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Centamin is an established gold producer, with a premium listing on the London Stock Exchange, as a FTSE250 constituent, and the 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. Sukari has produced over five million ounces of gold since it began production 13 years ago. Sukari has a projected mine life of at least ten years and 10.3 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, procurement of goods and services, investment in our assets and host communities, 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 2023 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 the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). This report also provides a statement of our conformance to the Global Industry Standard on Tailings Management ("GISTM").

We are committed to open and honest disclosure. GRI and SASB are both internationally recognised standards that promote transparency, reliability, and comparability in the reporting of material sustainability issues. Centamin is keenly following the emergence of an integrated reporting framework through the development of the International Financial Reporting Standards ("IFRS") by the International Sustainability Standards Board ("ISSB"). We believe the disclosures presented in this report are substantively consistent with the IFRS.

This report sets out which sustainability matters are most material to Centamin and our stakeholders; how we integrate sustainability into our business strategy and associated decision-making processes; and presents our achievements and challenges at Group and asset-level for 2023. Identification of the most material sustainability topics to Centamin and our stakeholders has been underpinned by a 'double materiality assessment', based on guidance published by the Corporate Sustainability Reporting Directive ("CSRD"). Through this assessment, stakeholders are asked to identify the most significant impact of our business activities on people and the environment, and conversely, the most significant risks and opportunities for the business arising from external sustainability-related developments and events.

The principal international frameworks and industry standards that reflect our Values and guide our practices are listed on pages 18-19. A content index detailing our conformance to the GRI, SASB and TCFD disclosures is appended to this report. As relevant to our sustainability performance, this report includes references to disclosures in our 2023 Annual Report.

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 2023, 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 2023 Annual Report. 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](#)



The Sustainability Report is jointly published with our Annual Report.

Download here:
> [2023 Annual Report](#)

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.

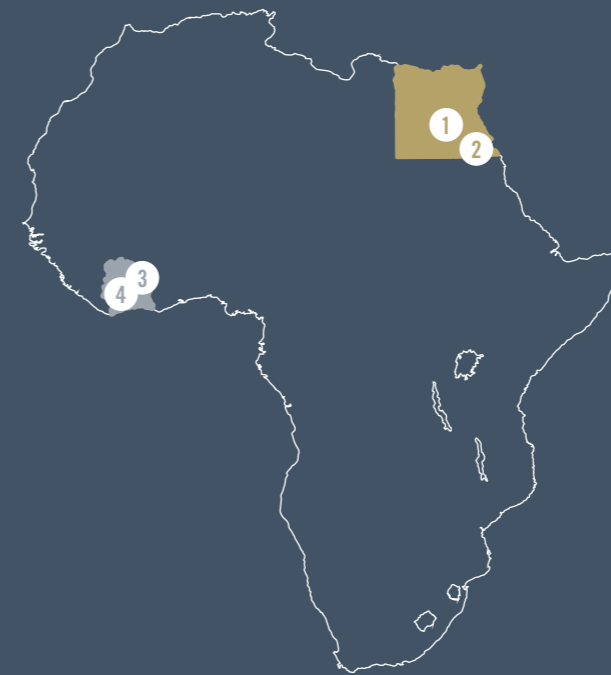
WHERE WE OPERATE

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 ten years of future production. Our exploration licences in Côte d'Ivoire span approximately 3,000km², where we have advanced definitive feasibility studies and an environmental and social impact assessment for the Doropo 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



EGYPT

1 SUKARI GOLD MINE (160km²)

Production: 450koz
Safety: 0.09 LTIFR, 2.91 TRIFR
Workforce: 4,477
Employees: 2,198
Contractors: 2,279
National employment: 96%

2 EASTERN DESERT EXPLORATION ("EDX") (2,989km²)

Stage: Greenfield exploration
Safety: 0.00 LTIFR, NR TRIFR
Workforce: 95
Employees: 63
Contractors: 32
National employment: 98%

CÔTE D'IVOIRE

3 DOROPO PROJECT (1,847km²)

Stage: Pre-development
Safety: 0.00 LTIFR, 2.56 TRIFR
Workforce: 298
Employees: 63
Contractors: 235
National employment: 86%

4 ABC PROJECT (1,149km²)

Stage: Early stage exploration
Safety: 0.00 LTIFR, 0.00 TRIFR
Workforce: 4
Employees: 4
Contractors: 0
National employment: 100%

OUR BUSINESS MODEL

Centamin has been creating long-term value within Egypt for three decades, working in partnership with the Egyptian government, local communities and a multitude of local businesses throughout our supply chain to develop Egypt's modern gold mining industry. As we look to expand our operations in Egypt and West Africa we are serious in the application of ethical business practices, supported by robust systems of corporate governance, transparency and accountability.

RESOURCES

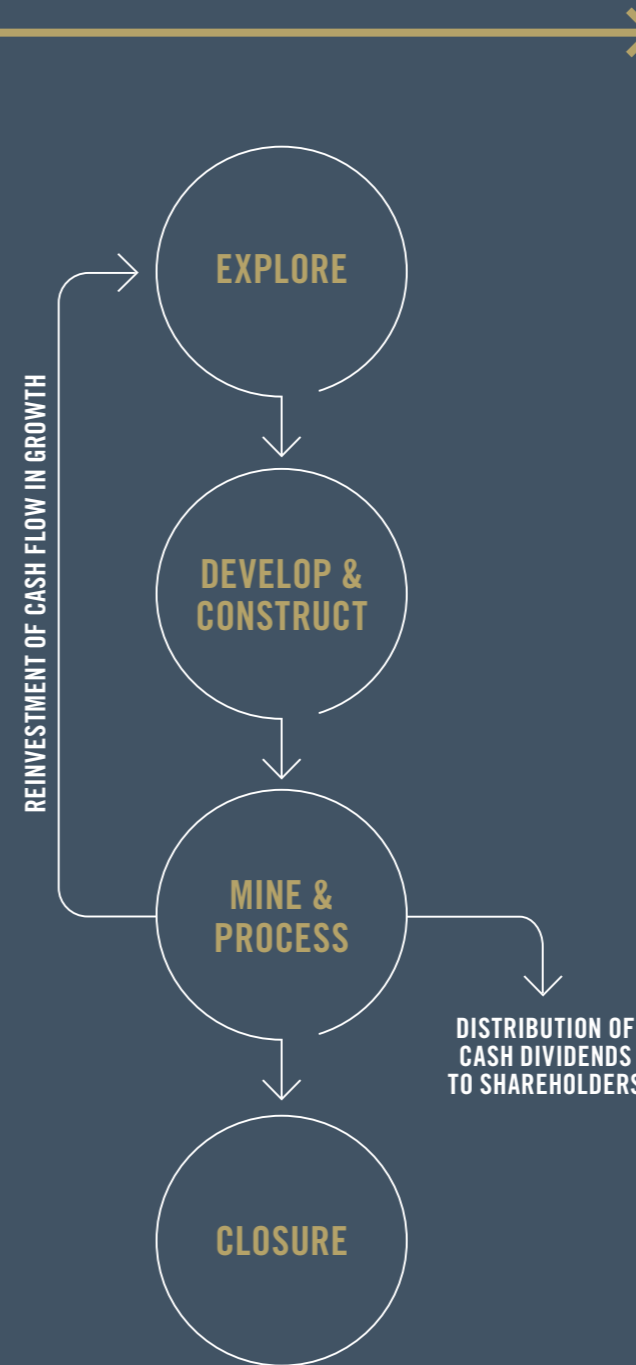
PEOPLE Human & intellectual capital	We operate in jurisdictions that provide access to an educated workforce combined with investment in workforce (employee and contractor) development and training.
NATURAL RESOURCES Natural capital	We use sea water, solar power and diesel fuel to operate and continue to assess our nature-related risks and opportunities.
PROPERTY AND EQUIPMENT Manufactured capital	Mining and mineral processing involves significant investment in mobile fleet, fixed plant and infrastructure.
PARTNERSHIP WITH GOVERNMENT AND LOCAL COMMUNITIES Social & relationship capital	We strive to maintain a strong licence to operate through active partnership with our host countries and communities.
STRINGENT COST MANAGEMENT Financial capital	Disciplined cost controls and efficient capital allocation enable us to continuously invest in longevity and growth of the business, balanced with strong shareholder returns.

WHAT WE DO

SUSTAINABILITY THROUGH THE MINE LIFECYCLE	We aim to contribute positively to the people, society, and world around us. This means ensuring that sustainability is embedded in our business strategy and systems of governance. We see this as fundamental to Centamin's resilience, to delivering the value our stakeholders deserve and to building a company of which we can all be proud.
RISKS & OPPORTUNITIES	We believe 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. This enables the Company to consider risks and opportunities for more effective decision making, delivery on our objectives and improve our performance as a responsible mining company.
EXPLORATION	A sustainable project is established at the outset through preliminary baseline studies and impact assessment. We have the responsibility to establish a transparent and respectful foundation with stakeholders and seek to create mutually beneficial relationships.
DEVELOP & CONSTRUCT	Through screening and scoping, baseline studies, impact assessment, impact avoidance and mitigation, Centamin is committed to responsible project development.
MINE & PROCESS	A sustainable operation brings socio-economic benefits for our host communities, mitigates environmental impact and delivers significant shareholder returns. During operation we seek to avoid and mitigate our impacts, monitor and evaluate, progressively rehabilitate and plan for closure.
CLOSURE	Centamin is committed to delivering a positive legacy through closure that balances environmental protection and social wellbeing with financial performance. Closure plans aim to meet the needs of the present without compromising the ability of future generations to meet their own needs over the long term.

VALUE CREATED

EMPLOYEES	Providing a safe, healthy and inclusive workplace, offering professional and personal development opportunities that empower our employees and contractors to fulfil their potential.
GOVERNMENT	We are committed to transparent partnership with governments and collaboration to responsibly develop the mining industry in our host countries.
COMMUNITIES	We are committed to leaving a strong legacy for the benefit of our local, regional and national hosts through meaningful opportunities including employment, training, procurement and investment.
SHAREHOLDERS	Rewarding our shareholders through our industry-leading dividend distributions and maintaining open and transparent communication with our investor community.
SUPPLIERS, CONTRACTORS & REFINER	Building long-term relationships that deliver mutual benefits to all parties, with a focus on supporting and developing local business. Collaborating with our suppliers to promote responsible supply chain practices.
ENVIRONMENT	We are committed to environmental stewardship and safeguarding natural resources for future generations, considering our impact on the localised environment and reducing our contribution to global climate change.



