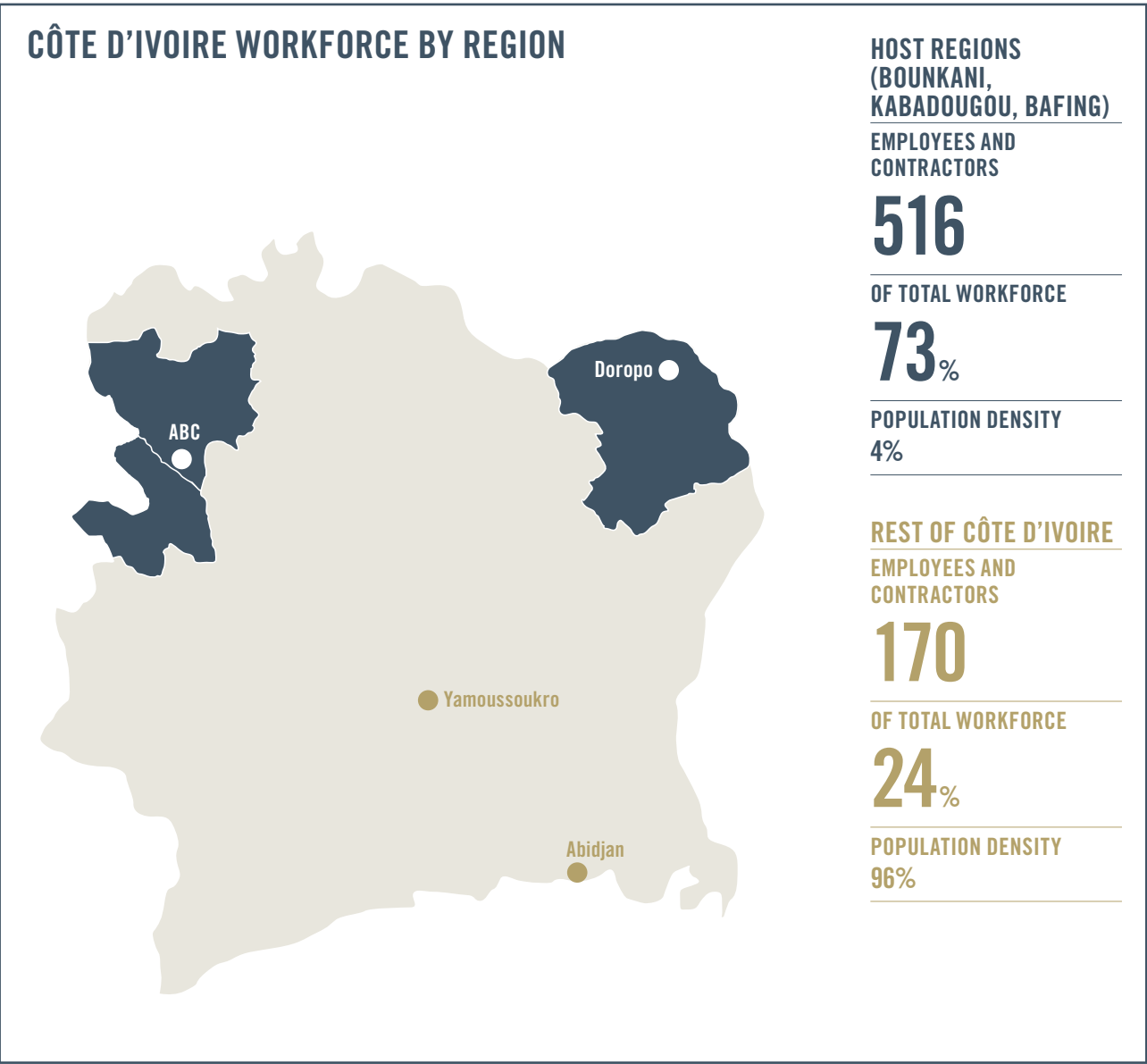
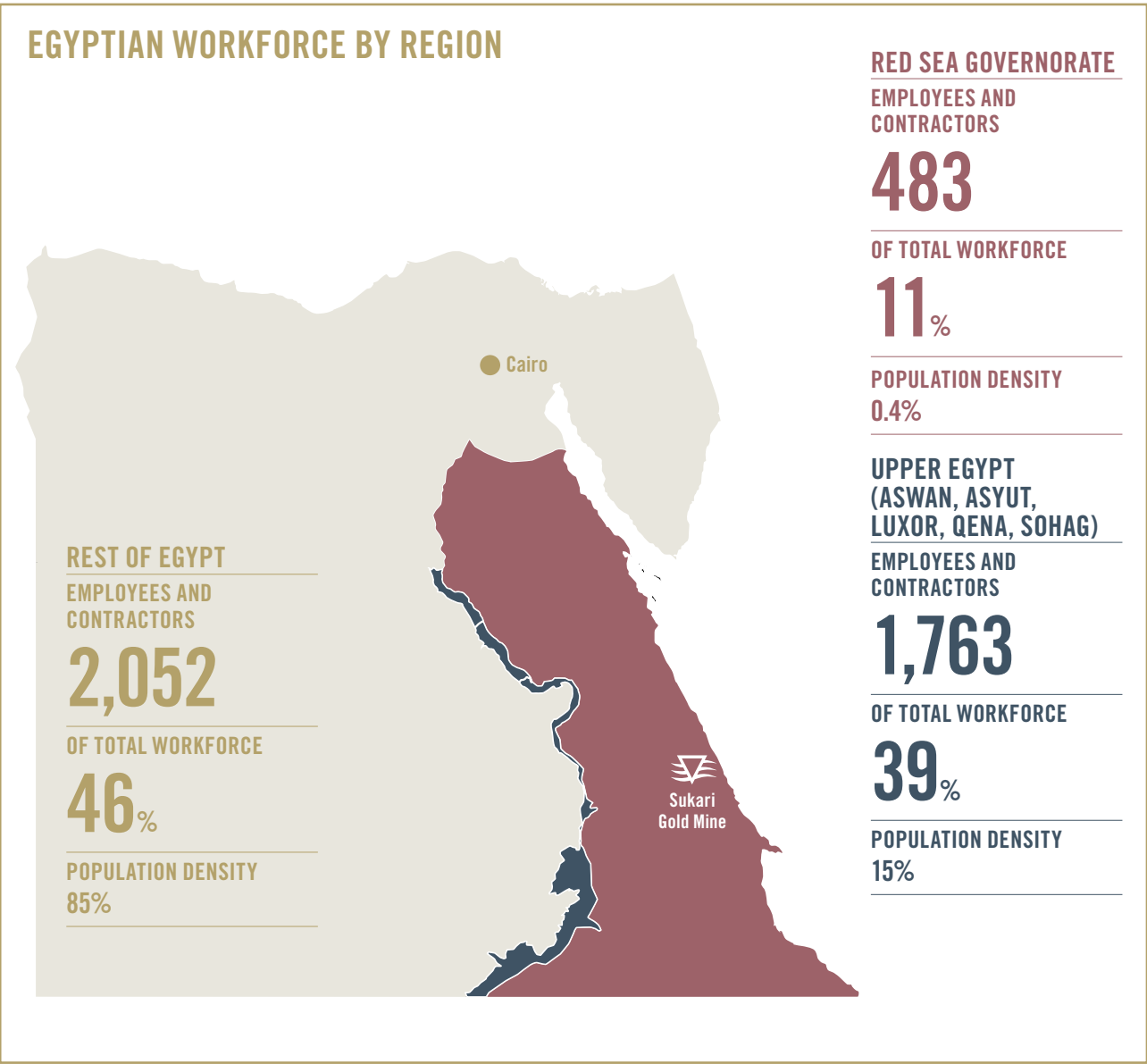
in Upper Egypt, the population density is substantially higher along the upper reaches of the Nile River. Overall, 50% of the Sukari workforce are residents of the Red Sea Governorate and Upper Egypt.

In Côte d'Ivoire, 73% 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, 78% of senior and middle management roles (comprising superintendents, coordinators and supervisors) are held by nationals, representing an increase from 70% in 2021. In Côte d'Ivoire, 64% of senior and middle management roles are held by nationals.

With a commitment to increase the percentage of nationals in management roles, Sukari has engaged a registered training organisation to provide leadership and management training courses. In 2022, nine employees successfully achieved a diploma level qualification, 38 completed a Certificate IV Level course, and 49 employees attended supervisory development training.

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



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 2022 Annual Report and put in place a roadmap to address identified gaps.

We are committed to addressing gender imbalance across the Company with gender diversity representing a key performance metric under our remuneration policy and recently established sustainability linked revolving credit facility.

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, 2.7% are women. In jurisdictions outside of Egypt, women represent 23% 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. Under the leadership of the General Manager the gender diversity working group elaborated an action plan for gender diversity and inclusion at Sukari which included: interim targets for the recruitment of women to critical roles; management training and awareness; and a range of measures to strengthen diversity in all aspects of workplace culture, policies, procedures and practices. In 2022, these interim targets were successfully achieved. We now employ 34 women in Egypt, two of whom are in positions of management and the majority in qualified roles.

In Egypt we are setting a new benchmark for diversity and inclusion within the mining sector.

Through our partnership with Women in Mining (“WIM”) UK we are providing a platform for our Egyptian employees to connect with their industry peers and to promote the advancement of women in the mining industry. In 2022, we welcomed three female graduates to an internship programme in partnership with WIM UK.

Women in Mining UK internship programme.

I firmly believe that access to opportunity should not be limited by gender. I was proud to represent Centamin and the Egyptian mining sector more broadly, through recognition by WIM UK as one of the 100 Global Inspirational Women in Mining 2022 and had the opportunity to engage with so many inspiring women.

Sara Mohamed
Environmental Superintendent, Sukari
Recipient of WIM 100 Global Inspirational Women 2022 Award



We can help tackle gender bias by including more women in non-traditional roles. Creating training opportunities that specifically target women are critical. These should recognize the need to overcome the ‘imposter syndrome’ that may arise from being the only women in the role, while being sensitive to cultural realities.

Dr Catharine Farrow Non-Executive Director, Sustainability Chair

ROADMAP FOR GENDER DIVERSITY AT SUKARI

GOVERNANCE

Update of Diversity & Inclusion Policy and Board approval

Call for action from the Executive to the senior leadership team

Interim action plan and targets in place

Partnership with Women in Mining UK

SUKARI INTERIM ACHIEVEMENTS

Establishment of asset-level Diversity Committee under direction of the GM

Revision of site-level procedures, workplace facilities and services

Awareness and training to all management personnel

Identification of roles no longer restricted to male employment only under updated Egyptian regulatory framework

Recruitment of women to critical professional roles

Medium-term target setting

2023 OUTLOOK

Recruitment of women to operational roles in mining and processing

Collaboration with Sukari site-level contractors and business partners

Training and promotion of rising stars

Extension to exploration programme



OVERCOMING BARRIERS TO INCREASING DIVERSITY AT SUKARI

PPE is only as effective as its suitability to the user.

With no women previously employed in the Egyptian mining industry, sourcing female specific PPE was only possible from international suppliers. In 2022, the gender diversity working group recognised the need to locally source female PPE that was correctly sized and comfortable. A cohort of female employees at Sukari collaborated with our local Egyptian PPE supplier to successfully fabricate uniforms for our female employees.

TRAINING AND PROFESSIONAL DEVELOPMENT

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.

All employees across the Group participate in our annual performance appraisal and objective setting process. 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, the mining and minerals sector remains small and formal training opportunities are much less developed and under-represented in the educational

system. This necessitates that the Company take 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 (“EDP”) 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. Our commitment to the EDP is reflected in the recently established sustainability linked revolving credit facility which incorporates performance metrics for employee training, assessment and progression.

In 2022, the EDP was formally launched and in-scope employees, representing

approximately 90% of employees at Sukari, were assessed against the competency framework relevant to their role. Each role has four levels of progression – entry, competent, productive and proficient; and all employees have the opportunity to progress to the top level if they have the ability. In 2022, we assessed 84% of in-scope employees and 58% progressed to a higher level of competency. The methods of assessment that underpin these performance metrics were the subject of independent assurance in 2022.

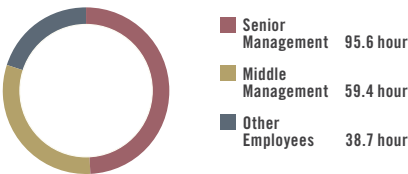
The EDP has necessitated the provision of leadership training to our senior and middle-level management team – to build their capacity to apply industry recognised standards to the training and assessment of their teams. We have partnered with a number of registered training organisations to deliver certified training modules in leadership and management. In 2023 we will focus on developing a Leadership Development Pathway for employees at supervisory level and above.

PERFORMANCE

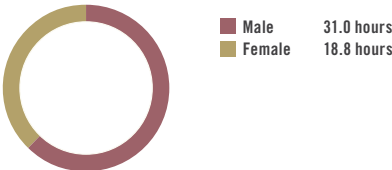
We track training hours for all activities related to employee skill development. In 2022, employees at Sukari received on average 38.7 hours total professional development training, a 42% increase on delivery compared to 2021. This included mandatory health, safety and core-competency training; soft-skill and leadership training and technical training. Subject matter training included: the maintenance and servicing of underground emergency response equipment; tailings risk and governance; and mental wellbeing awareness.

Our reporting data indicates that women have received on average less training than their male counterparts in 2022. At the current time, most of the women at Sukari are employed in business service roles which don't require the same level of training compared to operational roles, irrespective of gender. We expect to see equivalent levels of training for women as their participation in operational roles increases.