KEY PERFORMANCE INDICATORS

We strive for continual improvement through the establishment of clear performance metrics and ambitious target setting.

SAFETY, HEALTH & WELLBEING

2023 target	2023 performance	Delivered	2024 target
ZERO fatalities in the workplace Group	ZERO fatalities in the workplace	✓	ZERO fatalities in the workplace
25% reduction in LTIFR ("lost time injury frequency rate per 1 million hours") compared to the three-year trailing average Group	83% reduction in LTIFR to 0.08 per 1 million hours worked compared to the three year trailing average	✓	25% reduction in LTIFR compared to the three-year weighted trailing average
25% reduction in TRIFR ("total recordable injury frequency rate per 1 million hours") compared to three-year average Group	24% reduction in TRIFR to 2.83 per 1 million hours worked compared to the three year trailing average	✗	25% reduction in TRIFR compared to the three-year weighted trailing average
REDUCTION IN TIME TO CLOSE-OUT REPORTED HAZARDS year-on-year Sukari	3% reduction in time to close-out reported hazards to 1.16 days compared to 1.2 days in 2022	✓	REDUCTION IN TIME TO CLOSE-OUT REPORTED HAZARDS year-on-year

OUR PEOPLE

2023 target	2023 performance	Delivered	2024 target
>90% national employment rate Group	95% national employment rate	✓	>90% national employment rate
INCREASE TOTAL TRAINING HOURS per employee headcount year-on-year Group	42.5 HOURS total training per employee, on par with 44.3 hours in 2022	=	>35 HOURS total training hours per employee headcount
INCREASE % OF LEADERSHIP ROLES held by national employees year-on-year Sukari	80% of leadership roles held by national employees compared to 76% in 2022	✓	>80% OF LEADERSHIP ROLES held by national employees
4.7% FEMALE REPRESENTATION in the workplace Group	3.4% female representation in the workplace compared to 2.7% in 2022	✗	4.1% female representation in the workplace
100% of grievances closed within 30 days Group	100% of grievances closed within 25 days	✓	AVERAGE TIME TO CLOSE GRIEVANCES <25 DAYS

SOCIAL & ECONOMIC PARTNERSHIP

2023 target	2023 performance	Delivered	2024 target
1% OF PROFIT community investment Group	0.9% OF PROFIT community investment	✗	1% OF PROFIT community investment
INCREASE NATIONAL PROCUREMENT SPEND year-on-year as a percentage of total expenditure Group	81% national procurement spend compared to 77% in 2022	✓	>80% NATIONAL PROCUREMENT SPEND 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

2023 target	2023 performance	Delivered	2024 target
ZERO reportable environmental and community incidents (category 4 and 5 incidents) Group	ZERO reportable incidents recorded compared to two category 4 community incidents in 2022	✓	ZERO reportable environmental and community incidents (category 4 and 5 incidents)
25% reduction in ESIFR ("environmental and community incident frequency rate per 1 million hours") on a three-year trailing average Group	31% reduction in ESIFR to 1.65 per 1 million hours worked compared to the three year trailing average	✓	25% reduction in ESIFR on the three-year weighted trailing average
INCREASE WATER REUSE as a percentage of total water consumption year-on-year Sukari	38% water reuse compared to 37% in 2022	✓	INCREASE WATER REUSE as a percentage of total water consumption year-on-year
REDUCE SCOPE 1 & 2 GHG EMISSIONS year-on-year in line with our target of 30% reduction by 2030 Group	7% decrease 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
SET TARGET FOR SCOPE 3 GHG EMISSIONS REDUCTION by 2024 Group	Scope 3 targets under development in 2024	=	SET TARGET FOR SCOPE 3 GHG EMISSIONS REDUCTION by 2024

Target delivery

- ✓ Achieved
- = On track
- ✗ Not achieved

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 value for all our stakeholders.

MARTIN HORGAN
CHIEF EXECUTIVE OFFICER



Over the last four years, Centamin has undergone a significant change in approach around how we operate the assets under our stewardship for the benefit of all our stakeholders – resulting in the incorporation of technical, financial and environmental and social considerations into the heart of our decision-making. This entails setting ambitious targets across the various aspects of our operations, executing our work plans, monitoring progress and reporting transparently on our achievements.

Through 2023 we have continued to deliver into these strategies and targets with improvement achieved across most of our metrics at Sukari and more broadly across the Group. I am proud to report significant progress on numerous long-term sustainability programmes, most notably: ISO 45001 certification; progress against our 2030 Decarbonisation Roadmap; increased maturity of our tailings management system and GISTM conformance; and technical studies in support of our growth and development pipeline. More specifically, this approach and initiatives have been embedded into the development of our new Life of Mine ("LOM") Plan at Sukari and our ongoing feasibility studies at Doropo.

PERFORMANCE

Safety

On numerous occasions I have publicly stated my belief that safety performance is a good proxy for management capability and in 2023 we saw another year of continued improvement. We maintain a strong focus on our leading indicators to instil a strong safety culture within our operations including hazard reporting and close-out, planned task observations and visible senior leadership; resulting in a 24% improvement in TRIFR and an 83% improvement in LTIFR. This has in turn enabled the Sukari team to record a new safety record of 9.5 million hours worked without a Lost Time Injury during 2023.

I am also delighted to report that we received formal ISO 45001 OHS management system certification in the first quarter of 2024 – this is a significant milestone for the Sukari Mine and is a testament to the hard work and dedication of the Sukari team to achieve this industry recognised standard.

Global Industry Standard on Tailings Management

In 2021 we committed to design, operate and close our tailings management facilities in line with the GISTM framework.

In my role as Accountable Executive, I have overseen a step-change in the maturity of our tailings governance and management framework including a systematic gap analysis against the requirements of the GISTM and development of a roadmap for full conformance by 2025. The Company has decided to incorporate this target into the management's Long Term Incentive Plan and accordingly, the 2024 award now contains a vesting trigger related to compliance.

Decarbonisation

Last year we announced an interim climate target of a 30% GHG reduction by 2030. Our 30MW_{AC} solar plant saw its first full calendar year of operation, achieving name plate design capacity and displacing 21.5 million litres of diesel from thermal power generation. This was a significant contributor towards a 7% GHG reduction, compared to our 2021 base-year.

We have commenced projects to deliver against our 2030 Decarbonisation Roadmap, most notably a 50MW_{AC} grid connection and expansion of the existing solar plant by a further 15MW_{AC}. These projects remove the requirement for the use of diesel at site for thermal power generation by 2025 and the augmented solar plant would deliver a full solar solution during peak daylight hours.

Workforce

We recognise that our accomplishments as a company to reset and transform the business over the last four years 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 support the Company's strategic objectives.

Our commitment is to provide a safe and healthy workplace, and professional and personal development opportunities that empower our employees to fulfil their potential. 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. In 2023, 67% of employees were assessed to have met their competency requirements and progressed to a higher level of proficiency.

We continue to focus on strengthening our gender diversity and inclusion within the workplace. In Egypt we are setting a new benchmark for diversity and inclusion within the mining sector, where we have broadened the number and types of roles available to women at the Sukari operation and EDX programme.

Doropo Project, Côte d'Ivoire

Last year we saw the release of a positive Pre-Feasibility Study ("PFS") for our Doropo Project in north-east Côte d'Ivoire – which served to confirm the potential for a commercial scale operation that meets Centamin's investment criteria. A significant element of the PFS work focused on defining the social and environmental baseline of the project area, community engagement and participatory planning. By incorporating detailed baseline data into the project assessment at this relatively early stage, we have been able to identify impact avoidance and mitigation measures leading to a more robust project design and outcome for all its stakeholders.

2024 OUTLOOK

As noted in my introductory comments, sustainability is at the heart of our day-to-day work activities and our future plans.

We remain focused on the execution of our new LOM Plan at Sukari, which delivers an optimised open pit schedule with reduced waste rock stripping; reduced reliance on thermal power through grid connection and solar plant expansion by 2025; and, improved operational safety through the paste backfill operation to deliver better underground void management.

At Doropo, completion of our Definitive Feasibility Study and Environmental and Social Impact Assessment with the government of Côte d'Ivoire is expected in mid-2024 ahead of the mining licence submission deadline. In parallel we will maintain our stakeholder engagement activities to both support this permitting and approvals process, and prepare affected communities for the potential project implementation phase.

THANK YOU

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



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



Our sustainability priorities have remained clear and consistent through the past three years, with an ongoing focus on advancing the maturity of our governance processes and operational management standards to align with good industry practice. Key areas of progress in 2023 have included: ISO 45001 certification of our occupational health and safety management system at Sukari; consistency with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”); and conformance with the Global Industry Standard on Tailings Management (“GISTM”).

There are numerous advantages in aligning our approach with good industry practice, not least, it mitigates operational risk, facilitates compliance with regulations, and enhances stakeholder engagement. We actively monitor evolving expectations and standards as they relate to sustainability. In addition to the standards noted above, this includes the emergence of the IFRS Sustainability Disclosure Standards that were released last year. Through our current alignment to standards including the GRI, SASB and TCFD, we believe we are well positioned to make voluntary disclosures consistent with the IFRS in the future.

The Sustainability Committee held six formal meetings in 2023, which 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. As committee chair, I provide a summary report of our activities 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 in the Governance Section of the 2023 Annual Report.

In January 2024 we were pleased to welcome the appointment of two new Board members as Independent Non-Executive Directors. As a result, Centamin proudly has a majority of Non-Executive positions held by female Directors and expanded ethnic diversity across a range of disciplines and with significant sector and country experience relevant to our operations.

INTERNATIONAL STANDARDS CERTIFICATION

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. We were delighted to receive formal certification of our occupational health and safety management system at Sukari in early 2024. Underpinning this achievement is a work culture that strives for continuous improvement in safety performance.

A similar effort is now being applied by the team to the reinforcement of the Sukari environmental management system.



CLIMATE CHANGE DISCLOSURES

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 Task Force on Climate-related Financial Disclosures (“TCFD”). In 2023, the Board has judged that our climate change disclosures are now fully consistent with the recommendations of the TCFD. This follows the completion of a quantitative scenario analysis of climate-related risks and opportunities through which we tested the resilience of the business under different climate change pathways and time horizons.

The Board's TCFD Compliance Statement is presented in the 2023 Annual Report and a copy of our TCFD Content Index is appended to this report.

TAILINGS MANAGEMENT AND GISTM CONFORMANCE

Centamin is committed to the full implementation of the Global Industry Standard on Tailings Management (“GISTM”) at all its TSFs, with the overriding objective to cause no harm to people or the environment through tailings facility design, operation and closure.

At Sukari we have completed a systematic assessment of our tailings management system against each principle of the standard and put in place a clear action plan and roadmap to address gaps with the aim to achieve full conformance by end-2025. For 2023, we able to report conformance with approximately 80 to 85% of the GISTM requirements. We will monitor and report on our progress towards full conformance.

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 are proud that this progress is being increasingly recognised by external parties and through independent verification.

We remain genuinely excited about the execution of our long-term sustainability programmes.

OUR APPROACH TO SUSTAINABILITY

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

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

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

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

FAST TRACK TO...

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

2-5, 2-9, 2-10, 2-12, 2-13, 2-14, 2-17, 2-19, 2-24, 2-29, 3-1, 3-2, 3-3



ISO 45001 OHS MANAGEMENT SYSTEMS CERTIFICATION AT SUKARI

7% REDUCTION IN GHG EMISSIONS IN LINE WITH OUR 2030 DECARBONISATION ROADMAP

ROADMAP IN PLACE FOR CONFORMANCE TO THE GLOBAL INDUSTRY STANDARD ON TAILINGS MANAGEMENT

INDEPENDENT VERIFICATION OF PERFORMANCE AGAINST SUSTAINABILITY-LINKED LOAN TARGETS

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 our stakeholders, could have a significant strategic or financial impact on the business or where the activities of Centamin are connected with a potential impact. Material issues are identified through the review of principal risks, regulatory compliance, conformance with good practice industry standards, and stakeholder expectations.

Our sustainability priorities remain clear and consistent.

ENVIRONMENTAL & SOCIAL GOVERNANCE

Apply leading social and environmental policies and standards to our management and governance processes and practices throughout the mine lifecycle

Comply as a minimum with all applicable legal requirements

Establish baseline environmental and social conditions that provide a robust, science-based assessment of risks and impacts at the earliest stage in the project cycle

SAFETY, HEALTH & WELLBEING

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

Establish clear and ambitious commitments to achieve climate change goals outlined in international guidance and deliver our Decarbonisation Roadmap

Enhance our governance processes to ensure climate change risks and opportunities are integral to business decision making, including capital allocation

Publish climate change disclosures that are consistent with the TCFD recommendations

MATERIAL STEWARDSHIP

Develop partnerships within our supply chain to assist and influence beneficial use of materials as well as mitigate the risks to human health and the environment

Enhance our tailings governance and management framework to fully conform with the GISTM

Plan for the social and environmental aspects of mine closure, including through progressive rehabilitation

LOCAL SOCIO-ECONOMIC PARTNERSHIP

Support the development of a responsible and ethical domestic supply chain and improve accountability to host communities

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

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, and increase female representation at all levels

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 2023, the Board reviewed and approved updates to the Group policies. 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.

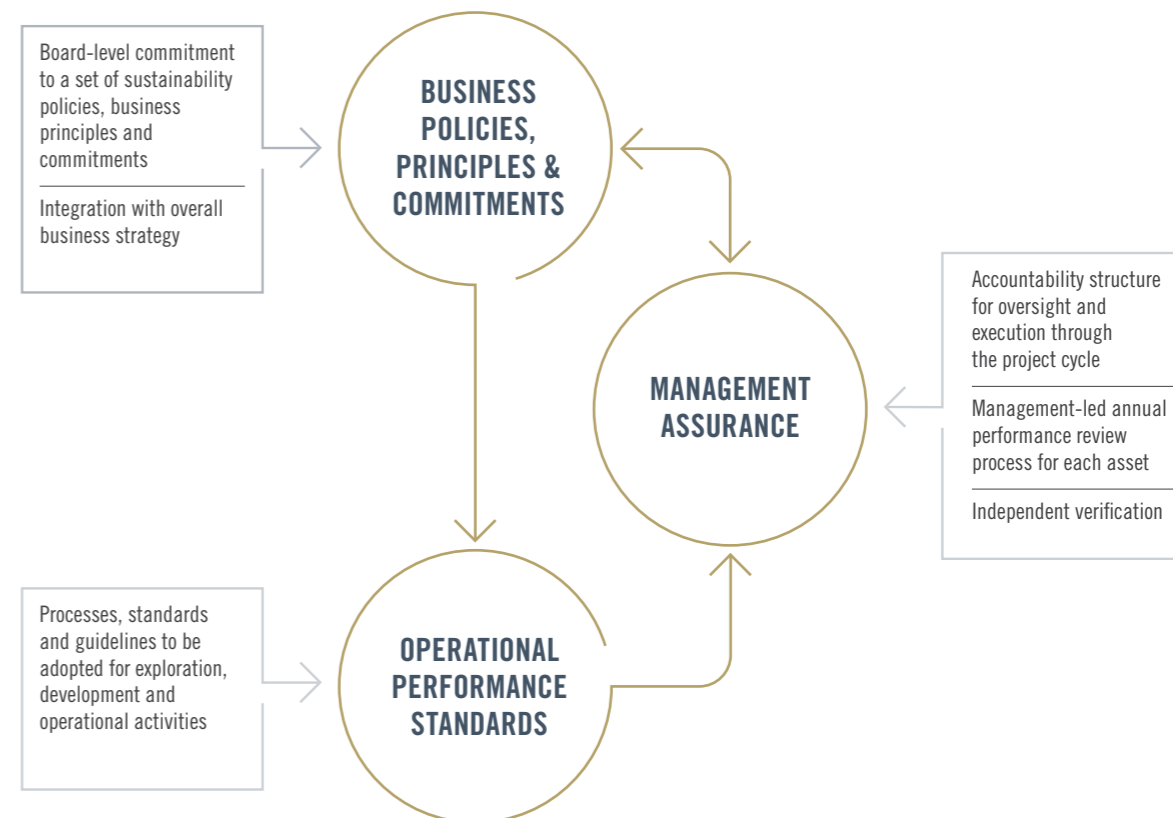
We maintain a register of sustainability objectives, performance metrics and targets at Group and asset-level that are aligned to our policies. We routinely monitor and assure our performance against this framework.

We continue to enhance our external assurance applicable to our sustainability performance. In 2023 this external assurance included: occupational health and safety management systems; tailings management; GHG accounting and TCFD reporting compliance; gender diversity; employee training; and supply chain due diligence.

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

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

KEY COMPONENTS OF THE SUSTAINABILITY PERFORMANCE FRAMEWORK



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.

In January 2024, Centamin was pleased to announce the appointment of two additional female members to the Board as Independent Non-Executive Directors.

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 including sustainability. The charters are published on the Centamin website.

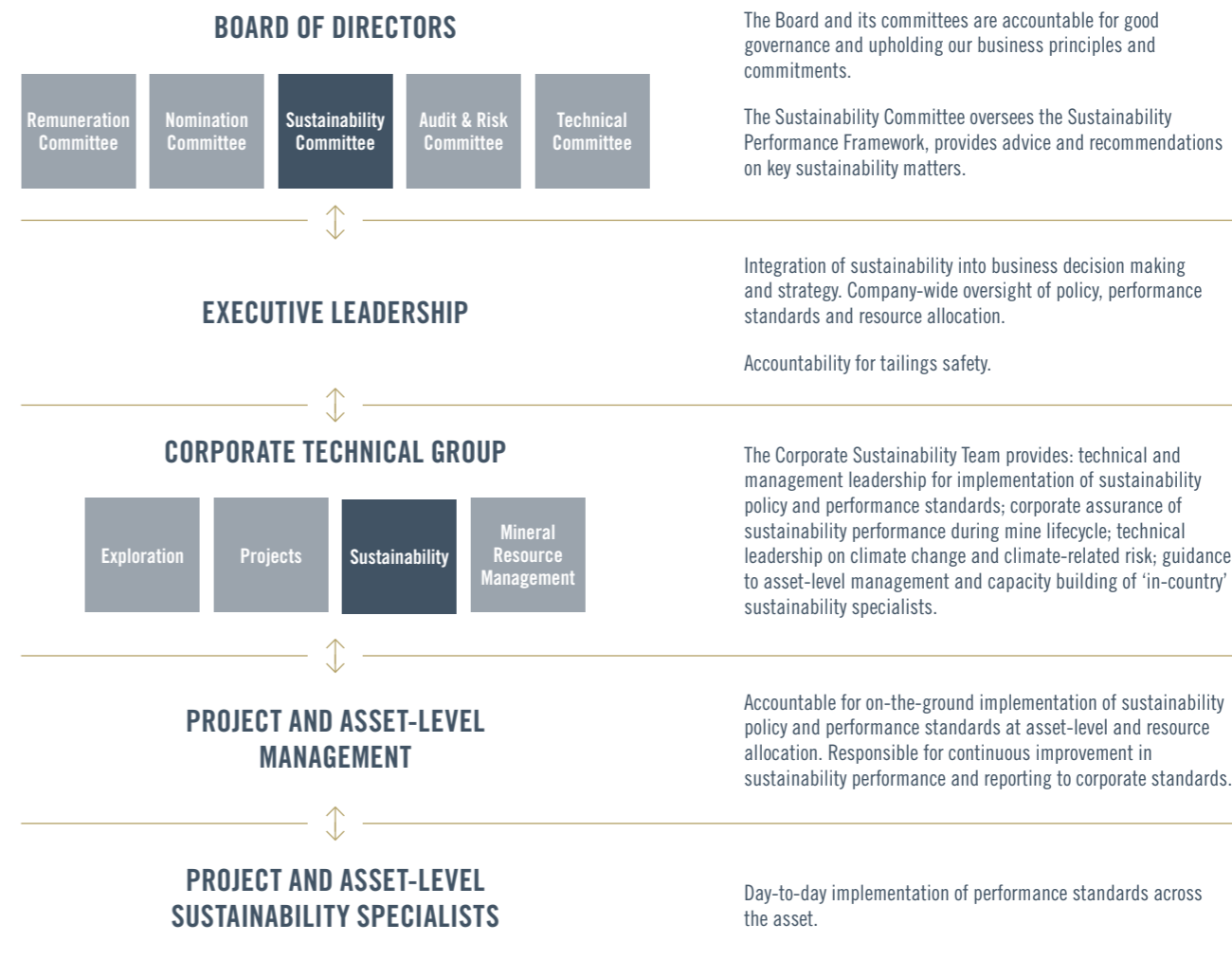
The Sustainability Committee oversees the development and implementation of the Company's sustainability goals, policies and standards on matters of workplace health and safety; environmental; social governance and risk; climate change; tailings management; human rights and workforce engagement. The 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](#).