AVERAGE TOTAL TRAINING HOURS PER EMPLOYEE AT SUKARI



AVERAGE TOTAL TRAINING HOURS BY GENDER AT SUKARI



AVERAGE HOURS TOTAL PROFESSIONAL DEVELOPMENT TRAINING FOR EMPLOYEES

44.3_{HRS}

IN-SCOPE EMPLOYEES TRAINED AND ASSESSED AGAINST THE EDP FRAMEWORK

84%

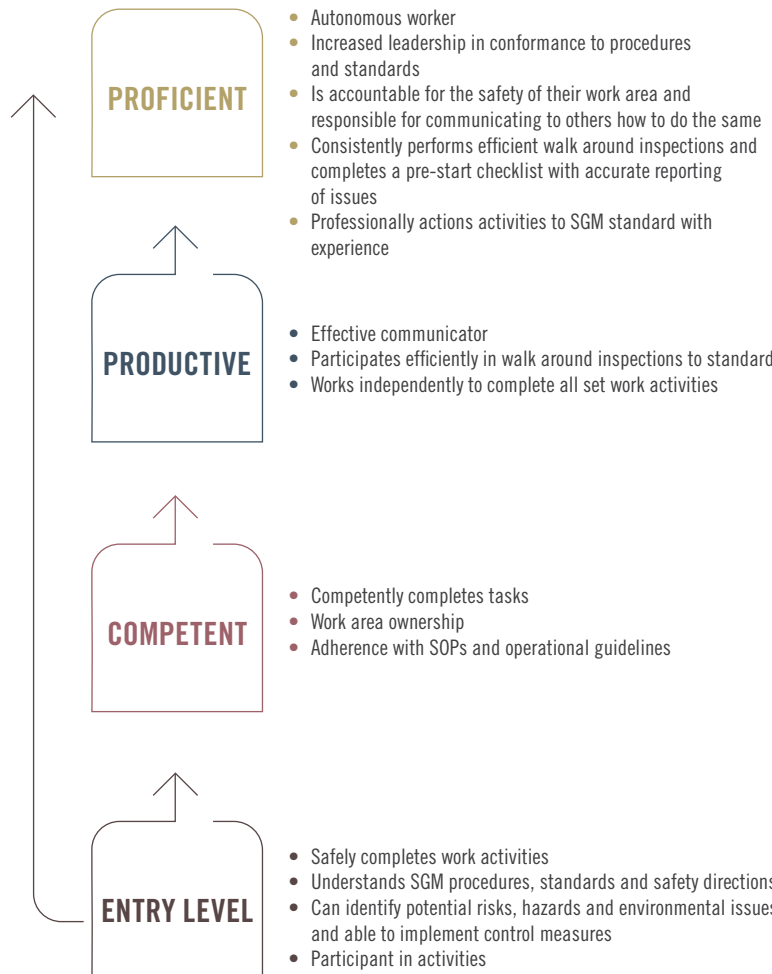
IN-SCOPE EMPLOYEES PROGRESSED UPWARDS ALONG THEIR DEVELOPMENT PATHWAY

58%

EMPLOYEE DEVELOPMENT PATHWAY FOR A MOBILE EQUIPMENT OPERATOR

Role description

Operators shall operate the haulage unit continuously and efficiently, to ensure the material types are delivered to the correct destinations. To be proactive in safely maximising the volume of material hauled by the truck during each shift.



MOBILE MAINTENANCE APPRENTICESHIP PROGRAMME

In 2022, the twelve trainees celebrated the successful completion of their first year of this four-year programme.

The programme aims to develop a pipeline of talent to meet the needs of the business while conforming to recognised industry standards. The technical skills learnt in the first year of this course are transferable across maintenance and engineering roles, and as such there is opportunity for the apprentices to work in both mobile and fixed plant maintenance.

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. Competency is assessed through demonstration of practical skills for specific tasks within each work area and equipment type over three years, plus one year further on-the-job training.

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.

OUR PEOPLE

WORKFORCE ENGAGEMENT

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; awareness sessions; 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.

We encourage employees to raise questions and concerns with their supervisor and by doing so, 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. Furthermore, we prohibit any form of retaliation in relation to reports received through either our grievance process or whistleblower hotline.

In 2022, we recorded ten workplace grievances (compared to 35 in 2021) most of which related to disrespectful behaviour between co-workers. All grievances were managed internally and no external arbitration was required. The average time to resolve these grievances was 18 days and all grievances were closed within the target time of 30 days. There were nine grievances recorded through the Whistleblower hotline, of which: six cases were minor breaches to the Code of Conduct; two cases lacked sufficient information to investigate; and one potentially serious breach to the Code of Conduct that remains under investigation. Under our whistleblower procedure, all complainants are offered the opportunity to engage with an independent intermediary on a strictly confidential basis.

All our employees participated in an annual performance review with their line manager, which provides an opportunity to assess progress and mutually agree forward-looking objectives and personal development goals.

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. There were two committee meetings in 2022 with no material issues reported. In 2022, Centamin sustained positive industrial relations with no strike action nor lockout.

GRIEVANCES CLOSED WITHIN 30 DAYS

100%

EMPLOYEES WHO RECEIVED AN ANNUAL PERFORMANCE REVIEW

100%



OUR PEOPLE

 Download here:
> [Modern Slavery Statement](#)
> [Whistleblower Policy](#)

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.

Our Human Rights Policy 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 employee onboarding, workplace inductions and notice boards.

As a condition of doing business with Centamin, our suppliers are required to comply with applicable laws and meet the commitments and obligations of our Group policy framework, including human rights. Our approach to supply chain management is presented in pages 64 to 65. In 2022, we 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. We assess the salient human rights issues relevant to our business against the UNGP reporting framework and the adequacy of our management measures for responding to these risks.

At Sukari, the most substantive human rights issues relate to occupational health and safety, work conditions both on site and within our supply chain, gender diversity and inclusion.

In 2022, an independent security and human rights review was conducted of our exploration activities in and around Doropo.

The principal area of human rights risk concerns interactions between private and public security and illegal artisanal miners. 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. Our security contractors are required to respect strict protocols as it concerns the protection of human rights as a condition of deployment.

As of the end of 2022, 97% of the security personnel at Sukari had received training on the Voluntary Principles of Security and Human Rights (“VPSHR”). In 2023 we will extend this VPSHR training to our management and security personnel in Côte d’Ivoire.

We maintain an independent whistleblower hotline that allows both workers and third-parties to anonymously file a complaint. No human rights incidents nor impacts were recorded from our business activities in 2022.

We communicate our expectations and commitments with respect to human rights to all workers through 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 worker as it relates to our Code of Conduct.

SALIENT HUMAN RIGHTS AND 2022 ACTIVITIES, SUKARI

Salient human right	Key risks	2022 mitigations	More information
RIGHT TO LIFE	<ul style="list-style-type: none">Offsite motor vehicle collision resulting in injury to our employees, contractors or community membersInjury to our employees working in remote areasOccupational injury to an employee or contractors during mining or mineral processing activities	Strengthen management of vehicle operations	Pages 32 and 38
		Eastern Desert remote area safety training	Page 35
		Development of HSES professionals	Page 35
		Review of Critical Risks Standards	Page 32
		Progress against ISO 45001 certification	Page 30
		Reduction in time to close-out hazards	Page 6
		Reduction in manual handling risks within the mineral processing activities	Page 31
		Expansion and development of underground rescue capabilities	Page 38

Salient human right	Key risks	2022 mitigations	More information
RIGHT TO HEALTH	<ul style="list-style-type: none">Detrimental effects to our workers' physical or mental wellbeing from unfavorable or hazardous work conditions or an occupational injuryUnhealthy lifestyle choices leading to detrimental health affects	Advancement in employee pre-employment and medical surveillance programme	Page 36
		Wellbeing Committee in place	Page 42
		Mental wellbeing programme	Page 43
RIGHT NOT TO BE SUBJECTED TO TORTURE, CRUEL, INHUMAN AND/OR DEGRADING TREATMENT OR PUNISHMENT	<ul style="list-style-type: none">Our employees, contractors and suppliers may be subjected to unnecessary force when interacting with site security personnelContractors may be subjected to cruel, inhuman and/or degrading treatment or punishmentCommunity members may be subjected to treatment that falls into torture, cruel, inhuman and/or degrading treatment or punishment when interacting with our security staff or public security mobilised on our behalf	Independent security and human rights review	Page 56
		Supplier due diligence	Pages 64 – 65
		VPSHR training and awareness sessions	Page 56
RIGHT NOT TO BE SUBJECTED TO SLAVERY, SERVITUDE OR FORCED LABOR	<ul style="list-style-type: none">Contractors may be subjected to slavery, servitude or forced labour	Centamin Code of Conduct	Page 46
		Supplier due diligence	Pages 64 – 65
RIGHT TO ENJOY JUST AND FAVORABLE CONDITIONS OF WORK	<ul style="list-style-type: none">Employees may be subjected to unjust and/or unfavorable workplace conditions, such as harassment and abuse in the workplaceEmployees, contractors and suppliers may be subjected to unjust, unfavourable and/or hazardous working conditions that harm their physical and mental health and wellbeingEmployees may be subjected to unjust and/or unfavorable working conditions and workplace practices that harm their physical and mental health and wellbeing whilst working in remote areas	Centamin Code of Conduct	Page 46
		Supplier due diligence	Pages 64 – 65
		Eastern Desert remote area safety training	Page 35
		Employee grievance and whistleblower hotline	Page 54
RIGHT TO EQUALITY BEFORE THE LAW, EQUAL PROTECTION OF THE LAW, AND RIGHTS OF NON-DISCRIMINATION	<ul style="list-style-type: none">Employees and contractors being subjected to discrimination during the recruitment and hiring processEmployees and contractors may be subjected to discrimination in the workplace	Centamin Code of Conduct	Page 46
		Centamin Diversity & Inclusivity Policy	Page 50
		Whistleblower hotline	Page 54
		Supplier due diligence	Pages 64 – 65
RIGHT TO FREEDOM OF ASSOCIATION	<ul style="list-style-type: none">Employees, contractors and suppliers may be denied their right to freedom of association without retaliation or discrimination	Workforce engagement	Page 54
RIGHT TO SELF DETERMINATION	<ul style="list-style-type: none">Community members and/or artisanal miners may be subject to loss of income or cultural amenity arising from involuntary displacement from land due to Company activities	Independent security and human rights review	Page 56
		Training and awareness sessions on Voluntary Principles of Security and Human Rights	Pages 56 and 67

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 trusting partnerships with our stakeholders, good governance, ethical conduct and transparency.

PROCUREMENT IN EGYPT BY VALUE

67%

ACTIVE SUPPLIERS SUBJECT TO ESG DUE DILIGENCE

100%

INVESTED IN LOCAL COMMUNITIES

US\$0.6M

FAST TRACK TO...

OUR APPROACH

ECONOMIC CONTRIBUTIONS

LOCAL BUSINESS OPPORTUNITY

SUPPLY CHAIN MANAGEMENT

COMMUNITY RELATIONS

COMMUNITY INVESTMENT

REPORTING STANDARDS REFERENCED

GRI

2-25, 201-1, 203-1, 204-1, 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

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 2022 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 2022, we formalised our supply chain due diligence procedures and engaged a third-party to access a broader scope of business-critical risk data on our suppliers. We continue to work 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.

As the only large-scale modern mine in Egypt, Sukari continues to set a benchmark for responsible mining on aspects including technical training and skill development, business opportunities for the domestic private sector and economic contributions through profit share and tax with the government.

Amr Hassouna
Country Manager, Egypt

Download here:
> 2022 ESTMA report



ECONOMIC CONTRIBUTIONS

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

In 2022, Centamin's direct economic contributions totalled US\$848 million, which included: US\$398 million in operating costs; US\$66 million in employee wages and benefits; US\$275 million in capital expenditure; US\$62 million in profit share, royalties, taxes and other payments to government; and US\$0.60 million in community investments. Of the total economic value distributed, 98% was attributed to Sukari in Egypt, with the remaining 2% 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 (US\$'000)

	Egypt ⁽⁸⁾	Côte d'Ivoire	Burkina Faso	Total
Economic value generated: revenues ⁽¹⁾	788,424	–	–	788,424
Economic value distributed	830,347	12,051	5,713	848,111
Cash operating costs ⁽²⁾	388,472	4,892	4,178	397,542
Employee wages and benefits ⁽³⁾	58,858	6,170	853	65,881
Capital spend ⁽⁴⁾	275,797	595	–	276,392
Payments to capital providers ⁽⁵⁾	45,754	–	–	45,754
Payments to government ⁽⁶⁾	60,974	302	673	61,949
Profit share	35,492	–	–	35,492
Royalties	22,446	–	–	22,446
Other	3,035	302	673	1,399
Community investments ⁽⁷⁾	493	93	9	595
Economic value retained	(41,923)	(12,051)	(5,713)	(59,687)

(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.
(8) Egypt geographical location considers SGM and EDX.

SOCIAL & ECONOMIC PARTNERSHIP

LOCAL BUSINESS OPPORTUNITY

From exploration to mine operation, Centamin procures a diverse range of goods and services that contribute to the economic and social prosperity of our host countries through industrialisation, infrastructure and innovation.

Approximately 97% of our Group-level cash operating costs is at Sukari, where the main types of procurement by value are fuel and oil, contractors, general consumables and reagents. Of the approximately 900 active suppliers in 2022, the majority by number (57%) and by value (67%) 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 and accessories); Original Equipment Manufacturer (“OEM”) plant and spares (power generation, other fixed and mobile equipment); communications hardware and software.