The committee held six formal meetings in 2023, 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 in the Governance section of the 2023 Annual Report and summarises the key activities and areas of focus in 2023.

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.

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.



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 2023 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 in the Remuneration Committee Report of the 2023 Annual Report.

At Sukari, sustainability metrics represented 31% of the 2023 employee performance bonus payment and comprised TRIFR, High Potential Incident Frequency Rate, ESIFR and various leading indicators for sustainability performance. 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 31).

SUSTAINABILITY LINKED LOAN

In 2022, Centamin secured a four-year term, US\$150 million sustainability-linked revolving credit facility. The performance metrics linked to this facility are aligned with Centamin's purpose to create opportunity for people through responsible mining and comprise: GHG emissions intensity; training and professional development; and gender diversity.

The interest margin on the credit facility may be adjusted down, up or remain unchanged, based on the performance level achieved against quantifiable targets for each metric; with the performance level subject to annual independent verification. The targets are intended to be sufficiently ambitious to deliver a material improvement in sustainability performance.

In 2023, Centamin achieved targets set for the reduction of its GHG emissions intensity and employee professional development at Sukari, however missed the target for women representation within the workforce (refer pages 91, 48 and 46 for more detail).

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	GRI is an independent international organisation that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI standards are the most widely used for sustainability reporting and reflect multi-stakeholder contributions. Centamin reports in accordance with ‘Core’ GRI standards and the Mining and Metals Sector Supplement. Our GRI content index is presented within the Appendix on pages 94-105.
International Sustainability Standards Board (“ISSB”)	The ISSB is a not for profit organisation developing comprehensive global sustainability disclosure standards focused on the needs of investors and the financial markets. The ISSB’s sustainability standards consolidate the existing Sustainability Accountancy Standards Board (“SASB”), TCFD and CDP. Continuing to align our disclosures to these existing standards prepares Centamin for ISSB implementation. SASB sets industry-based standards to guide disclosure of financially material sustainability information by companies to their investors. Centamin follows the SASB Metals and Mining Sustainability Accounting Standard version 2023-12. Our SASB content index is presented within the Appendix on pages 94-105.
Task Force on Climate-related Financial Disclosures (“TCFD”)	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. 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 in Climate Change Disclosures of the 2023 Annual Report and the TCFD Content Index is presented within the Appendix on pages 106-109.
CDP	CDP is a not-for-profit charity that runs the global disclosure system for corporations and shareholders to manage their environmental impacts, namely GHG emissions, water security and forestry resource management. Centamin has participated in CDP’s annual questionnaire since 2019. In 2023, Centamin submitted responses to the CDP Climate Change, Water Security and Forests questionnaires. Our CDP scores remained ‘B’ for Climate Change and improved to a ‘B’ for Water Security.
The Greenhouse Gas Protocol: A corporate accounting and reporting standard	The standard provides requirements and guidance for companies preparing a corporate-level GHG emissions inventory. In 2023, independent management assurance was undertaken of Centamin’s GHG emissions accounting methods and metrics.
FTSE Women Leaders Review	In 2021, the FTSE Women Leaders Review published its first report on improving gender balance in leadership, with new voluntary targets for FTSE 350 companies that 40% of board and leadership positions should be held by women by the end of 2025. We have reported our achievements against the recommendations of the review in our 2023 Annual Report and put in place a roadmap to improve gender diversity and inclusion.

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:



MINING INDUSTRY INITIATIVES

World Gold Council Responsible Gold Mining Principles (“RGMPs”)	The RGMPs are a framework developed by the World Gold Council that sets out clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining. Centamin continues to align its Group-wide Sustainability Performance Framework to the RGMPs, as presented in the Appendix to this report.
International Cyanide Management Code (“ICMC”)	The ICMC is a voluntary industry programme that aims to improve the safe transport, storage and use of cyanide in the production of gold, to protect human health and reduce the potential for environmental harm. Signatories commit to upholding ICMC principles and standards, commissioning independent audits, and reporting on their performance. 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 the code.
Global Industry Standard on Tailings Management (“GISTM”)	The International Council on Mining and Metals (“ICMM”), the United Nations Environment Programme (“UNEP”) and the Principles for Responsible Investment (“PRI”) co-convened the Global Tailings Review to establish an international standard for the safer management of tailings storage facilities. The GISTM was released in August 2020. Centamin has committed to the full implementation of the GISTM at all our tailings facilities. In 2023 we made significant progress to align our tailings management system to the GISTM as presented on page 75. Our annual tailings management disclosure is published on the Centamin website .
Extractive Industry Transparency Initiative (“EITI”)	The EITI is the global standard to promote the open and accountable management of extractive resources. The EITI requires the disclosure of information along the extractive industry value chain from the point of extraction, to how revenues make their way through the government and how they benefit the public. We support the EITI in countries where we operate. 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”).

GLOBAL INITIATIVES

United Nations Guiding Principles on Business and Human Rights (“UNGPR”)	The UNGPRs 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. Our Code of Conduct affirms our commitment to high moral and ethical principles at all levels of the business including within our supply chain.
Voluntary Principles on Security and Human Rights (“VPSHR”)	The VPSHR promotes a set of voluntary principles that guide companies on providing security for their operations while respecting human rights. As of the end of 2023, our security personnel had received VPSHR training at Sukari and Doropo.
International Standard Organisation (“ISO”)	ISO is a series of standards that provide a framework for implementing effective management controls and a systematic approach to setting and achieving improvement targets. Centamin aspires to align its management systems to ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management. In 2023, Sukari successfully completed an audit for certification of its OHS management system to ISO 45001.
Sustainability Development Goals (“SDGs”)	The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet. The 17 SDGs are an urgent call for action by all countries in a global partnership. As a mining company we recognise the potential to positively contribute to all 17 SDGs, as presented in the Appendix to this report on pages 94-105.

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 2023 Annual Report, Managing Risk section, details our approach to risk management and governance, the results of a robust risk review and a full list of principal and emerging risks under the categories strategic, operational and external.

Five of our 16 principal business risks relate to environmental and social governance issues as summarised on the following pages, including progress in 2023 against key mitigation measures.



MITIGATING STRATEGIC RISKS

Nature of Risk		2023 progress on key mitigation measures
LICENCE TO OPERATE	Centamin is committed to building and operating our mines in a safe and responsible manner. To do this, we seek to build trust-based partnerships with host governments and local communities to protect our licence to operate and ability to grow.	Targeted engagement activities and external communications in Egypt to reinforce stakeholder understanding of the benefits arising from the Sukari operation -> p62 Ongoing local consultation and participatory planning in support of the Doropo DFS and ESIA, including strategies to enhance project benefits and mitigate impacts -> p22, 63
PEOPLE	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. We need to support our people to develop a shared understanding of the critical behaviours and skills required for successful performance and provide them the opportunity to progress to a top-level if they possess the ability to do so. Failure to do so will result in elevated rates of turnover and knowledge loss. Valuing diversity and promoting inclusion is an ethical imperative for a sustainable business.	Annual performance appraisal of all employees and objective setting process Extension of the professional development framework to each and every role at Sukari, and progression to increased levels of proficiency -> p49 Continued effort to strengthen gender diversity and inclusion within the workplace, and Egypt in particular -> p46 Appointment of two additional women to the Board as Independent Non-Executive Directors -> p46
STAKEHOLDER ENVIRONMENTAL AND SOCIAL EXPECTATIONS	Elevated expectations on environmental, social and governance corporate responsibility, includes increased levels of stakeholder scrutiny, disclosure, regulatory requirements and industry standards. 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.	Continued efforts to strengthen conformance with international standards and industry good practice including RGMPs, GISTM, TCFD -> p94-109 Roadmap in place for GISTM conformance by 2026 -> p75 Full compliance to the recommendations of the TCFD, including quantified scenario analysis of climate-related risks and opportunities -> p82, 87 Continued improvement in our sustainability target setting and performance -> p6 Reinforced levels of management assurance and independent verification of our sustainability performance -> p15 Enhanced disclosure of our sustainability performance including IFRS/ISSB, CDP, TCFD, GISTM -> p18-19
DECARBONISATION	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. 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.	7% reduction in GHG emissions against 2021 base-year Successful operation of the 30MW _{ac} solar plant and battery storage system to design specifications -> p83 Advancement of studies in support of our 2030 Decarbonisation Roadmap, notably grid connection and solar plant expansion -> p83 Additional opportunities identified to reduce GHG emissions at Sukari through our new LOM Plan -> p83

SUSTAINABILITY RISK AND OPPORTUNITIES REVIEW CONTINUED

MITIGATING OPERATIONAL RISKS

Nature of Risk	Progress on key mitigation measures
<p>SAFETY, HEALTH AND WELLBEING</p> <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>24% improvement in TRIFR and an 83% improvement in LTIFR compared to the three-year trailing average</p> <p>Continual improvement in health and safety performance against various leading indicators, including hazard reporting and close-out, plan task observations and visible senior leadership -> p35</p> <p>ISO 45001 OHS management system certification audit successfully completed at Sukari -> p37</p> <p>Successful commissioning of the paste backfill plant, improving underground void stability and optimising mine operation -> p30</p> <p>Continued enhancement of the health and mental wellbeing programme at Sukari -> p39</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 2023, the Sukari Crisis Management and Business Continuity Plan was tested through conduct of an emergency response drill involving the operational team and with the guidance of an external facilitator. In 2023, the Group Crisis Management Plan was updated and facilitated exercises are planned for 2024.