Global supply chains have faced continued disruption in 2022 due to the COVID pandemic and war in Ukraine, which highlight the importance of a diverse and collaborative supply chain to buffer the operation against shocks. To mitigate the potential impact on international supplies, we maintain increased levels of capital inventory for consumables and critical spares to accommodate delays in lead times; and seek long-term agreement with suppliers to provide stock security and

priority availability where feasible. Local procurement is also an important mitigating factor.

In sourcing goods and services, preference is given to local businesses, provided they meet the minimum safety, quality, ethical and cost requirements. In 2022, the total number of Egyptian suppliers increased to 604 from 508 suppliers in 2021.

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.

6%
INCREASE TO PROCUREMENT
IN EGYPT BY VALUE

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.

Our supply and technical teams actively work with local suppliers to help them meet our minimum safety, quality, ethical and cost requirements. In 2022, key achievements resulting from this inclusive approach to local procurement at Sukari include:

- With the support of a local contractor, construction, commissioning and maintenance of the 36MWdc Solar Project
- Delivery complete of 48 high-production trays by a local steel fabricator to fit our haul fleet to OEM specification
- Ongoing collaboration with a local fabricator to recycle our scrap steel grinding media and steel mill liners
- Trials complete and contract signed for the local fabrication of plastic core-trays as an alternative to international supply
- Collaboration with our national personal protective equipment (“PPE”) supplier to manufacture uniforms for our female workers

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 is largely absent of heavy industry and limited to coastal tourism.

In 2022, US\$1.9 million of direct procurement expenditure associated with Sukari and our regional exploration programme was sourced from suppliers registered in the Red Sea region. 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.

To facilitate the onboarding and capacity of local suppliers, who are not familiar with our procurement standards, we provide levels of basic administrative assistance on matters covering business and tax registration, banking and credit terms, invoicing and email communication.

The above excludes the indirect economic impact arising from the presence of our workforce in the local area. Approximately 1,450 workers are housed in the town of Marsa Alam, where they contribute to the diversity of the local economy through expenditure on accommodation, food, tourism and related community services. In 2022, Sukari initiated a scheme to incentivise employees to relocate their families to Marsa Alam as a measure to reduce the stress of remote working and improve health and wellbeing. This initiative has potential to further increase the economic impact of our presence in the local area.

LOCAL SUPPLY CHAIN PARTNERSHIP

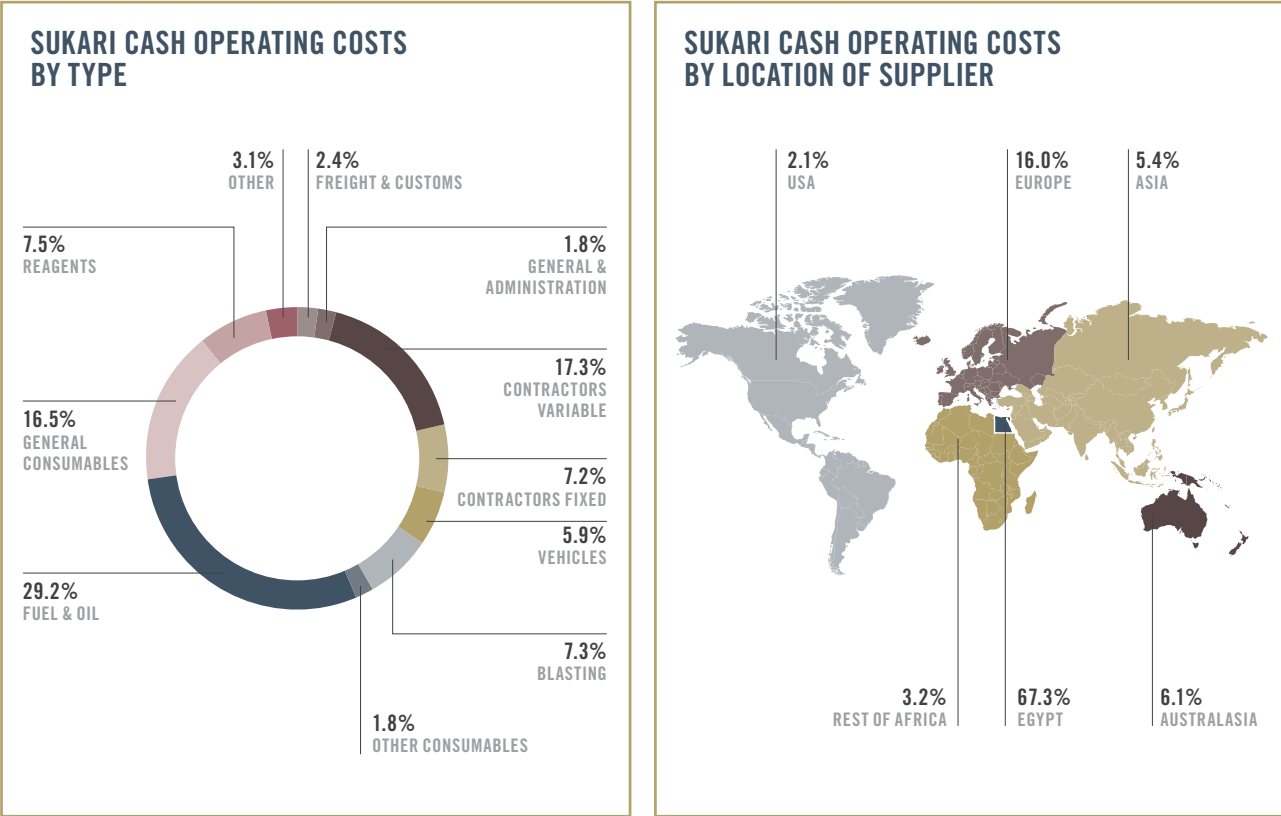
The installation contract for the 36MWdc solar plant and 7.5MW battery-energy storage system was awarded to Giza Systems, an Egyptian company.

The contract provided employment to 265 people during the peak installation period and saw the successful installation of over 80,000 solar panels.

Through this partnership, Giza Systems acknowledges their growth in technical capacity and workplace culture in relation to health, safety and environment. On the back of this experience, they have recently been awarded an international construction contract for another major solar PV installation.

“This flagship project underpins the strength of our track record and our resolve in working on national projects that accelerate the transition of industry to a sustainable future.”

Mohamed Sedeek, Chief Operations Officer at Giza Systems



SPENDING ON NATIONAL SUPPLIERS

Value of prouement ⁽¹⁾	Egypt (Sukari)	Egypt (EDX)	Côte d'Ivoire
National (US\$'000)	338,704	995	17,091
National as % of total	67%	94%	88%
Host regions ⁽²⁾ (US\$'000)	1,442	482	1,075
Host regions as % of total	0.3%	45%	6%

(1) Procurement includes 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.

SOCIAL & ECONOMIC PARTNERSHIP

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, to which is appended 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 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

All suppliers at Sukari are subject to an initial screening based on commercial and ESG risk factors including: the value and duration of services; conflict of interest, anti-bribery and corruption checks; country of registration (applying both Walk Free Foundation and World Bank governance indicators); and exposure to the processing or handling of hazardous materials.

Suppliers assessed to be ‘high risk’ against one or more of these screening criteria, are requested to complete a self-assessment due diligence questionnaire which addresses (i) organisational capacity to manage environmental, social and governance risk, (ii) incidents of regulatory non-compliance; and (iii) level of conformance to the Code of Conduct.

The self-assessment results are reviewed to determine if escalation is appropriate for additional levels of due diligence, which may include: targeted enquiries with the supplier to address data gaps; site visits and in-person meetings; and/or offering remediation advice to mitigate risk.

Of the 918 active suppliers at Sukari, 7% were assessed to be ‘high risk’ and were requested to complete the self-assessment due diligence questionnaire; and of these, 25% were escalated to management for additional levels of due diligence. Key matters for remediation with these suppliers include a lack of workplace inspections by relevant regulatory authorities or third-parties.

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 2022, no incidents nor material issues of non-conformance were recorded against our Supplier Code of Conduct. We recognise that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging – and we endeavour to support our suppliers in meeting the standards expected of them under our Supplier Code of Conduct.

THIRD-PARTY SUPPLY CHAIN DUE DILIGENCE

In 2022, we engaged third-party services to access a broader scope of business-critical risk data, including: incidents of reported regulatory non-compliance; adverse media; sanctions data and politically exposed persons.

The services were limited to an automated search of publicly available databases relevant to the countries in which our suppliers operate.

This enhanced level of assurance was extended to 473 suppliers, relevant to our activities in Egypt, Côte d’Ivoire and at corporate-level, and with whom the commercial value of services exceeded US\$20,000 in 2022. In total, 45 ‘alerts’ were generated with the predominant themes being product/service issues, regulatory issues and environment/production issues.



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 26.

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 a small number of Bedouin families who live outside but 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 migrants from elsewhere in Egypt who have been attracted by economic opportunities arising from the presence of the mine and the Red Sea tourism sector.

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

At our sites in Côte d’Ivoire, our exploration teams maintain active community engagement commensurate with the stage of development. Key topics of community engagement in Côte d’Ivoire include employment, compensation for disturbance to productive assets, livelihoods and artisanal and small-scale mining, and access to potable water. Within the context of the Doropo Project pre-feasibility study, the level of local engagement has intensified to support the conduct of preliminary environmental and social baseline studies.

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 recorded no grievances, disputes, nor delays to our activities resulting from community disturbance, nor allegations of misconduct through our whistleblower hotline.

In Côte d’Ivoire, we recorded two significant community incidents: the drowning of an illegal artisanal miner in a waterway, who was allegedly fleeing our security contractor; and an offsite vehicle incident involving a contractor that resulted in the death of a community member. In response to these incidents, we terminated the services of our security contractor, and reinforced vehicle safety as described in the case study on page 38.

SUKARI COMMUNITY PERCEPTIONS SURVEY

In 2021, we conducted our first local 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. The survey was repeated in 2022 with the participation of 330 persons (approximately 6% of the local population), comprising 45% female and a mix of age groups.

As was the case in 2021, most survey participants stated that the presence of the mine was perceived to be positive for the local community. In 2022, the survey was augmented to assess the perceptions of the community with regards to recent efforts by the Company to improve gender diversity at Sukari, recognising that women in general remain underrepresented in the Egyptian labour force. Surprisingly, 74% of the survey respondents support the employment of women at the mine, with the majority of women themselves being receptive to such opportunities. Of the 14% of respondents who opposed gender diversity, the overriding perception was that the employment of women would be incompatible with the demands of home care.

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 cycle to integrate this information into design and subsequent stages of the development process.

There were no material changes to the community risks nor impacts associated with the operation of the Sukari mine in 2022 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, stakeholder engagement was initiated in 2022, to assess risk and impacts commensurate with a greenfield exploration programme.

At Doropo, we advanced pre-feasibility-level technical baseline studies and stakeholder engagement in preparation for the launch of a formal impact assessment in 2023. 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, where the activity is unregulated and considered illegal by the national authorities. The ASM context is highly variable from site to site and will require detailed assessment commensurate with the development of our exploration and development activities. 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 conducted a human rights risk assessment of our security practices, aligned to the VPSHR.

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.

CULTURAL HERITAGE EXCAVATIONS AT SUKARI

During conduct of the Sukari Environmental and Social Impact Assessment in 2007, the ruins of stone housing of Roman age, believed at the time to be associated with ancient gold mining, were identified within the Project footprint. Though classified in 2007 as low archaeological value, the Supreme Council of Antiquities (“SCA”) recommended that measures be taken to protect the site.

At the request of Sukari in 2022, the SCA commenced an operation to salvage and relocate the ruins to allow for the progressive expansion of the mine. Excavations of the ruins have revealed features typical of the Ptolemaic (305 BC) and Roman empires (30 BC), including artefacts dating back to the Modern Pharonic State (1600 BC). These findings are of surprising richness in the context of ancient gold mining and investigations are ongoing including academic research led by the SCA.



SOCIAL & ECONOMIC PARTNERSHIP

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 2022 was US\$0.60 million, representing 0.8% of underlying earning, compared to 0.4% in 2021.

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.

At Sukari, a Community Consultation Committee composed of cross-functional leaders, support the governance of our community investment programme to ensure the most effective opportunities are prioritised and implemented. Under the direction of the Committee, investment in 2022 prioritised the following sectors:

- 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
- Community health infrastructure and services to minimise dependence on the regional centre of Hurgada, four hours to the north of Marsa Alam

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 2022, we investigated agricultural livelihood programmes in the Doropo project area for vegetable market gardening and cashew farming. We aim to advance these pilot projects with local development partners in 2023.

us\$0.60M
COMMUNITY SPEND

CLEAN AND SAFE DRINKING WATER IN DOROPO

Clean water, basic toilets and good hygiene practices are the foundation for health and development. However, in rural areas of Côte d'Ivoire including the Doropo project area, lack of access to clean water for drinking and daily household chores is a major public health and development constraint.

Some settlements continue to rely on surface water, as they lack the capability and resources to invest in harnessing groundwater. These communities drink untreated and potentially contaminated water that can give rise to water-borne illnesses. Furthermore, inaccessibility to clean water disproportionately affects women and girls who are typically responsible for collecting and bringing

water to their homes. This means that a lot of their time is taken away from other important activities, including education.

Centamin is supporting communities to increase access to water and manage water sources in the poorest and most vulnerable settlements. In 2022, we installed new drinking water bores in five villages and repaired existing water infrastructure in numerous other villages. Through this investment we hope to improve community health, economic opportunity and the welfare of women.



COMMUNITY INVESTMENT BY COUNTRY

Community spend ^{(1),(2)} (US\$'000)	2022	2021	2020
Egypt	493	159	991
Côte d'Ivoire	93	143	82
Burkina Faso	9	29	91
Total	595	332	1,164

- (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.

2022 COMMUNITY PROJECTS

KEY TO GENDER BIAS

♀ FEMALE ♂ MALE ⊕ EQUAL



COMMUNITY INFRASTRUCTURE
CÔTE D'IVOIRE



Installation of five village water bores and hand pumps in the Doropo project area, Côte d'Ivoire



Rehabilitation of numerous village water pumps in the Doropo and ABC project areas



INCOME GENERATION
EGYPT



Support the Women's Development Association of Marsa Alam with equipment, materials and training to produce handicrafts



EDUCATION
EGYPT



Literacy and language skill training provided to the Women's Development Association of Marsa Alam



Material support to primary and secondary schools in Marsa Alam, including academic achievement awards



Refurbishment and material support to the childrens' nursery of Marsa Alam



HEALTHCARE
EGYPT



Supply of equipment for the establishment of an eye diagnostic and surgery clinic to the local hospital of Marsa Alam



Supply of materials to support speech therapy classes at the Marsa Alam rehabilitation centre for persons with special needs



SOCIAL WELFARE
EGYPT
CÔTE D'IVOIRE



Financial and in-kind support to 60 vulnerable families suffering financial hardship including access to medical services, bedding and food, Marsa Alam, Egypt



Installation of solar power at the house of a Bedouin family adjacent to the Sukari lease



Sponsorship of community events (sport, education and culture), Marsa Alam



Sponsorship of community events (sport, education and culture), Doropo and ABC projects

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.

The stakeholder materiality assessment identified the following environmental aspects as key priorities for Centamin: environmental compliance, energy and climate change. Our approach and performance on each of these material aspects is described in the section to follow.

Zero
REGULATORY
NON-COMPLIANCES

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

TCFD
ALIGNED CLIMATE
CHANGE DISCLOSURES

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

2-27, 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

ENVIRONMENTAL RESPONSIBILITY

OUR APPROACH

Our approach to responsible environmental stewardship is formally set out in our Environmental Policy, which outlines our commitments to:

- Comply 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 and existing 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 have continued to reinforce our environmental management capacity through talent recruitment and upskilling of personnel, workplace awareness programmes, updates of the Environmental Management Plan and enhanced management assurance programmes.

There are regular internal inspections to ensure compliance with the environmental management system and all environmental incidents are registered in the incident management system for investigation according to the severity level. In 2022, we prepared for ISO 14001 accreditation at Sukari and our first independent review of the management system is scheduled for H1 2023.

In 2022, Centamin achieved its target of zero reportable environmental incidents (level 4 and 5) across the Group and zero non-compliances were recorded against regulatory requirements.

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.

ENVIRONMENTAL INCIDENTS

	2022	2021 ¹	2020 ¹
Level 5 – Catastrophic	0	0	0
Level 4 – Major	0	0	0
Level 3 – Moderate	6	7	5
Level 2 – Minor	7	16	2
Level 1 – Negligible	17	6	8
Total	30	29	15
Environmental Incident Frequency Rate per 1,000,000 hours worked	2.45	2.64	1.8

(1) Sukari only.

In 2022, there were 13 near-hits reported that could have resulted in an impact to the environment, and a total of 30 environmental incidents, resulting in an Environmental Incident Frequency rate of 2.45 per million man hours worked. This represents an 8% improvement on the average incident frequency rate for the three-year period 2019-2021. The majority of incidents relate to small, localised spills of hydrocarbons or reagents outside the containment areas. Measures have been taken to improve reagent storage and handling to minimise the risk of spillage.

Sukari operates in an arid climate where there are no nearby rivers or streams and limited flora and fauna, and by consequence, a reduced threat to the wider environment. Conversely, our projects in Côte d'Ivoire are located in a more sensitive and higher risk environment characterised by intense rainfall events, and greater ecological diversity. Each site has tailored environmental management plans informed by source and receptor risk identification and baseline studies.

ENERGY AND 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 and pursue efforts to limit the increase to 1.5°C, 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 accordance with the Listing Rules of the UK Financial Conduct Authority, our Board has evaluated the consistency and maturity of our climate change disclosures to the recommendations of the TCFD. The Board's TCFD Compliance Statement is presented on pages 70 to 81 of the 2022 Annual Report and a copy of our TCFD Content Index is appended to this report. The Content Index identifies where our disclosures are judged to be: (i) fully consistent with the TCFD recommendations; (ii) consistent with the recommendations but where we recognise opportunity for improvement; and (iii) not yet fully consistent and the measures being taken to make these disclosures in the future. In preparing these disclosures, we have considered the TCFD Guidance for All Sectors.

RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organisation's governance around climate-related risks and opportunities.	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	Disclose the organisation identifies, assesses, and manages climate-related risks.	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.
Recommended Disclosures	Recommended Disclosures	Recommended Disclosures	Recommended Disclosures
a) Describe the board's oversight of climate-related risks and opportunities.	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	a) Describe the organisation's processes for identifying and assessing climate-related risks.	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	b) Describe organisation's processes for managing climate-related risks.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

Download here:
> Environmental Policy
> Energy and Climate Change Policy

ENVIRONMENTAL RESPONSIBILITY

ENERGY AND CLIMATE CHANGE CONTINUED

GOVERNANCE

We aim to embed climate considerations, such as energy efficiency and decarbonisation, into our strategic decisions and day-to-day operational management to ensure that they are aligned with our commitments and ambitions. We recognise that this requires a step-change in terms of climate-risk accountability and transparency.

In 2022, we elaborated an Energy and Climate Change Policy which clearly states our position on climate change and support of the goals of the Paris Agreement. Under this policy we commit to implement governance, engagement and disclosure processes to ensure climate change risks and opportunities under future emissions scenarios are considered in business decision making, including capital allocation. To meet this commitment, we shall strengthen capital allocation decisions to align with the transition to a low carbon economy.

The Board, with guidance from the Sustainability Committee, has overall responsibility for providing the strategic direction on climate change related topics and to review the performance of the Company. The committee oversees, on behalf of the Board, material policies and processes designed to manage climate-related risks and opportunities. Climate change is a standing agenda item for committee meetings and the chair of the Sustainability Committee provides a summary of the committee's discussions at the Board. In addition, the Audit and Risk Committee reviews the Group's material risks, including those related to climate change. The actions of the Board with respect to climate change are presented on page 99 of the 2022 Annual Report.

Implementation of our climate change commitments and ambition with respect to carbon emissions reduction and energy efficiency opportunities, are the joint responsibility of the Executive and respective asset-level managers with the technical support of Centamin's Climate Change Working Group. Our Climate Change Working Group comprises members of our senior technical management team that covers ESG, risk, finance and operations. The working group is responsible for advancing climate change workstreams and reporting to the Executive.

We are committed to obtaining assurance over GHG accounting data and related assertions in accordance with ISO 14064-3. An external auditor was commissioned by Centamin to conduct an independent Limited assurance of our GHG emissions for the financial year ending 31 December 2022. The auditor concluded that the Scope 1 and 2 emissions as reported are, in the scope of limited assurance, supported by the evidence obtained.

Further, Executive and senior management remuneration includes a climate performance indicator to incentivise accountability for climate change and action on decarbonisation in particular.

CLIMATE CHANGE TRANSITION STRATEGY

Our vision for a low carbon future is a mine with sources of onsite and imported renewable energy, reductions in absolute energy consumption through efficient operational strategy and new technologies, staged electrification of our mobile fleet and partnerships with our suppliers to select low carbon options and increase recycling in our supply chain.

Gold is rare and as with other precious metals, a lot of ore is mined and processed to produce small amounts of pure metal. Consequently, gold production has a relatively high GHG intensity on a mass basis. However, emissions associated with the downstream value chain – for example, in jewellery, investment and technology – are likely to be small and orders of magnitude lower than primary gold production. Gold may play an increasingly important role in technologies that help facilitate a transition to a low carbon economy. In addition to providing financial diversification, an investment in gold may help reduce the carbon footprint of an investment portfolio while reducing investors' exposure to climate change risks.

Through our climate change transition strategy we aim to accelerate our transition to a low-carbon emissions business, purposefully and profitably.

The strategy comprises four areas of focus:

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

In the short term, we are focused on the identification and delivery of projects that will effectively reduce our operational Scope 1 and 2 GHG emissions. Our programme for operational emissions reductions is built around:

- Renewable electricity: Sourcing clean power for our operation through the procurement or development of renewable energy supply
- Low carbon power sources: Switching to lower carbon fuels, together with electrification as an alternative to diesel use applications
- Energy efficiency: Continuous work to optimise and improve the energy efficiency of all our processes

The growing decarbonisation of grid-sourced electricity, continued improvement in the economics and practicality of renewables, alongside enhanced energy and operational efficiency, will support our transition to a low-carbon future.

In 2022, we executed various carbon abatement projects, most notably our 36MW_{ac} solar plant and battery storage system. In 2022, we studied opportunities to reduce the operational emissions of Sukari over the life of mine, including,

sourcing clean and lower carbon power through connection to the national grid and further expansion of our onsite renewable energy production. These and other initiatives are described under our Decarbonisation Roadmap, summarised below and detailed in pages 8 to 11 of the 2022 Annual Report.

2. Collaboration with our supply chain (Scope 3)

We are committed to mitigate the impact of our supply chain emissions, while recognising that the nature of Scope 3 emissions are largely outside our direct control. The majority of our Scope 3 emissions, 98%, are upstream to our operation and relate to purchase goods, services and capital expenditure (Categories 1, 2 and 3).

Our actions are focused on collaboration with our suppliers to first understand the sources of our Scope 3 emissions, then identify how we can most effectively reduce them. Preliminary studies of our supply chain indicate that approximately 20 of our suppliers generate up to 75% of our Scope 3 emissions. We are collaborating with these key suppliers to understand the carbon footprint of their value chain and opportunities for abatement.

3. Operational resilience to climate change

We explore how the world might develop under a range of climate change pathways and try to understand and test the resilience of our operations to physical climate risk from both acute extreme weather events and chronic shift in climate patterns.

In 2021, we commissioned an independent desktop assessment of our climate-related physical risks at Sukari. Our business was assessed to be resilient to physical risk for the near-term productions, 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 however potentially relevant to closure planning and the resilience of closure structures.

4. Transparency

We are committed to reporting transparently on our progress in meeting our climate change objectives and aim to produce our climate-related disclosures in line with the recommendations of the TCFD. Our Board's TCFD Compliance Statement is presented on pages 70 to 81 of the 2022 Annual Report and a copy of our TCFD Content Index is appended to this Report. We also publish data via the ESG Dashboard on our website. Our climate change response to the CDP was rated B in 2022.

DECARBONISATION ROADMAP

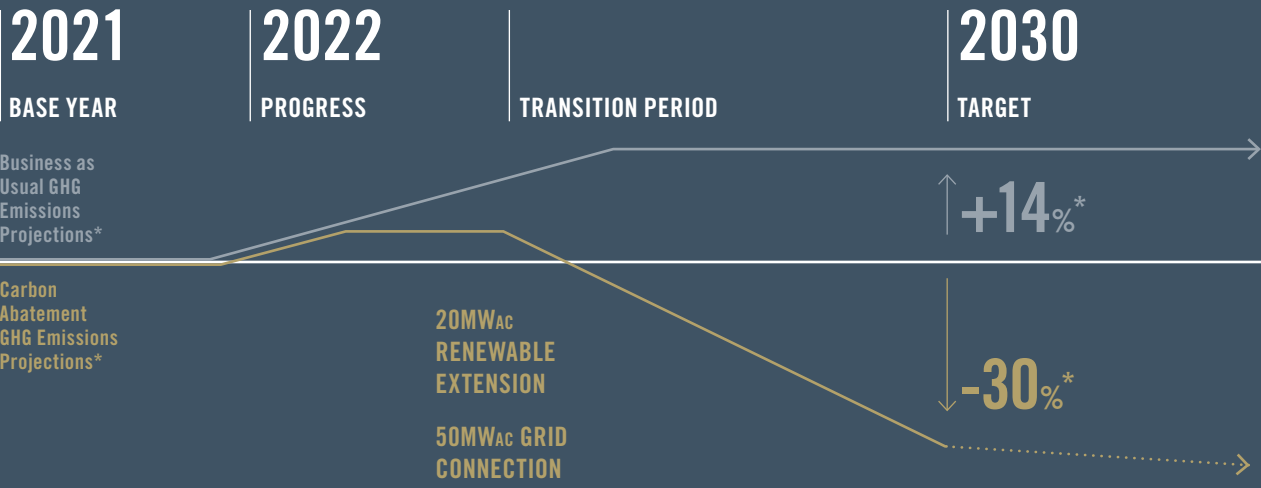
We have set an interim climate target of 30%, to reduce our direct operational Scope 1 and 2 GHG emissions by 2030, compared to a 2021 base-year. This would put us on a Paris-aligned trajectory to limit global warming to 'well below' 2°C by 2050.

To achieve our interim target of a 30% reduction in operational Scope 1 and 2 GHG emissions by 2030, we have developed a carbon abatement roadmap for Sukari. The carbon abatement projects that underpin our interim target are a 20MW_{ac} extension to our existing solar plant, a 50MW_{ac} connection to the national electricity grid, including increased levels of renewable energy sourced through the national electricity grid compared to our 2021 base-year.