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, an Environmental and Social Impact Assessment ("ESIA") was completed and a regulatory permit granted for the expansion of the existing solar plant. Impact studies and permitting processes were also initiated for grid connection.

In June 2023, we released our positive pre-feasibility study for Doropo and initiated a Definitive Feasibility Study ("DFS"). In parallel, we commenced a formal ESIA with the government of Côte d'Ivoire. Both DFS and ESIA submission are expected H1 2024 ahead of mining licence submission deadline.

The ESIA advances stakeholder engagement processes and baseline information collected during the pre-feasibility study. As of end-2023, all technical studies to support the ESIA were complete and reporting was well advanced. Benefits arising from project development include royalties, taxes and economic opportunity from investment, procurement, employment and skill development within Côte d'Ivoire.

Optimised project design during the DFS and ESIA has successfully avoided and significantly reduced the nature and extent of impacts, versus those anticipated at the conclusion of the pre-feasibility study. This has included a reduction in the project footprint and relocation of project infrastructure away from sensitive receptors. A key factor to project success will be the implementation of robust impact management and mitigation

plans, addressing livelihood restoration, resettlement and progressive land rehabilitation.

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 these changes take effect.

In 2023, significant change management processes included commissioning of the paste-fill plant, commencement of underground void paste backfill operations and commissioning of a new process water evaporation pond. Management changes associated with these projects included review and update to HSES management plans and critical controls; personnel responsibilities, capabilities and training requirements.

SUKARI LIFE OF MINE REVIEW

In October 2023, we released a new Life of Mine ("LOM") Plan for Sukari. The new LOM Plan delivers long-term increased gold production, lower operational costs, reduced operational risk and significantly reduced carbon emissions through a combination of: an improved open pit schedule, reduced waste rock stripping and connection to the Egyptian national grid.

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, comprising internal groups (employees and Directors) and external groups (community-based organisations, government, shareholders, suppliers and contractors). The survey is supplemented by an analysis of communication received and publicly disclosed by these stakeholder groups. The results inform our strategy and priorities for the year ahead.

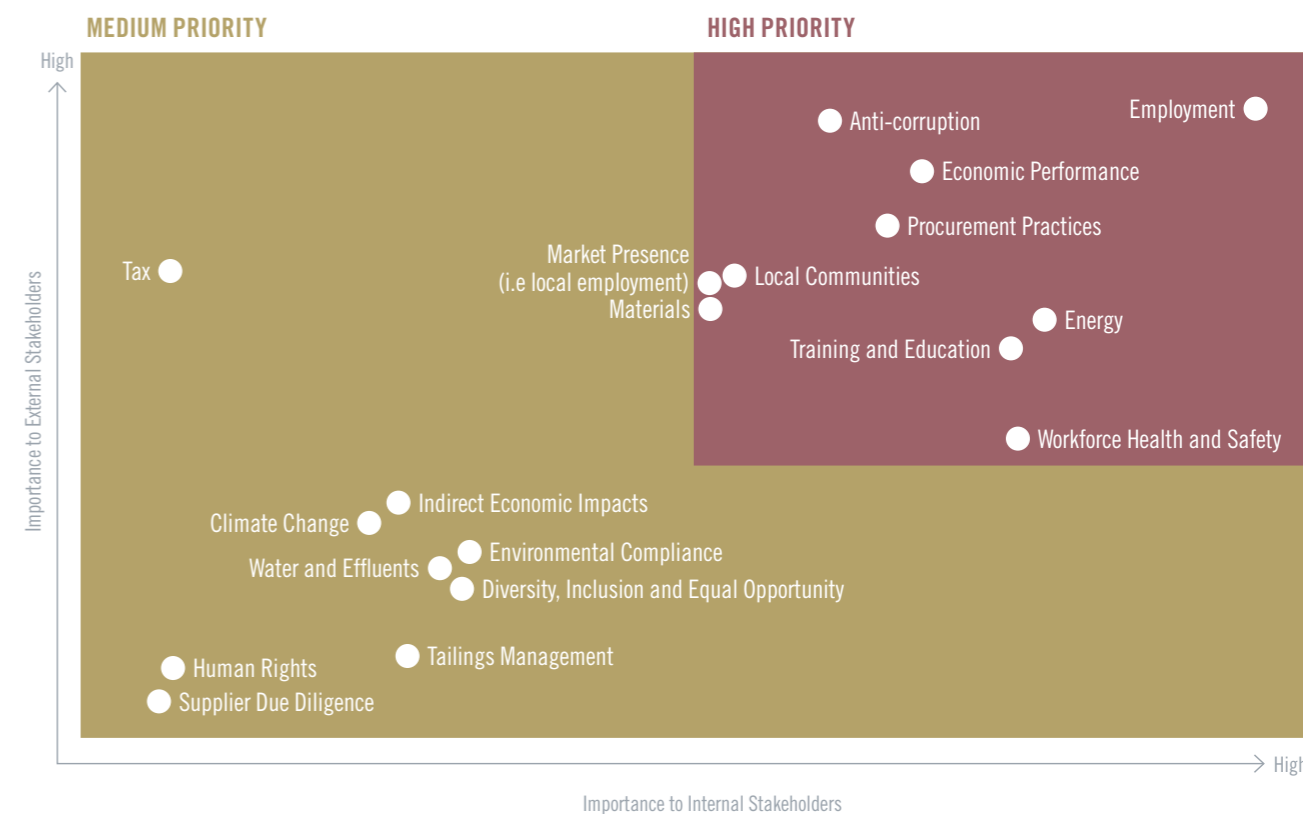
We define a sustainability issue as being material if it is considered important by stakeholders and could have a significant impact on the ability of the business to create value. The survey process follows 'a double materiality assessment' based on guidance from the CSR and the GRI Principles for Determining Report Content. Survey participants were asked

to identify the five most significant impacts of our business activities on people and the environment (impact materiality), and conversely, the five most significant risks and opportunities for the business arising from external sustainability-related developments and events (financial materiality).

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

Whilst there has been some movement in the relative ranking between topics, high and medium priority topics remain largely consistent from 2022 to 2023 for our internal and external stakeholders from both a financial and impact materiality perspective. This affirms our existing sustainability priorities as presented on page 14, notably: workforce health and safety; employment, training and education; energy and climate change; economic performance and procurement practices.

In 2024 we will review our methods of stakeholder engagement more broadly to help us better distinguish between topics of impact and financial materiality, and where this may require adaptation to our risk and impact management strategies.



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.

▼▼
After 14 years of successful operation at Sukari, we are applying our experience and performance standards to the development of our highly prospective EDX exploration land package in Egypt.

Amr Hassouna
Country Manager Egypt

▼▼
The Doropo Project offers substantial opportunity for economic growth in one of the more remote and least developed regions of Côte d'Ivoire.

Ibrahima Danso
Manager West Africa

 EMPLOYEES	 GOVERNMENT	 COMMUNITIES	 SHAREHOLDERS	 SUPPLIERS, CONTRACTORS & REFINER	 ENVIRONMENT
<p>How we engage</p> <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
<p>Topics of interest</p> <ul style="list-style-type: none"> Workplace safety, health and wellbeing Training and skill development Diversity, inclusion and equal opportunity Investment in community infrastructure supports employee retention Prevention of corruption Economic value generated and shared Transition and adaptation to a low carbon future Local procurement practices for supply chain risk mitigation and cost saving 	<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 Transition and adaptation to a low carbon future 	<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 Local procurement practices for supply chain risk mitigation and cost saving 	<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
<p>Outcomes</p> <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 Leadership Development Programme Targets set for decarbonisation Programmes in place to improve gender diversity and inclusion 	<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 training and skill development Community investment and development Payments to government in line with expectations 	<ul style="list-style-type: none"> Positive community relations sustained Informed consultation and participation Low incidence of community grievances and timely resolution Community investment and development 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 gender diversity and inclusion Roadmap for GISTM conformance 	<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 Reduction in GHG emissions Roadmap for GISTM conformance Science-based impact assessment to support investment decisions

SAFETY, HEALTH AND WELLBEING

Mining is a high-risk industry. The nature of our core business activities of exploration, mining, construction and processing creates a complex work environment requiring a rigorous health and safety culture. In line with our core Value 'Protect', it is our responsibility to create a safe and healthy workplace for our 4,900 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, and successfully completed an audit for certification to ISO 45001 at Sukari.

FAST TRACK TO...

- OUR APPROACH
- SAFETY LEADERSHIP
- MANAGING RISK
- SAFETY PERFORMANCE
- HEALTH AND WELLBEING

REPORTING STANDARDS REFERENCED

- GRI
403-1, 403-2, 403-3, 403-4, 403-5,
403-6, 403-7, 403-8, 403-9
- SASB
EM-MM-320a.1



ISO 45001 CERTIFICATION
RECEIVED AT SUKARI

24%
IMPROVEMENT ON TRIFR
VERSUS 3-YEAR TRAILING
AVERAGE

83%
IMPROVEMENT ON LTIFR
VERSUS 3-YEAR TRAILING
AVERAGE

9.5 MILLION
LTI FREE HOURS

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 leaders at all levels of the organisation to advocate our Company's Values; prioritise safety and health above production; visibly promote and demonstrate 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.

SAFETY LEADERSHIP

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

AREA MANAGER WALKABOUT

Every two weeks, 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. Visible felt leadership is a key part of emphasising the importance of a safe work culture.

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.

We set monthly targets for the performance of Planned Task Observations ("PTO"). Area managers are required to participate in at least one observation per week.

HSES LEADERSHIP MEETINGS

Every two weeks, the HSES Leadership Group comprising senior leadership representing 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.

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 with 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 group 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

MANAGING RISK CONTINUED

ASSET-LEVEL RISK REGISTER

Each asset and operational department has in place a risk register that identifies 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 that may have been identified during review of the performance indicators.