We have identified a number of other opportunities with the potential to reduce our GHG emissions, namely electrification of our mobile fleet and energy efficiency, but these are currently excluded from our interim target pending further technical and economic studies.

In the absence of carbon abatement, Scope 1 and 2 absolute emissions in 2030 at Sukari are projected to increase by 14% based on a development scenario consistent with our current business model, compared to the 2021 base-year.

More information on our decarbonisation roadmap is presented on pages 8 to 11 in the 2022 Annual Report.



GHG projections are relative to 2021 base-year i.e. operation of thermal power plant. Projections reflect growth consistent with current business model. Projections include Scope 1 and 2 emissions only; Scope 3 emissions are excluded.
* 2030 emission estimates for the Business as Usual and Carbon Abatement scenarios are relative to the 2021 base-year.

ENVIRONMENTAL RESPONSIBILITY

ENERGY AND CLIMATE CHANGE CONTINUED

OUR APPROACH TO CLIMATE-RELATED RISK

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. Climate change is integrated into our risk management processes in the understanding, identification and mitigation of risk and opportunities. Our website provides an overview of the approach to risk and opportunity management including oversight and accountability can be found in the About section of our website.

We categorise risk in two ways:

- Principal risk: potential events or courses of action that affect the achievement of our strategic objectives. These could threaten the business model, future performance, solvency or liquidity of the Company

- Emerging risk: circumstances or trends that could significantly impact the Company's financial strength, competitive position or reputation within the next three years or over a longer term

We consider decarbonisation specifically, as a principal risk at a Group level. We recognise that transition to a low carbon economy will affect our business model over the medium and long term due to factors including: capital investment; access to technology; pricing of carbon emissions; availability and costing of commodities and consumables; changing market and investor sentiment. To mitigate this principal risk we have articulated our climate change plans, policies and progress. Our climate transition strategy includes a target for reduction in carbon emissions by 2030.

More broadly, we have identified climate change as an emerging risk, encompassing both physical and transitional elements, as this applies to our growth and diversification across Africa. Further information on our emerging risks is presented in the 2022 Annual Report on pages 56 to 57.

Acknowledging the importance of climate-related risk and the volatility of climate factors, we have been guided in our scenario analysis by the future-orientated climate models developed by the Intergovernmental Panel on Climate Change ("IPCC") and the International Energy Agency ("IEA").



Physical risk analysis

Climate-related physical risks concern the potential impact on our operation and surrounding communities from both acute extreme weather events and chronic shifts in climate patterns.

We have assessed the physical risks at Sukari under future emissions scenarios based on General Circulation Models and have selected two scenarios aligned with the latest phase of the Climate Model Intercomparison Project ("CMIP6") under which high changes are expected to the future climate:

- Scenario SSP2-4.5: Represents the medium pathway of future GHG emissions for which climate protection measures are being taken.

- Scenario SSP5-8.5: Assumes an energy-intensive, fossil fuel-based economy, representing the upper boundary of the range of scenarios.

The potential candidate trends were analysed for mean annual precipitation and temperature for two assessment periods beyond baseline; near term (2015-2039) and long term (2080-2100).

Sukari was assessed to be resilient to physical risks for the near-term predictions, in relation to precipitation and temperature. Specifically, the pipeline supplying the mine with water from the Red Sea insulates the operation from any climate-related water supply risk and sea level rise does not present a direct threat to the operation.

Adaptations to mitigate the effects of climate are either not required, nor deemed financially material, for the remaining operational life of Sukari.

The longer-term predictions are relevant to mine closure planning and the resilience of structures in the context of increased intensity storm events. These results will be considered in the definition of closure criteria for the mine and the detailed design post-closure landform. The cost liability for mine closure is updated on an annual basis to reflect updates to the closure plans.

CLIMATE CHANGE FORECASTS AND PHYSICAL RISKS FOR SUKARI

Climate factor	Assessment period (CMIP6)	Baseline and forecast based on shared socioeconomic pathway		Predictions and adaptation
Mean Annual Precipitation	1981-2015	BASELINE		
	2015-2039	SSP2-4.5	+0.0%	No significant increase due to extremely low precipitation values across the year
		SSP5-8.5	+0.0%	
	2080-2100	SSP2-4.5	+0.0%	No adaptation required
		SSP5-8.5	+0.0%	
Mean Annual Air Temperature ("MAAT") (°C increase)	1981-2015	BASELINE		
	2015-2039	SSP2-4.5	+1.1%	Short-term forecast suggests increase in MAAT of up to 1.2°C over baseline conditions (GCM medians).
		SSP5-8.5	+1.2%	
	2080-2100	SSP2-4.5	+2.8%	Long-term increase in MAAT up to 5.4°C over baseline conditions (GCM medians).
		SSP5-8.5	+5.4%	

ENVIRONMENTAL RESPONSIBILITY

Transition risk and opportunity analysis

The transition to a low carbon economy brings about political, legal, economic, technological and other changes of which key areas are outlined in the principal risk on decarbonisation. Transitional risks and opportunities primarily affect the economic performance of the Company. In the short term, we believe our business is financially and strategically resilient to the likely impact

of climate-related transition risk, including a 2°C scenario, with mitigation as noted below.

By reducing our carbon footprint as per our 2030 decarbonisation roadmap, we mitigate our contribution to climate change and enhance our resilience to transitional risks.

For the medium and long term, we will complete a more detailed quantitative scenario analysis in 2023 to test the resilience of our business to a 1.5°C pathway, noting the level of uncertainty around these assumptions increases. We recognise the increased efforts that would be needed to limit global warming to 1.5°C to reduce potential future climate-related impacts to natural and human systems.

TRANSITIONAL CLIMATE RISKS

Transition risk event	Potential financial impact	Relevant time horizon¹	Mitigation measure
Carbon pricing 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 and some governments have introduced carbon pricing mechanisms. Where these mechanisms become applicable to our assets, they will increase the cost of compliance.	Medium 	Implement 2030 decarbonisation plan aligned with the Paris Agreement
	Egypt does not currently have economy-wide quantitative emission reduction targets nor is a national monitoring, reporting and verification system in place.	Long 	Routinely stress test the resilience of our business to future carbon price scenarios over different time horizons
	The lack of net-zero aligned global and national policies and frameworks increases the uncertainty around how carbon pricing and other regulatory mechanisms will be implemented in the medium and long term.		Monitor the development of international and national policy on carbon pricing
Market uncertainty Change in consumer sentiment towards gold due to climate-related considerations leading to sustained increase 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.	Medium 	Implement 2030 decarbonisation plan aligned with the Paris Agreement
	The impact of climate-related risk on gold price is not assessed to be financially material in the short term. Gold is unique in its diverse roles and functions, consequently, there is uncertainty around how climate-related risk will affect gold price over the long term.	Long 	Routinely stress test the resilience of our business to reduced gold price scenarios over different time horizons
	The potential financial impact is judged to be Low in the medium term and Moderate in the long term.		Monitor the impact of climate-related risk on gold price
Commodities and consumables Abrupt and unexpected shifts in availability and cost of commodities and consumables.	The progressive application of new economic instruments is expected to increase the cost of commodities and consumables sourced from those jurisdictions. This may already be impacting the commodities we source from Europe where they are subject to the EU Emissions Trading Scheme.	Medium 	Collaborate with our suppliers that have the largest carbon footprint to set decarbonisation targets aligned with the Paris Agreement
	Less than 20% by value of our supply chain is sourced from jurisdictions that apply a carbon pricing mechanism. The impact of climate-related risk on our supply chain is not assessed to be financially material in the short term. The lack of net-zero aligned global and national policies and frameworks increases the uncertainty around how carbon pricing and other regulatory mechanisms will be implemented in the medium and long term.	Long 	Routinely stress test the resilience of our business to varying inflationary scenarios over different time horizons
	The potential financial impact is judged to be Moderate in the medium term and High in the long term.		Monitor the development of international and national policy on carbon pricing
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, driven by both regulatory and broader stakeholder pressures. A failure to decarbonise the business in line with regulatory and stakeholder expectations could have a material adverse effect on our ability to attract and retain investor capital in the medium and long term.	Medium 	Implement 2030 decarbonisation plan aligned with the Paris Agreement
	Gold is unique in its diverse roles and functions, consequently, there is uncertainty around how climate-related risk will affect investor sentiment towards gold over the long term.	Long 	Routinely stress test the resilience of our business to reduced capital scenarios over different time horizons
	The potential financial impact of climate-related risk on gold investment is judged to be non-material in the short term Low in the medium term and Moderate in the long term.		Monitor the impact of climate-related risk on the capitalisation of the gold sector; regular engagement with investors




KEY

 HIGH







 MODERATE

 LOW

TRANSITIONAL CLIMATE RISKS CONTINUED

Transition risk event	Potential financial impact	Relevant time horizon¹	Mitigation measure
Technological shifts Failure to adopt/ deploy new technology that reduces carbon emissions.	Transition to a low carbon economy will require the adoption / deployment of innovative technologies. In the mining sector this includes: reliable renewable energy generation and battery storage; automation, electrification, and fuel switching technology for mobile fleet; and energy efficient systems and equipment. To meet decarbonisation targets it may be necessary to write-off existing assets.	Short 	Allocate capital for carbon abatement as per our 2030 decarbonisation plan
	Capital expenditure to support the adoption/deployment of new technology is assessed to be financially material in the short, medium and long term. Under our interim 2030 decarbonisation target, the technology is commercially available and there is no short-term requirement to write-off existing assets.	Medium 	Routinely stress test the resilience of our business to increased levels of capital expenditure
	We have identified other opportunities to further reduce our GHG emissions, namely electrification of our mobile fleet and energy efficiency. These opportunities are the subject of ongoing technical studies.	Long 	Investigate the availability and efficacy of technology for the electrification of mobile fleet and energy efficiency

TRANSITIONAL CLIMATE OPPORTUNITIES

Technological shifts Ability to adopt/ deploy new technology that reduces carbon emissions.	In addition to the carbon abatement projects that underpin our 2030 target, we have identified a number of other opportunities at Sukari to reduce our GHG emissions including electrification of our mining fleet and energy efficiency. There is also the opportunity to access increased levels of renewable energy through a power purchase agreement for supply from the national grid.	Short 	Monitor the availability and efficacy of new technology; regular engagement with technology developers
	There is ongoing research and development in technological improvements and innovations that support the transition to a low carbon economy.	Medium 	
	The potential financial impact is judged to be Low in the short term, Moderate in the medium term and High in the long term.	Long 	
Market uncertainty Change in consumer sentiment towards gold due to climate-related considerations leading to sustained reduction in gold price over long term.	As an industrial material, gold could play an increasing role in technologies that facilitate the transition to a low-carbon economy.	Long 	Monitor the impact of climate-related risk on gold price
	The potential financial impact is judged to be Low in the long term.		
Investor uncertainty Positive change in investor sentiment towards producers who achieve established climate targets resulting in a sustained strengthening to share value over the long term.	Demonstrable progress in the implementation of our 2030 decarbonisation plan and other opportunities to reduce GHG emissions could attract investor capital.	Medium 	Implement 2030 decarbonisation plan aligned with the Paris Agreement
	In 2022, we put in place a four-year revolving credit facility linked to a number of sustainability metrics including a climate-related KPI.	Long 	Monitor the impact of climate-related risk on the capitalisation of the gold sector; regular engagement with investors
	The potential financial impact is judged to be Low in the long term.		

(1) Our short-term time horizon is defined as less than two years and our long-term as greater than five years.

ENVIRONMENTAL RESPONSIBILITY

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 2022 has been subject to independent limited assurance for accuracy and completeness in accordance with ISO:14064:3.

In 2022, our Scope 1 and 2 emissions were 505,486 tCO₂-e representing an increase of 4% compared to our 2021 base-year. We anticipated an increase in our Scope 1 emissions, primarily resulting from an accelerated waste-stripping programme at Sukari and a corresponding increase in diesel fuel consumption; while seeing a 2% decrease in our Scope 1 and 2 GHG emissions intensity per Au ounce produced.

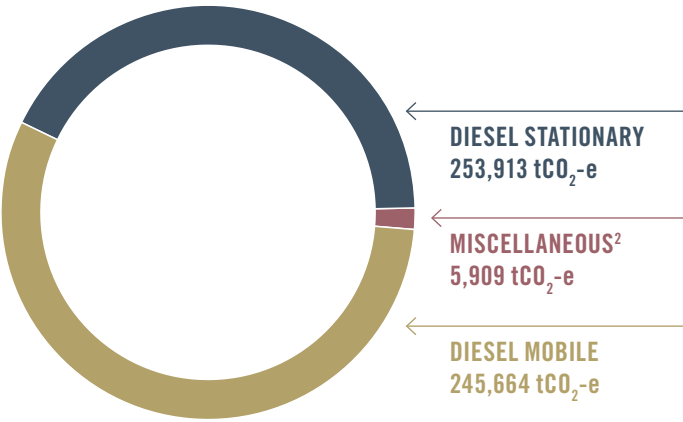
With the commissioning of the 36MWdc solar plant in 2022 and establishment of our 2030 decarbonisation roadmap, we have set an interim target to reduce our Scope 1 and 2 GHG emissions by 30%, compared to a 2021 base-year. This would put us on a Paris-aligned trajectory to limit global warming to ‘well below’ 2°C by 2050.