HAZARD IDENTIFICATION AND REPORTING

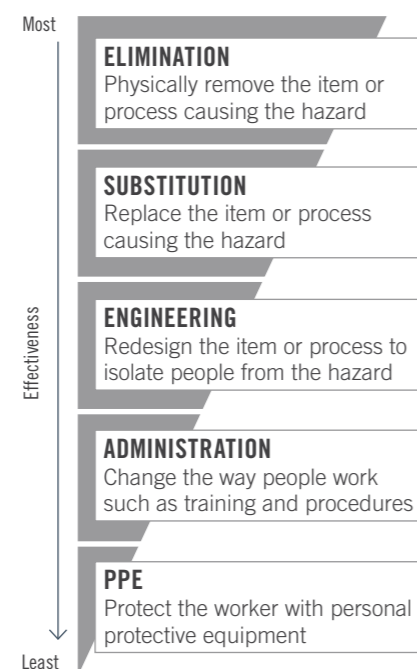
All workers are trained in hazard recognition, avoidance and reporting. All hazards, regardless of the potential severity, are entered into a hazard register including the corrective and preventative actions.

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.



ENGINEERING CONTROL

The descent of vertical ladders on our dump trucks had been associated with recurring injuries and near hits. Despite sustained efforts to reinforce measures to maintain three points of contact when using these ladders, including training and awareness, it remained an unacceptable hazard.

In 2023, Sukari expedited a programme to install diagonal ladders across its entire fleet of dump trucks, replacing all vertical ladders and significantly reducing the likelihood of injury to operators. The requirement for diagonal ladders is now defined as a minimum safety requirement for all new dump trucks purchased.

While the need to maintain three points of contact remains when using diagonal ladders, this engineering control provides a safer and more secure working environment.



GEOTECHNICAL AND GROUND CONTROL RISK MITIGATION

In 2023, Sukari successfully commissioned a state-of-the-art paste backfill system to more effectively close existing voids and underground workings, enabling a safer and more efficient mining sequence. Paste backfilling enables us to reduce the likelihood of geotechnical and ground control hazards associated with underground voids, which can

pose a serious risk of injury and fatality in the mining industry through engulfment, rock falls and/or major stope/mine failures. This approach eliminates the need to mine through or around voids, provides confinement and support below the final designed pit wall, and prevents void propagation along fault structures which was a historical cause of high-level incidents.

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**

LINE OF FIRE HAZARDS

'Line of fire' hazards refer to situations or conditions where a worker is at risk of being struck by, caught in, or crushed by objects or equipment. The 'line of fire' denotes the path an object might take, and hazards within this path can pose serious risks to individuals in the vicinity. These hazards are common in various workplaces and include falling objects, moving equipment, swinging or rotating objects, pinch points, collapse hazards, and high-pressure releases.

A key safety improvement measure is to remove employees from the footprint of heavy mobile equipment during live testing, also known as the Elimination of Live Work. The ultimate goal is to conduct all live testing of plant and equipment without exposing employees to a line of fire hazard, by installing sensors and devices to take critical measurements that were previously measured by an individual.

In the process plant at Sukari, the manual opening of ball mill bags had been identified as a line of fire hazard resulting in a number of historic injuries and near hits. The installation of automatic ball mill loaders in 2023 has successfully eliminated this manual task and the associated line of fire hazard.

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.

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.

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 role. It is mandatory for all employees and contractors to attend safety training relevant to their role and the area in which they operate. Training is provided free of charge by certified trainers and is delivered during normal working hours. 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 2023, our Sukari employees and contractors received on average 13 hours and 12 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.

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 HSES 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. The meeting location is rotated through a different work area each week, offering an additional avenue for site management to interact with the workforce. 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.

At Sukari, there were 301 pre-employment medical assessments and 1,176 periodic medical examinations in 2023. 99% of our employees in Côte d'Ivoire underwent a periodic medical examination.

The results of all assessments are confidential and are only accessible to 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.

An investigation checklist is completed for all incidents where fatigue may have been a contributing factor, to identify the requirement for any additional control measures.

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?



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 consequences 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 2023, the Sukari Crisis Management and Business Continuity Plan was tested through conduct of an emergency response drill involving the operational team with the guidance of an external facilitator.



PERFORMANCE INDICATORS

We measure our safety performance through a combination of leading and lagging indicators. Leading indicators are used to proactively measure efforts to prevent an incident or injury, as opposed to lagging indicators which measure the outcome of an incident or injury.

At Sukari, the leadership team is required to demonstrate accountability for safety through targets that include leading indicators.

At Group level we track and report on the time taken to close-out reported hazards, in addition to fatality, lost time injuries, total recordable injury and malaria frequency rates.

This helps us understand the severity and frequency of any injuries that occur, identify trends and take the necessary actions to refocus our safety management efforts.



Leading indicator	Objective	Target	Performance
Planned Task Observations ("PTO")	Encourage visible safety leadership and employee engagement	PTOs completed by 10% of the total workforce each month	Achieved with a monthly average of 28% during 2023
HSES performance and risk review	Manager ownership and accountability within their respective areas	Quarterly HSES performance and risk review complete by each department	Achieved
Hazard reporting	Actively identify and manage hazards	Reduction in the average time taken to close corrective actions year-on-year Zero reported hazards left uncontrolled Zero corrective actions overdue	Achieved 3% reduction in the average time to close out corrective actions Zero reported hazards left uncontrolled Zero outstanding actions exceeding the target date
HSES training compliance	Through training, employees and contractors are aware of the possible hazards associated with their role and are equipped with the knowledge and skillset to mitigate these risks	100% compliance with role specific HSES training requirements	100% compliance with training requirements
Incident investigation	Establish the root causes of potential and actual incidents and implement corrective and preventative actions as soon as practicably possible	100% submitted within specified time according to incident severity Zero incident investigation corrective and preventative actions overdue by more than one month	Not achieved. 28% of incident investigations submitted within the specified time Zero overdue corrective actions
Contractor safety meeting	Contractor ownership and accountability within their respective areas	Number of safety meetings held each month	On average 73 safety meetings held per month

SAFETY PERFORMANCE

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



The Group LTIFR in 2023 was 0.08 per million hours resulting from one Lost Time Injury (“LTI”) at our Sukari Mine and representing an 83% improvement against the three-year trailing average. The Group TRIFR was 2.83 (a 24% improvement against the three-year trailing average) and an All Injury Frequency Rate (“AIFR”) of 5.74 (a 20% improvement against the three-year trailing average). The total man hours worked in 2023 was over 12.7 million.

Other notable achievements included a new safety record at Sukari of over 9.5 million LTI-free work hours, over 56,600 Take 5s conducted before the commencement of a work activity; and over 15,000 Planned Task Observations.

At Sukari, there were four unrelated instances during 2023 where operational activities were temporarily stopped due to reinforcing safety awareness, for periods totalling 11 hours. 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.

The effectiveness of our injury management return-to-work programmes is apparent in the decline in both the overall number of injuries and the reduction of the injury severity frequency rate. This rate measures the number of days between a recorded injury and the employee receiving clearance to resume work without any restrictions. At Sukari the injury severity frequency rate has decreased significantly from 340.6 in 2019 to 83.1 in 2023. This reduction highlights the success of our safety initiatives and our commitment to continuous improvement.

ISO 45001 CERTIFICATION AT SUKARI

In 2023 we successfully completed the ISO 45001 certification audit process of our occupational health and safety management system. The appointed accreditation body concluded that our management system was comprehensive and recommended Sukari for certification. In March 2024, Sukari was awarded ISO 45001 certification.

FATALITY FREQUENCY RATE PER 1,000,000 HOURS WORKED 2023

EGYPT (SUKARI)	CÔTE D’IVOIRE	GROUP Target* – Zero
0.00	0.00	0.00
2022: 0.00 2021: 0.00	2022: 0.00 2021: 0.00	2022: 0.00 2021: 0.00

LOST TIME INJURY FREQUENCY RATE (“LTIFR”) PER 1,000,000 HOURS WORKED 2023

EGYPT (SUKARI)	CÔTE D’IVOIRE	GROUP Target* – 0.34
0.09	0.00	0.08
2022: 0.9 2021: 0.49	2022: 0.00 2021: 0.00	2022: 0.8 2021: 0.46

TOTAL RECORDABLE INJURY FREQUENCY RATE (“TRIFR”) PER 1,000,000 HOURS WORKED 2023

EGYPT (SUKARI)	CÔTE D’IVOIRE	GROUP Target* – 2.78
2.91	2.56	2.83
2022: 2.08 2021: 2.81	2022: 7.96 2021: 6.71	2022: 2.61 2021: 3.01

ALL INJURY FREQUENCY RATE (“AIFR”) PER 1,000,000 HOURS WORKED 2023

EGYPT (SUKARI)	CÔTE D’IVOIRE	GROUP Target* – 5.40
5.91	5.12	5.74
2022: 5.61 2021: 5.82	2022: 16.81 2021: 11.74	2022: 6.61 2021: 6.11

* Target set is a 25% improvement on the three-year trailing average.

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 engage with our workforce to identify and evaluate potential mental and physical health risks and impacts and develop 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, our Wellbeing Committee is tasked to support our employees to adopt healthier lifestyles.

SOCIAL CLUBS

In 2023, the Sukari Wellbeing Committee has overseen the establishment and activities of various clubs which diversify the opportunities of our employees for social engagement and personal enrichment.

With over 350 members, the fishing club has been our most popular. The club provides resources and opportunities for recreational fishing but also educates members on responsible fishing practices and broader environmental awareness.

Through participation in the running club, employees are provided comprehensive support with training and racing programmes. This initiative both enhances fitness and nurtures a supportive community for those passionate about running.

The football club offers opportunities for practice, interdepartmental football competitions and participation in the local community football league, building cohesion with our host communities.

PSYCHOLOGICAL FIRST AIDERS

At Sukari, a number of employees from different departments have been promoted as psychological first aiders. These individuals have received professional accredited training in this role, empowering them with the knowledge and skills to be accessible and approachable sources of support to their colleagues. Training focuses on recognising the signs of mental health problems, how to offer assistance, and discerning the boundary between peer-provided support and the necessity for professional intervention.

By incorporating psychological first aid within our organisational framework, we reinforce our dedication to creating a holistic and supportive workplace that values and prioritises both the physical and mental health of our employees.



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 2023, 943 employees were screened for hypertension and diabetes, of which 59 recorded results outside the normal blood pressure or blood sugar level. These employees were provided with individual health management programmes. The testing capabilities at the Sukari medical clinic were expanded to include testing of liver and kidney functions.

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. At Doropo, we partnered with the local health authorities in running diabetes, hypertension and voluntary HIV awareness and testing sessions for our employees.

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.

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 2023, Centamin employed a total of 2,356 people, of which 96% worked in Egypt, 3% in Côte d'Ivoire and the majority of the remaining 1% of persons in Jersey and the United Kingdom. There were no significant changes in our labour force in 2023. The majority of our employees are full-time and permanent.

Sukari is the Group's largest asset, comprising 2,198 employees and 2,279 contractors, totalling 4,477 persons. The workforce comprises 96% Egyptian nationals of which 48% 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. Our employees at Sukari and EDX comprise 58 women, an increase from 34 women in 2022 and the majority of whom are in qualified roles. Under the guidance of the leadership group and the Sukari Gender Diversity Committee we continued to systematically identify and resolve barriers to the advancement of and fair treatment of women in the workplace.

All employees across the Group participate in an annual performance appraisal and objective setting process. At Sukari, 66% of employees were assessed to have progressed to a higher level of competency in 2023 under the scope of the Employee Development Pathway ("EDP"); and the Leadership Development Pathway ("LDP") was formally launched to equip employees for increased levels of technical and management responsibility.

FAST TRACK TO...

- [OUR APPROACH](#)
- [LOCAL EMPLOYMENT](#)
- [DIVERSITY AND INCLUSION](#)
- [TRAINING AND PROFESSIONAL DEVELOPMENT](#)
- [WORKFORCE ENGAGEMENT](#)
- [HUMAN RIGHTS](#)

REPORTING STANDARDS REFERENCED

- GRI**
2-7, 2-8, 2-23, 2-25, 2-28, 2-30, 202-2, 205-2, 205-3, 404-1, 404-2, 404-3, 405-1, 405-2, 407-1, 410-1, MM4
- SASB**
EM-MM-000.B, EM-MM-310a.1, EM-MM-310a.2, EM-MM-510a.1



GROUP NATIONAL EMPLOYMENT RATE

95%

AVERAGE HOURS TOTAL PROFESSIONAL DEVELOPMENT TRAINING FOR EMPLOYEES

42.5hrs

SENIOR AND MIDDLE MANAGEMENT ROLES HELD BY NATIONALS

76%

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 2023, we revised the salaries of our Egyptian employees commensurate with the rising cost of living in-country.

TOTAL EMPLOYEES

2,356

TOTAL CONTRACTORS

2,546

TOTAL COMBINED WORKFORCE

4,902

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 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, Diversity and Inclusion 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

Valuing responsible actions and upholding the highest standards of ethical conduct is imperative for a sustainable business.



Download here: [> Code of Conduct](#)

WORKFORCE DEMOGRAPHICS

	TOTAL	HEAD OFFICE	EGYPT		CÔTE D'IVOIRE	
			Expat	National	Expat	National
EMPLOYEES						
MALE	2,275	20	103	2,100	6	46
FEMALE	81	8	0	58	2	13
TOTAL	2,356	28	103	2,159	8	59
CONTRACTORS						
MALE	2,506	–	56	2,247	31	172
FEMALE	40	–	1	7	0	32
TOTAL	2,546	–	57	2,254	31	204
TOTAL COMBINED WORKFORCE	4,902	28	160	4,413	42	263

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 4,902 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, 48% of the Sukari workforce originate from the Red Sea Governorate and Upper Egypt.

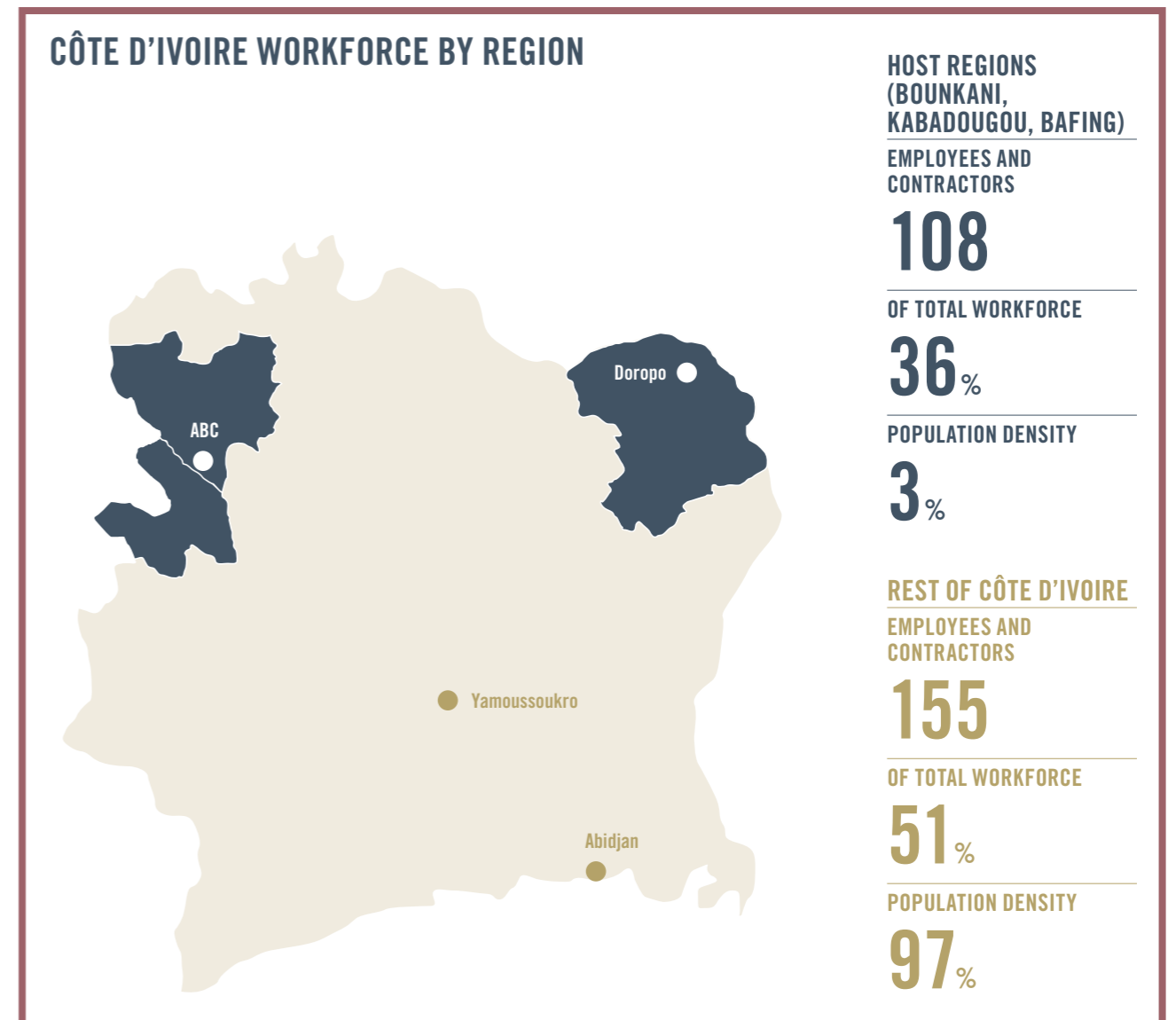
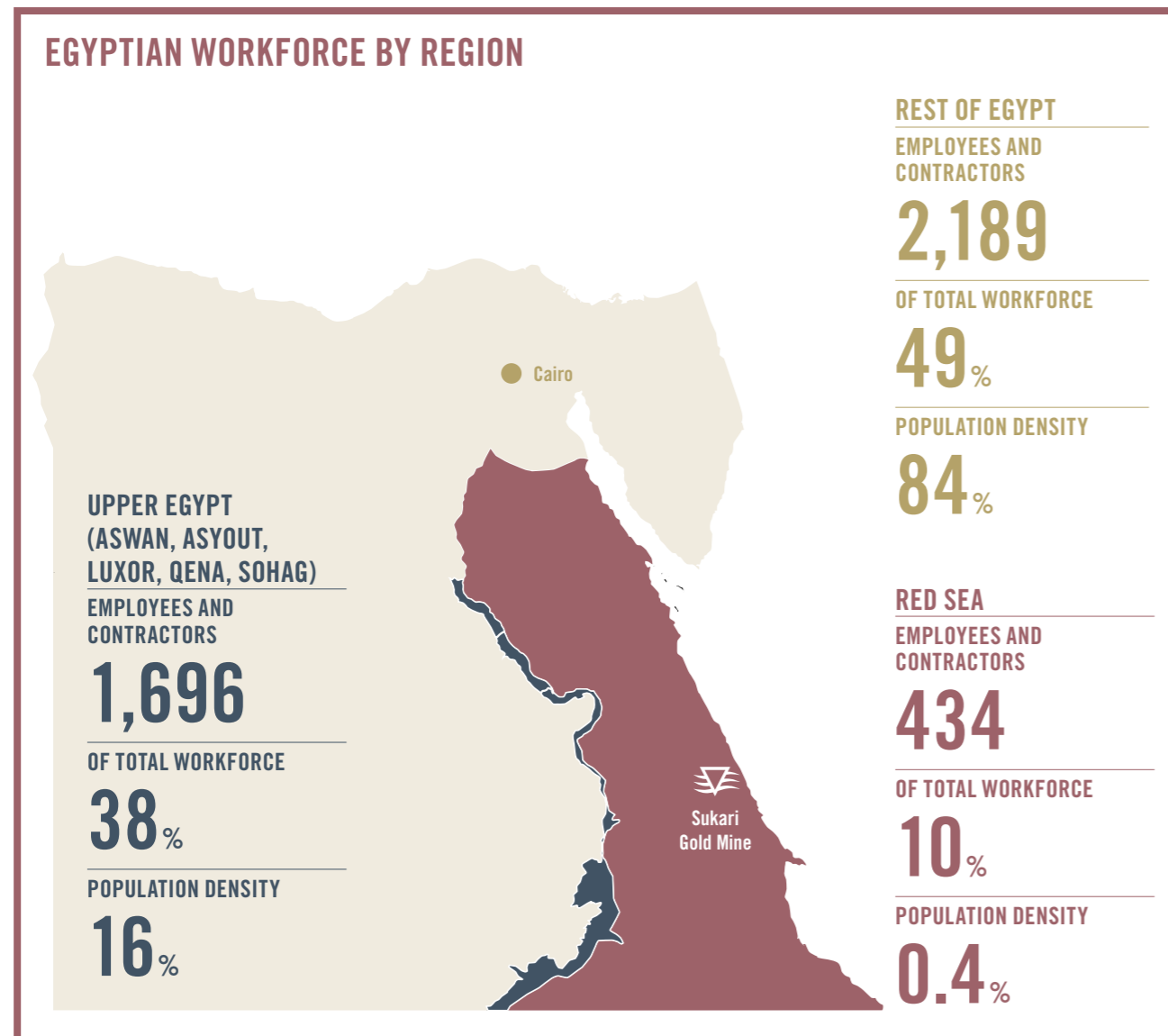
In Côte d'Ivoire, 36% of the workforce originates from the regions in which our projects are located: Bounkani region at the Doropo Project; Kabadougou and Bafing regions at the ABC Project.