The majority of our Scope 3 emissions, 98%, are upstream to our operation and relate to purchased goods, services and capital expenditure. Using the GHG Protocol and Quantis evaluator, our Scope 3 emissions were 1,196,331 tCO₂-e, of which 46% was associated with Category 1 purchased goods and services and 41% was associated with Category 2 capital goods. Preliminary analysis of our supply chain indicates that approximately 20 of our suppliers generate up to 75% of our Scope 3 emissions. We are collaborating with these suppliers to verify the carbon footprint of their value chain and opportunities for abatement.

Scope 3 emissions are not yet included in our interim target for carbon abatement. We aim to set targets for a reduction in our Scope 3 emissions by the end of 2024.

In 2022, our capital budget for carbon abatement initiatives was US\$15 million, of which we spent US\$8 million on completion of the 36MWdc solar plant and US\$4.5 million on replacement of underground loaders and ejector trucks with more efficient vehicles. Over the short to medium term, capital allocation for carbon abatement is forecast to be US\$45 to 65 million for extension of our solar plant and grid connection.

BREAKDOWN OF SCOPE 1 GHG EMISSIONS¹



(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 2022 = 806tCO₂-e.
(2) Miscellaneous comprised of fugitive and process emissions.

GROUP GHG EMISSIONS AND ENERGY CONSUMPTION

	2022	2021 ⁽³⁾	2020
Emissions (tCO ₂ -e)			
Scope 1 – total	505,486	483,851	427,752
Scope 1 – Sukari	502,053	481,799	424,900
Scope 2	Zero	Zero	Zero
Scope 3	1,196,331	1,217,612	925,892
Scope 1, 2 and 3	1,701,817	1,701,693	1,353,644
Emissions intensity (tCO ₂ -e per oz Au produced)			
Scope 1 and 2	1.15	1.16	0.95
Scope 1, 2 and 3	3.86	4.10	2.99
Energy consumed (GJ)			
Renewable energy consumed	100,834	–	–
Non-renewable energy consumed	7,177,007	6,868,398	6,061,438
Total energy consumed	7,277,841	6,868,398	6,061,438
Energy intensity (GJ per oz of Au produced)			
	16.50	16.54	13.40

(3) The year 2021 has been established as Centamin's base-year with reliable and verifiable GHG emissions data. Our base-year was amended in 2022 to account for the outsourcing of waste mining services at Sukari which met thresholds for significance as defined under our GHG Base Year Policy.

GROUP SCOPE 3 GHG EMISSIONS

SCOPE 3 GHG EMISSIONS (tCO ₂ -e)	2022
Category 1 – Purchased goods and services	546,951
Category 2 – Capital goods	493,179
Category 3 – Fuel and energy related activities	126,297
Category 4 – Transportation and distribution	14,106
Category 5 – Waste generated in operations	129
Category 6 – Business travel	7,217
Category 7 – Employee commuting	N/A
Category 8 – Leased assets	6,776
Category 9 – Transportation and distribution	1,095
Category 10 – Processing of sold products	162
Category 11 – Use of sold products	N/A
Category 12 – End of life treatment of sold products	420
Category 13 – Leased assets	N/A
Category 14 – Franchise	N/A
Category 15 – Investments	N/A

Under the GHG Protocol the following Scope 3 categories were deemed not applicable to our business: Category 7 Employee commuting (accounted for under Category 6), Category 11 Use of sold products, Category 13 Leased assets, Category 14 Franchise, Category 15 Investments.



ENVIRONMENTAL RESPONSIBILITY

WATER STEWARDSHIP

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. We recognise that access to clean water is a human right and strive to be responsible water users.

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 have been 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 energy demand and cost of drawing raw water from the Red Sea.

PERFORMANCE

Our water reporting is aligned with the guidelines of the ICMM Guide to Water Reporting and water accounting framework. We disclose against Water CDP and were rated B- in 2022.

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.

At Sukari, approximately 1,100 water quality samples were analysed by the site's laboratory in 2022, with a further 192 samples collected from boreholes and household water taps for testing by an independent accredited laboratory. No water quality issues, or incidents of regulatory non-compliance were recorded.



37% OF WATER TO TASK IS REUSED

19% INCREASE IN WATER REUSE

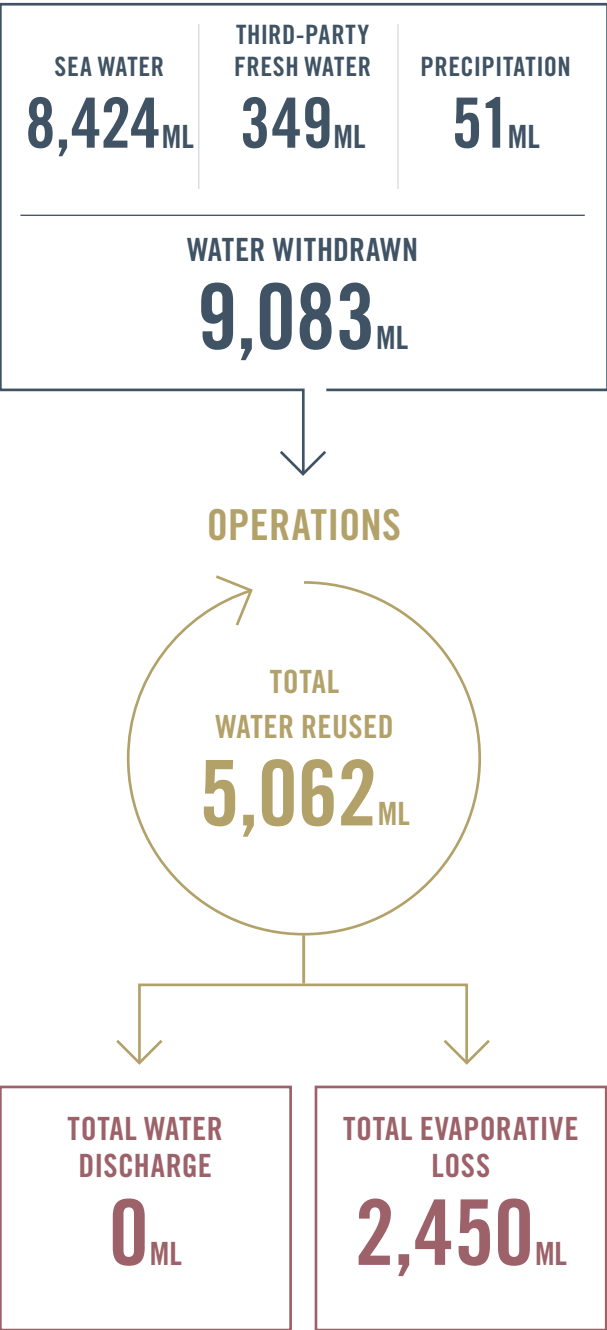
INCREASED WATER REUSE

During 2022, approximately 37% of water used within the operations (or 'water to task'), consisted of reused water; representing an increase from 32% in 2021, primarily a result of increasing our tailings return water for reuse in the process plant.

We recognise that the mine operates in an area with low rainfall and high evaporative water loss. There remains further opportunity to reduce our water consumption and increase the return water rate from the tailings facilities to the process plant, but this is currently constrained by the efficiency of gold recovery. An independent review of the Sukari water balance and measures to improve process plant efficiency was initiated in 2022.

A number of minor water efficiency projects were initiated in 2022, including the installation of an oil separator for the treatment of dirty water at the power plant; and the installation of water saving filters to hand basin taps.

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



SUKARI WATER USE (MEGA LITRES)

	2022	2021	2020
Water withdrawn ⁽¹⁾	9,083	8,673	9,516
Seawater	8,424	8,033	9,261
Third-party freshwater	349	310	240
Precipitation	51	67	15
Groundwater ⁽²⁾	1	1	
Entrained water ⁽³⁾	259	262	
Water reused ⁽⁴⁾	5,062	4,079	3,816
TSF return water	4,993	4,012	3,756
Other	69	67	60
Water discharge ⁽⁵⁾	0	0	0
Evaporative loss ⁽⁶⁾	2,450	2,619	
Water to task ⁽⁷⁾	13,835	12,891	13,332
Water reused %	37	32	29
Water consumption ⁽⁸⁾	9,083	8,673	9,516
Withdrawn water intensity (kL/kiloton ore milled)	750	728	799
Withdrawn water intensity (kL/oz Au produced)	21	21	21

(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.

(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.

ENVIRONMENTAL RESPONSIBILITY

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 completed a life of asset review for Sukari in 2021 that aims to optimise mine development, material movement and plant utilisation. In 2022, this was complemented by studies to optimise process plant performance, energy and water usage and waste management.

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

Hazardous waste (tonnes)	2022	2021	2020
Tailings	12,050,449	11,908,277	11,906,185
Hydrocarbon waste	1,740	924	792
Hydrocarbon contaminated items	325	97	72
Hydrocarbon contaminated soil	12	7	0.30
Effluent	3,708	8,141	8,736
Cyanide packaging	561	559	628
Explosives packaging	228	231	222
Batteries	33	10	19
E-waste	23	NR	NR
Total	12,057,080	11,918,246	11,916,654

Non-hazardous waste (tonnes)	2022	2021	2020
Waste rock	124,986,830	98,381,995	64,118,000
Domestic waste	435	402	404
Food waste	42	33	23
Cardboard	3	0.46	3.0
Plastic	179	242	63
Metal	171,226	6,507.42	4,778.06
Timber	84,790	1,470	1,276
Rubber	99	185	146
Total	125,243,604	98,390,835	64,124,693

HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFF SITE

Waste type (tonnes)	2022	2021	2020
Incineration (with energy recovery)			
Hydrocarbon waste	1328	982	838
Hydrocarbon impregnated waste	589	51	72
Recycling			
Batteries	51	—	—
Air filters	10	NR	NR
Chemical waste	2	NR	NR
Total	1,980	1,033	910

HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF SITE

Waste type (tonnes)	2022	2021	2020
Incineration (without energy recovery)			
Medical waste	0	1.2	0.51
Sewerage treatment			
Effluent	3,708	8,141	8,736
Total	3,708	8,142	8,737

HAZARDOUS WASTE DIVERTED TO DISPOSAL ON SITE

Waste type (tonnes)	2022	2021	2020
Tailings	12,050,499	11,908,277	11,906,185
Incineration (without energy recovery)			
Cyanide boxes	561	559	628
Explosives packaging	228	231	222
Medical waste	1	NR	NR
Total	12,051,547	11,909,067	11,907,036

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL ON SITE

Waste type (tonnes)	2022	2021	2020
Waste reused			
Waste rock	779,673	19,937,881	12,891,413
Waste recycled			
Plastic	207	242	285
Timber	717	—	—
Cardboard	3	0.5	3.0
Metal	15,838	5,276	41
Rubber	1,234	Nil	25
Total	18,663	19,943,400	12,891,767

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFF SITE

Waste type (tonnes)	2022	2021	2020
Waste reused			
Food waste	42	33	23
IBCs	0	101	168
Total	42	134	191

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF SITE

Waste Type (tonnes)	2022	2021	2020
Landfill	437	370	404
Total	437	370	404

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL ON SITE

Waste Type (tonnes)	2022	2021	2020
Waste rock	124,448,547	78,444,114	51,226,587
Total	124,448,547	78,444,114	51,226,587



ENVIRONMENTAL RESPONSIBILITY

MATERIALS 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 – and overall low geochemical risk owing to the highly arid environment.

In 2022, we generated 125 million tonnes of waste rock of which approximately 0.8 million tonnes were 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.

Key initiatives related to the optimisation of raw materials and waste minimisation and reuse are included in the table below:

Sukari material stewardship initiatives	Improvement
Commissioning of new carbon regeneration kiln	21% reduction in activated carbon consumption from 2021
Ongoing improved oxygenation within the process plant to optimise cyanide consumption	3% reduction in cyanide reagent consumption reduction from 2021
Completed installation of 48 high-production trays to our open pit haul trucks. Improved design allows for an increased payload	8% increase in tonnes moved for same fuel consumption
Redesign of SAG mill liners increasing longevity by 29 days and increasing annual throughput	24% improvement in SAG mill liner longevity
Reuse of spent grinding media from the SAG mill in the ball mill	29% lower consumption of grinding media per tonne milled
Scrap grinding media returned to local steel fabricator for recycling	21% cost saving per tonne of steel grinding media
Recycling of scrap steel liners into steel grinding media initiated in 2022, with a potential cost saving of 15% per tonne	
Commissioning of a specialist repair centre for damaged heavy vehicle tyres to extend tyre life	43 tyres repaired

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 conformance with this standard by August 2023, with a clear roadmap to close the gap on any outstanding items

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. The manuals define responsibility of 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. In 2022, we developed formal terms of reference for our EoR and the Accountable Executive in line with the GISTM, and clarified protocols for reporting and communication.

Through quarterly site visits, the EoR is empowered to conduct routine performance and safety reviews of Sukari’s Tailings Management System. The Board has 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 2022, we published an update on our tailings facilities to the Centamin website which is aligned with the disclosure request of the Investor Mining and Tailings Safety Initiative.

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, and TSF2 has a dam crest height of 42 meters. Through its operating life, TSF2 is designed to be raised through 13 staged downstream lifts. Sukari generated 12.1 million tonnes of tailings in 2022. Commencing 2023, 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 16 monitoring boreholes adjacent and downstream to the TSFs. Water samples are analysed bi-monthly 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.

ENVIRONMENTAL RESPONSIBILITY

TAILINGS MANAGEMENT CONTINUED

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 HSES department.

In 2022, we formally appointed a new EoR to advise and assist Sukari on matters of tailings management and governance in conformance with the GISTM. The EoR conducted their first quarterly safety inspection of the TSFs in Q4 2022.

The most recent independent Dam Safety Review Audit of our TSFs was performed in 2021, against the applicable design standards and the GISTM.

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.

In 2022, an independent audit confirmed that Sukari rated either fully or substantially compliant against all criteria under the ICMC. The operation does not currently detoxify residual cyanide in the process effluent before discharge to the tailings storage facility, as the risk of exposure to wildlife is assessed to be low. Sukari maintains its permit for the import, storage and use of cyanide with the Egyptian regulatory body.

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.



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.

Monitoring of ambient and discharge air quality 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. The air quality monitoring programme is externally audited on an annual basis, including independent sampling and analysis.

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
- Enclosures and screens within the rock crushing circuit
- Environmentally controlled operator booths

Sukari is located 25 kilometres from Marsa Alam, to which it is connected by a bitumen road, and 13 kilometres from the northern extent of the Wadi El Gamal National Park. The operation has negligible impact on the airshed of these sensitive receptors and no community complaints or grievances related to air quality were reported in 2022.

PERFORMANCE

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

The Solar Project has reduced our diesel consumption for power generation by 25%, which will in turn reduce emissions of airborne pollutants SO₂, CO and NO_x from the thermal electricity generators.

Our underground air quality monitoring programme includes measurement of PM10, SO₂, CO and NO_x. We monitor ambient air quality at various sites around the mine and all recordings were within applicable ambient limits, except occasional exceedance of NO_x, PM10 and SO₂ in the underground operation.

IMPROVING UNDERGROUND AIR QUALITY

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.

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 and monitoring. In 2023, we will introduce new primary fans underground to further increase ventilation capacity to 450m³/s from 300m³/s in 2021 (160m³/s in 2019). We also source low sulphur diesel for use by our underground mobile plant, subject to availability.

As part of the life of mine Decarbonisation Roadmap, we are investigating battery operated equipment to significantly reduce the generation of heat and diesel particulate matter underground as well as reduce our carbon emissions.

SUKARI EMISSIONS FROM STACKS AND MOBILE FOSSIL FUEL COMBUSTION

Waste Type (tonnes)	Stationary plant ⁽¹⁾		Mobile plant ⁽²⁾		Total	
	2022	2021	2022	2021	2022	2021
Sulphur dioxide (SO ₂)	5	10	N/R	N/R	N/R	N/R
Carbon monoxide (CO)	95	123	294	293	389	416
Nitrogen oxides (NO _x)	1,053	1,111	4,757	4,760	5,810	5,871
Particulate matter	N/R	N/R	28	28	N/R	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.

ENVIRONMENTAL RESPONSIBILITY

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. Set amongst the rugged mountains and wadis of the Eastern Desert and sparsely vegetated, Sukari is characterised as being of low ecological sensitivity with the ecosystems providing minimum direct or indirect benefit to local communities.

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 2022, we recorded three wildlife mortalities related to one common species

of fox drowning in a process water pond and two bird mortalities. Meshing has been installed in the ponds to enable animals to climb out of the pond and prevent mortalities.

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. On World Environment Day, we collaborated with research and conservation charities, the Municipal Council and local schools, to conduct a beach clean-up in Marsa Alam.

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 2022, Centamin had a total footprint of 2,580ha within the Sukari licence area. This was an increase of 250ha from 2021, largely associated with the expansion of the waste rock dumps. While Sukari is designed to meet closure objectives, all components of the mine remained active in 2022 and no substantive reclamation activities have been undertaken.

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

In 2022, we established a working group to elaborate a life of mine closure plan at Sukari. To comply with reporting and financial assurance obligations, we are required to disclose the cost liability, or Asset Retirement Obligation (“ARO”) for the closure of our operational assets. In 2022, our ARO at Sukari was subject to independent assurance to verify the methods and basis of estimate that underpin the calculation, as disclosed on page 167 of our 2022 Annual Report.

In Côte d’Ivoire our exploration activities disturbed approximately 149ha of predominately modified habitat. At Doropo, we completed 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. Pre-feasibility studies indicate that the Doropo Project is not likely to directly affect the ecological integrity of the Park. The project will be subject to a formal ESIA commencing in 2023, which will include detailed baseline and impact assessment studies.

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 2022, Centamin commenced greenfield exploration within the Nugrus permit, located outside and north of 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 number of birds, including ostrich and lappet-faced vultures and homes various 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 8km of the park boundary.

Our exploration activities have no direct or indirect impacts on the National Park. The Doropo pre-feasibility study takes 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 and leopard. Preliminary baseline studies at Doropo indicate that these species are absent from within or adjacent to the proposed project development area.



APPENDIX

GRI AND SASB
CONTENT INDEX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
GRI 2 General Disclosures				
The organisation and its reporting practices				
2-1 Organisational Details				
Legal name				Centamin plc
Nature of ownership and legal form				Centamin is incorporated and domiciled in Jersey and is listed on both the London and Toronto exchanges.
Location of headquarters				Jersey, Channel Islands
Location of operations				Introduction, page 1
2-2 Entities included in the organization's sustainability reporting				Introduction, page 1 2022 Annual Report, Notes to the Consolidated Financial Statements, page 161
2-3 Reporting period, frequency and contact point				
Sustainability reporting period and frequency				1 January – 31 December 2022, Annual Report
Financial reporting period and frequency	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			1 January – 31 December 2022, Annual Report
Publication date of report				Tuesday, 25 April 2023
Contact point for questions regarding the report				Introduction, page 1
2-4 Restatements of information				No restatements this year
2-5 External assurance				
				This report has not been externally assured. External assurance is being considered for future reports.
				In 2022, certain sustainability performance metrics were externally assured.
				Our Approach to Sustainability, Our Sustainability Performance Framework, page 15
Activities and Workers				
2-6 Activities, value chain and other business relationships				
Sector in which company is active				Introduction, page 1
Value chain	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			Introduction, Our Business Model, pages 4-5

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
Significant changes compared to previous reporting period				None.
2-7 Employees	EM-MM-000.B Total number of employees, percentage of contractors	8.5		Our People, Our Approach, pages 46-47 ESG Dashboard, People
2-8 Workers who are not employees				Our People, Our Approach, pages 46-47 ESG Dashboard, People
Governance				
2-9 Governance structure and composition				
Governance structure of the highest governance body				Our Approach to Sustainability, Sustainability Governance, pages 16-17
Committees of the highest governance body that are responsible for decision making on the organisation's impacts on the economy, environment and people				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2022 Annual Report, Corporate Governance, pages 90-95
Composition of the highest governance body and its committees				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2022 Annual Report, Corporate Governance, pages 90-95
2-10 Nominating and selecting the highest governance body				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2022 Annual Report, Corporate Governance, pages 90-95
2-11 Chair of the highest governance body				2022 Annual Report, Corporate Governance, page 90
2-12 Role of the highest governance body in overseeing the management of impacts			2.1	Our Approach to Sustainability, Sustainability Risk and Opportunities Review pages 20-23 2022 Annual Report, Corporate Governance, pages 90-95
2-13 Delegation of responsibility for managing impacts				Our Approach to Sustainability, Sustainability Governance, pages 16-17
2-14 Role of highest governance body in sustainability reporting				Our Approach to Sustainability, Sustainability Governance, pages 16-17
2-15 Conflicts of interest				2022 Annual Report, Remuneration Committee Report, page 129
2-16 Communication of critical concerns				2022 Annual Report, Corporate Governance, page 102

APPENDIX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
2-17 Collective knowledge of highest governance body				Our Approach to Sustainability, Sustainability Governance, page 17 2022 Annual Report, Sustainability Governance, page 90
2-18 Evaluation of the performance of the highest governance body				2022 Annual Report, Corporate Governance, page 98
2-19 Remuneration policies				Our Approach to Sustainability, Sustainability Governance, page 17 2022 Annual Report, Remuneration Committee Report, pages 119-147
2-20 Process for determining remuneration				2022 Annual Report, Remuneration Committee Report, pages 119-147
Strategy				
2-22 Statement on sustainable development strategy				Our Business Model, pages 4-5 Foreword from the CEO and Sustainability Committee Chair Review, pages 8-11
2-23 Policy commitments				Our People, Code of Conduct, page 46 Our People, Human Rights, pages 56-57 Policies available on website
2-24 Embedding policy commitments				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2022 Annual Report, Corporate Governance, page 94
2-25 Processes to remediate negative impacts				Our People, Workforce Engagement, page 54 Social & Economic Partnership, Community Relations, page 66 2022 Annual Report, Corporate Governance, page 102
2-26 Mechanisms for seeking advice and raising concerns				Code of Conduct Policy
2-27 Compliance with laws and regulations				Our Approach, Environmental Responsibility, page 72 2022 Annual Report, Corporate Governance and Compliance Statement, pages 102-103
2-28 Membership associations				Industry partnership with WIM UK. Diversity and Inclusion, Our People, page 50

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
Stakeholder Engagement				
2-29 Approach to stakeholder engagement			2.2	Our Approach to Sustainability, Stakeholder Engagement, pages 24-27
2-30 Collective bargaining agreements	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	8.8	6.4	Our People, Workforce Engagement, page 54
GRI 103 Material Topics				
3-1 Process to determine material topics				Our Approach to Sustainability, pages 18-27
3-2 List of material topics				Our Approach to Sustainability, page 26
3-3 Management of material topics				Our Approach to Sustainability, pages 15-27 2022 Annual Report, Responding to our Stakeholder Priorities, pages 22-27
TOPIC STANDARDS				
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 61
201-2 Financial implications and other risks and opportunities due to climate change				2022 Annual Report, Climate Change Disclosures, pages 70-81
GRI 202 Market Presence				
202-2 Proportion of senior management hired from the local community		8.5	7.3	ESG Dashboard, People
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, pages 62-65 Social and Economic Partnership, Community Investment, pages 68-69
GRI 204 Procurement Practices				
204-1 Proportion of spending on local suppliers		8.3	3.2	Social and Economic Partnership, Local Business Opportunity, pages 62-63
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 46
	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain			Our People, Our Approach, page 46 Social and Economic Partnership, Supply Chain Management, pages 64-65

APPENDIX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
205-3 Confirmed incidents of corruption and actions taken			1.2 1.3	Our People, Workforce Engagement, page 54
	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 81
302-3 Energy intensity		7.3	10.4	Environmental Responsibility, Energy and Climate Change, page 81
GRI 303 Water and Effluents				
303-1 Interactions with water as a shared resource				Environmental Responsibility, Water Stewardship, page 82
303-3 Water withdrawal	EM-MM-140a.1 (1) Total fresh water withdrawn	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 83
303-4 Water discharge		6.3	10.2	Environmental Responsibility, Water Stewardship, page 83
303-5 Water consumption	EM-MM-140a.1 (2) total fresh water consumed	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 83
	EM-MM-140a.1 (3) percentage of each in regions with High or Extremely High Baseline Water Stress			Environmental Responsibility, Water Stewardship, page 82
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations			Environmental Responsibility, Water Stewardship, page 82
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 90
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 90
	EM-MM-160a.1 Description of environmental management policies and practices for active sites			Environmental Responsibility, Our Approach, page 72 Environmental Responsibility, Biodiversity, page 90
	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 86

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
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, pages 80-81 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 81
	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, pages 74-75 2022 Annual Report, Decarbonisation Roadmap, pages 8-11
305-4 GHG emissions intensity		13.3	10.3 10.4	Environmental Responsibility, Energy and Climate Change, page 81
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 N2O), (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 89
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, pages 84-86
306-3 Waste generated	EM-MM-150a.4 Total weight of non-mineral waste generated EM-MM-150a.5 Total weight of tailings produced EM-MM-150a.6 Total weight of waste rock generated EM-MM-150a.7 Total weight of hazardous waste generated EM-MM-150a.8 Total weight of hazardous waste recycled	11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 84-86
306-4 Waste diverted from disposal		11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 84-86
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, pages 84-86

APPENDIX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management			Environmental Responsibility, Environmental Incidents, page 72
	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 87 Disclosure on Tailings Management
	EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities			Environmental Responsibility, Tailings Management, pages 87-88 Disclosure on Tailings Management
GRI 307 Environmental Compliance				
307-1 Non-compliance with environmental laws and regulations		16.3	1.1	Environmental Responsibility, Environmental Incidents, page 72
GRI 400 Social Standards Series				
GRI 401 Employment				
401-1 New employee hires and employee turnover				ESG Dashboard, People
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 32
403-2 Hazard identification, risk assessment, and incident investigation	8.8		4.1 4.2	Safety, Health and Wellbeing, Managing Risk , page 30-37
403-3 Occupational Health Services			4.3	Safety, Health and Wellbeing, Occupational Health Surveillance page 36
403-4 Worker participation, consultation and communication on OHS	8.8 16.7		4.1 4.2	Safety, Health and Wellbeing, Managing Risk, pages 32-39
403-5 Worker training on occupational health and safety				Safety, Health and Wellbeing, Managing Risk pages 32-39 ESG Dashboard, People.
	EM-MM-320a.1 (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	8.8		Health, Safety and Wellbeing, Managing risk page 38
403-6 Promotion of worker health	8.8		4.3	Safety, Health and Wellbeing, Health and Wellbeing, page 42
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.8		4.1 4.2 4.3	Safety, Health and Wellbeing, Managing Risk, page 36
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 40 Centamin's equivalent metric to MSHA all-incidence rate is TRIFR.

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
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 52
404-2 Programs for upgrading employee skills and transition assistance programs		8.5		Our People, Training and Professional Development, page 52
404-3 Percentage of employees receiving regular performance and career development reviews		8.5		Our People, Training and Professional Development, page 54
GRI 405 Diversity and Equal Opportunity				
405-1 Diversity of governance bodies and employees			6.6	2022 Annual Report, Governance overview, page 84 Our People, Workforce Demographic, pages 47-49
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			6.4	Our People, Workforce Engagement, page 54 ESG Dashboard, People
GRI 410 Security Practices				
410-1 Security personnel trained in human rights policies or procedures			5.3	Our People, Human Rights, page 56 ESG Dashboard, Governance
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 66
	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 66
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 90
MM2 The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number of (percentage) of those sites with plans in place			9.1	Environmental Responsibility, Biodiversity, page 90
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 84
	EM-MM-150a.2 Total weight of mineral processing waste			Environmental Responsibility, Tailings Management, page 87
	EM-MM-150a.3 Number of tailings impoundments, broken down by MSHA hazard potential			Environmental Responsibility, Tailings Management, page 87

APPENDIX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2021–12	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
	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			Disclosure on Tailings Management
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 54
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 7.4 7.6	Social and Economic Partnership, Community Relations, page 66
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 7.1 7.6	Social and Economic Partnership, Community Relations, page 66
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 7.1 7.6	Social and Economic Partnership, Community Relations, page 66
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 66
MM9 Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process		1.4 2.3	7.8	Social and Economic Partnership, Community Relations, page 66
MM10 Number and percentage of operations with closure plans		6.6 15.1 15.2 15.5	9.4	Environmental Responsibility, Biodiversity, page 90
MM11 Programmes and progress relating to materials stewardship		8.4 12.4 12.5	8.1	Environmental Responsibility, Materials Stewardship and Waste Management, page 84

TCFD CONTENT INDEX

TCFD recommendation	Response / progress	Consistency of our disclosures to the TCFD	Steps to improve our disclosures
GOVERNANCE			
a) Describe the Board's oversight of climate-related risks and opportunities	<ul style="list-style-type: none">Our management and governance structure is described in the 2022 Annual Report, Our Governance Structure, page 94The charter of the Board of Directors, and more specifically the Sustainability committee, describe roles and responsibilities with respect to the consideration of climate-related risks and opportunities on the Company's business, strategy, and financial planning. Charters can be found on our websiteThe Board, and its committees regularly review and evaluate risks, opportunities and impacts related to climate change. We have a principal business risk on Decarbonisation and an emerging risk on Climate Change discussed in our 2022 Annual Report, Risk Review, pages 54-69The Sustainability Committee meets with senior management at least quarterly to oversee development of the Company's sustainability governance, strategy, metrics, targets and performance. Climate change is a standing agenda item for each meetingThe key decisions taken by the Board in relation to climate-related risks and opportunities in 2022 are presented in the 2022 Annual Report, Risk Review, pages 54-69. The Board oversaw development of science-based targets for carbon reduction by 2030 and an accompanying roadmap of carbon abatement projects. The Board reviewed our Energy and Climate Change Policy which was approved in March 2023. The Board oversaw construction and commissioning of the Sukari Solar Project. The Board oversaw the establishment of a US\$150 million revolving credit facility incorporating sustainability linked performance metrics for carbon reduction	Consistency level: Full The Board has broad and regular oversight of climate-related risks and opportunities	None
b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none">Our management and governance structure is described in the 2022 Annual Report, Our Governance Structure, page 94The insights of the CEO and Executive that underpin the formulation of the Group's long-term strategy are described in the 2022 Annual Report, CEO Statement, page 16. Climate-related risks and opportunities are considered in the following sections of our 2022 Annual Report: Market Review, page 44; Our Business Model, page 20; Our Strategy, page 28; Financial Review, page 46 and Risk Review, page 54Management is incentivised to take accountability for sustainability performance through the Company's remuneration structure, which include climate-related targets. 2022 Annual Report, Remuneration Committee Report, page 119In 2021 we constituted a Climate Change Working Group comprising members of our senior technical management team and reporting to the Executive. The working group engages with our operational management team to integrate climate change commitments into operational decision makingThe key achievements taken by management in relation to climate-related risks and opportunities in 2022 are presented in the 2022 Annual Report, KPIs, page 30, including: successful commissioning of the Sukari Solar Project; introduction of a Group-level Energy and Climate Change Policy; development of science-based targets for carbon reduction by 2030 and an accompanying roadmap of carbon abatement projects; establishment of a US\$150m revolving credit facility which includes sustainable-linked performance metrics for reduction in carbon emissions	Consistency level: Full Opportunity to strengthen the role of the Climate Change Working Group on medium and long-term strategy and financial planning	In 2023, strengthen the application of climate-related criteria when reviewing and guiding business plans and major capital expenditures Clarify the role and responsibilities of the Climate Change Working Group to provide technical guidance on climate-related risks and opportunities

APPENDIX

TCFD CONTENT INDEX CONTINUED

TCFD recommendation	Response / progress	Consistency of our disclosures to the TCFD	Steps to improve our disclosures
STRATEGY			
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term ²	<ul style="list-style-type: none">Decarbonisation has been identified as a principal business risk. The transition to a net zero carbon economy has potential to profoundly affect our business model over the medium and long-term due to factors including: technological shifts, the pricing of carbon emissions, availability and costing of commodities and consumables, and changing market and investor sentiment. 2022 Annual Report, Risk Review, page 54The most significant opportunity for decarbonisation is the ability to reduce fossil fuel generated electricity from our operations, including: further investment in renewables and connection to the national electricity grid. 2022 Annual Report, Decarbonisation Roadmap, page 8A physical risk assessment of our operations under future emissions scenarios assessed our business 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. 2022 Annual Report, Physical Risk Analysis, page 79Climate Change has been recognised as an emerging risk, further detail in the 2022 Annual Report, Risk Review, page 54, due to the external and potential longer-term impacts	Consistency level: Full	None
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	<ul style="list-style-type: none">We have assessed the impact of climate-related risk on business strategy, financial materiality and mitigating measures. 2022 Annual Report, Risk Review, page 54We have set an interim 2030 target for carbon reduction and an accompanying roadmap aligned with a 2°C pathway (2022 Annual Report, Decarbonisation Roadmap, page 8). Under this roadmap, capital allocation is judged to be financially material, however, the carbon abatement initiatives are assessed to provide a positive return on investment within the life of assetClimate-related physical risk is not predicted to have a material financial impact on the business during the current operational life of asset, but has been recognised as an emerging risk with potential material impacts on our growth and diversification across Africa	Consistency level: Full Strengthen the consideration of climate-related transition risk following more detailed scenario analysis	In 2023, review the impact of climate-related transition risk on business strategy and financial planning following a more detailed scenario analysis over the medium and long term
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<ul style="list-style-type: none">We use different financial scenarios to assess our short and medium-term climate-related transition risks and potential disruption to operational activitiesWe believe our business is financial and strategically resilient to climate-related risks in the short term, including a 2°C scenario, with mitigation as described in the 2022 Annual Report, Approach to Climate Related Risk, pages 76-78A key pillar of our climate transition strategy is to reduce our Scope 1 and 2 carbon footprint. We have set an interim target for carbon reduction by 2030 and accompanying roadmap aligned with a 2°C pathway. 2022 Annual Report, Decarbonisation Roadmap, page 8A physical risk assessment of our operations under future emissions scenarios assessed our business 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. 2022 Annual Report, Physical Risk Analysis, page 79	Consistency level: Partial Complete scenario analysis to test the resilience of our business to a 1.5°C pathway scenario and the impact over the medium and long term	In 2023, complete scenario analysis to test the resilience of our business to a 1.5°C pathway scenario and the impact over the medium and long term Continue to investigate the feasibility of additional opportunities for carbon abatement to align with a 1.5°C pathway, and associated capital requirements

RISKS AND OPPORTUNITIES			
a) Describe the organisation's processes for identifying and assessing climate-related risks	<ul style="list-style-type: none">We have a robust and proactive risk management framework that underpins the business strategy as published on our website. We routinely monitor and refine our risk management and internal controls to meet the changing requirements of the business. These processes align with the UK 2018 Code and ISO 31000 Risk Management GuidelinesThe Climate Change Working Group leads the specific assessment of climate-related transition and physical risksWe have completed a preliminary assessment of climate change-related transition risks and opportunities in our 2022 Annual Report, Approach to Climate Related Risk, pages 76-78. The approach was consistent with our Group risk management and strategy development frameworkWe have assessed climate-related 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). 2022 Annual Report, Approach to Climate Related Risk, page 79	Consistency level: Full	None
b) Describe the organisation's processes for managing climate-related risks	<ul style="list-style-type: none">We have a robust and proactive risk management framework that underpins the business strategy. We routinely monitor and refine our risk management and internal controls to meet the changing requirements of the business. These processes align with the UK 2018 Code and ISO 31000 Risk Management GuidelinesWe are actively allocating capital for carbon abatement and in 2022 commissioned the Solar ProjectIn 2022, the Climate Change Working Group undertook an assessment of carbon abatement opportunities, developed preliminary targets for carbon reduction by 2030 and an accompanying roadmap of carbon abatement projects. 2022 Annual Report, Decarbonisation Roadmap, page 8	Consistency level: Full	None
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	<ul style="list-style-type: none">We have a robust and proactive risk management framework that underpins the business strategy. We routinely monitor and refine our risk management and internal controls to meet the changing requirements of the business. These processes align with the UK 2018 Code and ISO 31000 Risk Management Guidelines	Consistency level: Full	The assessment and management of climate-related risk is an integral element of our Group risk management and strategy development framework as described in the Risk Review. Decarbonisation is a principal risk

(2) Our short term time horizon is defined as less than two years and our long term as greater than five years.

TCFD CONTENT INDEX CONTINUED

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	<ul style="list-style-type: none">• Scope 1, 2, 3 GHG emissions• Scope 1, 2, 3 GHG emissions intensity• Energy consumption and intensity• Capital allocation for carbon abatement. 2022 Annual Report, Metrics and Targets, page 80	Consistency level: Full Under the scope of our scenario analysis, further research is required to set an internal carbon price for measuring impact and setting targets over the medium and long term	In 2023, complete scenario analysis to test the resilience of our business to a 1.5°C pathway scenario and the impact over the medium and long term, including carbon pricing
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	<ul style="list-style-type: none">• Scope 1 & 2 GHG emissions have been disclosed since 2016, and Scope 3 since 2021. 2022 Annual Report, Metrics and Targets, page 80• In 2022, our Scope 1, 2 & 3 GHG accounting methods have been independently verified for accuracy and completeness in accordance with the requirements of the GHG Protocol• We are actively engaging with our supply chain to verify and improve the accuracy of our Scope 3 GHG emission estimate• ESG Dashboard	Consistency level: Full Further research is required to improve our understanding of our Scope 3 carbon footprint	In 2023, continue to engage with our main suppliers to verify and improve the accuracy of our Scope 3 GHG emissions estimate
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	<ul style="list-style-type: none">• Scope 1 and 2 carbon reduction targets and an accompanying roadmap including capital requirements have been set for 30% by 2030 as are described in the 2022 Annual Report, Decarbonisation Roadmap, page 8• Our carbon abatement achievements in 2022 are described in the 2022 Annual Report, Decarbonisation Roadmap, page 8• We aim to set targets for a reduction in our Scope 3 GHG emissions by the end of 2024	Consistency level: Full Further research is required to improve our understanding of our Scope 3 carbon footprint	In 2023, we will continue to engage with our main suppliers to identify and assess opportunities to reduce our Scope 3 GHG emissions and set targets by end of 2024

GLOSSARY

AIFR	All injury frequency rate
ASM	Artisanal and Small-Scale Mining
BASE-YEAR	A base-year is established as a year with reliable and verifiable GHG emissions data. The year 2021 has been established as Centamin's base year, aligning with Centamin's 2021 life of mine plan
CDP	A not-for-profit charity that runs a global disclosure system for environmental impact management
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	COVID is the disease caused by a coronavirus. COVID-19, caused by the SARS-CoV-2 coronavirus, was declared a global pandemic on the 11 March 2020 by the World Health Organization
EDP	Employee Development Pathway
EDX	Eastern Desert Exploration
EITI	Extractive Industry Transparency Initiative
EMRA	Egyptian Mineral Resource Authority
EoR	Engineer of Record
ESIA	Environmental and social impact assessment
ESIFR	Environmental and social incident frequency rate
ESTMA	Extractive Sector Transparency Measures Act, Canada
GHG	Greenhouse gas emissions
GISTM	Global Industry Standard on Tailings Management
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
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organisation for Standardisation
LNG	Liquefied natural gas
LTI	Lost time injury
LTIFR	Lost time injury frequency rate
NGO	Non-governmental organisation
OEM	Original Equipment Manufacturer
PPE	Personal, protective equipment
RENEWABLE ENERGY	Energy generated from renewable sources such as solar, wind and hydro
RGMPs	World Gold Council Responsible Gold Mining Principles
SASB	Sustainability Accounting Standards Board
SCOPE 1	Direct GHG emissions controlled by the site
SCOPE 2	Indirect GHG emissions from the consumption of energy purchased e.g. electricity
SCOPE 3	Other indirect GHG emissions along the value chain
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
WIM UK	Women in Mining UK

FORWARD-LOOKING STATEMENTS

FORWARD-LOOKING STATEMENTS

This announcement (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, EBITDA, cash flows and other financial 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 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 outlook and future-ordinated financial 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 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. Forward-looking statements contained herein are made as of the date of this announcement 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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