At Sukari, 78% of senior and middle management roles (comprising superintendents, coordinators and supervisors) are held by nationals, representing a marked increase from 67% since 2020. This follows the engagement of a registered training organisation in 2021 to deliver a three-year leadership and management training programme to managers, superintendents, leading hands and supervisors.

In 2023, the final cohort successfully completed their training. In total, 14 employees achieved a diploma level qualification, 30 completed a Certificate IV Level course, and 50 employees attended supervisory development training.

In Côte d'Ivoire, 61% of senior and middle management roles are held by nationals.

▼▼ **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 2023 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 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, 3.44% are women.

In jurisdictions outside of Egypt, women represent 24% of our workforce.

In 2021, Centamin welcomed changes to the Egyptian regulatory framework that eased 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 – however maintain certain restrictions on the terms of employment and the types of roles, including shift and manual work and underground mining.

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. At Sukari, where we currently have a full operational workforce in place, the magnitude and speed with which we can diversify our workforce is limited to turnover. The Gender Diversity Committee continued to systematically identify and resolve barriers to the advancement and fair treatment of women in the workplace. In 2023, we broadened the number and types of roles available to women and initiated appointments within technical functions of the mine operation. We were also pleased to welcome the first female appointments at Sukari by our onsite contractors.

Across the Group we conducted our first gender salary parity review to measure the level of pay for 'like work, work rate as equivalent and work of equal value'¹. Our review confirmed that women and men receive equivalent base salaries for the same or comparable roles at asset-level and that Centamin is an equal pay employer.

At Board-level, a recruitment process was initiated as part of ongoing succession planning and efforts to improve gender balance in leadership. In January 2024, Centamin was pleased to announce the appointment of Ms Hoda Mansour and Ms Iman Naguib to the Board as Independent Non-Executive Directors. With recent changes to Board membership, female representation is now 45% and meets the targets set by the FTSE Women Leader Review for gender representation on boards by 2025.

We are proud to retain our partnership with Women in Mining ("WIM") UK through which we actively promote the role of women in the mining industry. In 2023, we welcomed two female graduates to an internship programme in partnership with WIM UK.

We realise that further effort is required to clarify the application of regulatory restrictions on gender diversity in the Egyptian mining sector and broaden the type and number of technical operational roles available for the recruitment of women.

W Women in Mining UK
M internship programme.



¹ Equality and Human Rights Commission definition of Equal Pay.

▼
In Egypt we are setting a new benchmark for diversity and inclusion within the mining sector. Our combined workforce at Sukari and EDX comprise 58 women, the majority of whom are in qualified roles.

ROADMAP FOR GENDER DIVERSITY AT SUKARI

GOVERNANCE Female representation at Board level increased to 45% Gender salary parity review Interim action plan and targets in place Partnership with Women in Mining UK retained	SUKARI INTERIM ACHIEVEMENTS Asset-level Diversity Committee in place, under direction of the General Manager Continued increase in female appointments to qualified professional roles Recruitment of women to select technical operational roles initiated Legal review initiated to confirm the application of regulatory restrictions to a variety of technical operational roles Site-level contractor engagement and increase in contractor female representation Diversity & Inclusion Policy training to all senior and middle management	2024 OUTLOOK Continue to broaden the type and number of technical operational roles available for the recruitment of women Engage with the Egyptian labour office to clarify and ease the application of regulatory restrictions on gender diversity in the mining sector Continued collaboration with onsite contractors and business partners Continued gender training for all senior and middle management to eliminate unconscious bias and build cultural sensitivity Initiate recruitment and training programmes that target female graduates
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OVERCOMING BARRIERS TO INCREASING DIVERSITY

In Egypt, we continued dismantling barriers to employment of women. A key strategy in increasing female representation is to increase accessibility to the mining industry through internships and training opportunities.

We are creating opportunities for women to start a career in the mining industry through on-the-job training and qualifications. In 2023, two women from Marsa Alam successfully completed heavy equipment training, were awarded their driving licence and have accepted permanent positions in the supply department.

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.

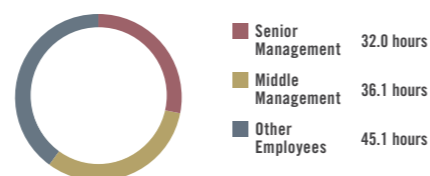
At Sukari we have put in place a professional development framework that aims to develop a shared understanding of the required skills to achieve proficiency in each and every role, and the critical behaviours required for successful performance in Centamin. The key elements of the framework include: an Employee Development Pathway (“EDP”) to ensure all positions are undertaken to a proficient level; a Leadership Development Pathway (“LDP”) to equip employees for increased levels of technical and management responsibility; and succession planning. In 2023, the LDP was successfully rolled out to all management and supervisory roles, representing approximately 12% of the workforce.

All national employees at Sukari are assessed against the EDP and LDP competency frameworks as 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 2023, 67% of employees were assessed to have met their competency requirements and progressed to a higher level of proficiency. This performance was the subject of independent limited assurance.

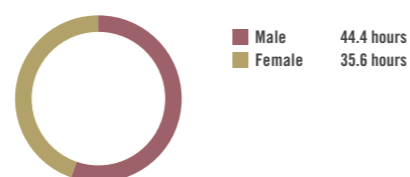
PERFORMANCE

We track training hours for all activities related to employee skill development. In 2023, our employees across the group received on average 42.5 hours total professional development training, on par with delivery in 2022. This included mandatory health, safety and core-competency training; soft-skill and leadership training and technical training. Subject matter training included: enterprise resource planning, geological modelling, rigging and pneumatic and hydraulic control systems.

AVERAGE TOTAL TRAINING HOURS PER EMPLOYEE AT SUKARI



AVERAGE TOTAL TRAINING HOURS BY GENDER AT SUKARI



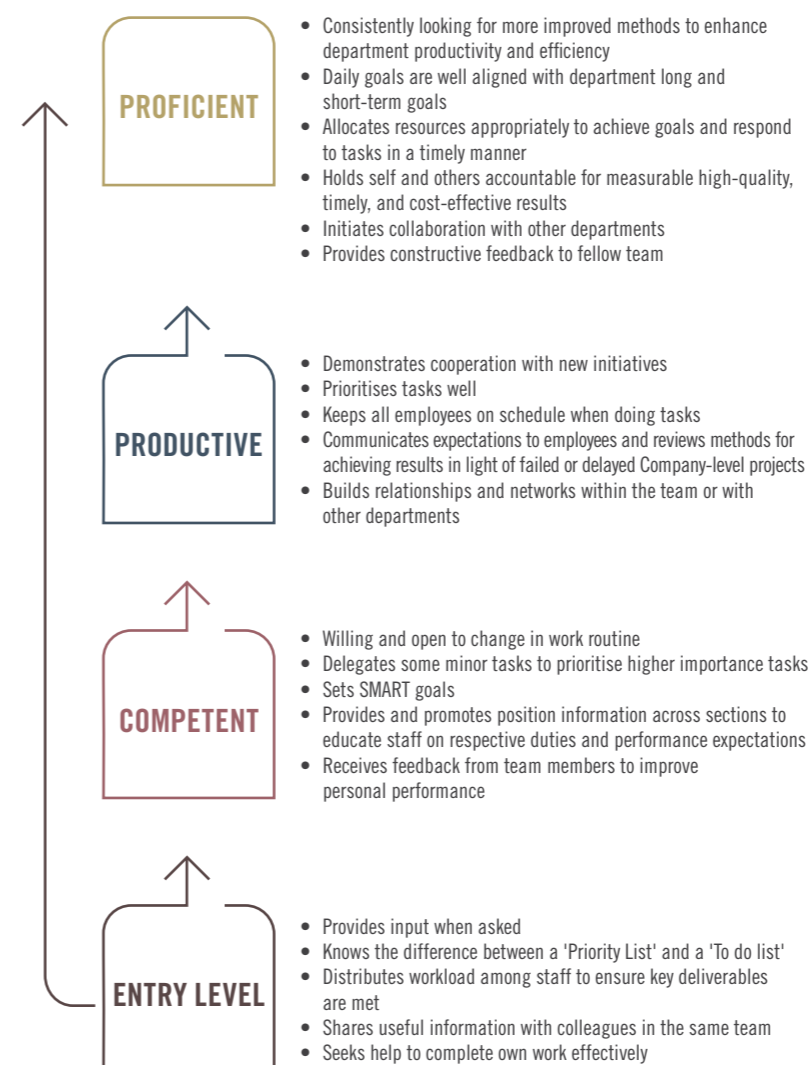
ROLL-OUT OF THE LEADERSHIP DEVELOPMENT PATHWAY TO ALL MANAGEMENT AND SUPERVISORY ROLES

IN-SCOPE EMPLOYEES PROGRESSED UPWARDS ALONG THEIR DEVELOPMENT PATHWAY

67%

LEADERSHIP DEVELOPMENT PATHWAY FOR A SUPERVISORY ROLE

The LDP performance criteria combine technical and soft skills for management and supervisory roles, to equip employees for increased levels of technical and management responsibility. For a supervisory role at Sukari, the typical soft skill requirements for each level of competency are outlined below.



UNDERGROUND MINE TRAINING PROGRAMME

Following the transition to underground owner mining at Sukari in 2022, there has been a comprehensive review of all underground mining roles, responsibilities and standard operating procedures aimed at enhancing underground operational safety and boosting productivity. A department level training programme has been introduced to strengthen proficiency in all roles and plan for succession.

A complete redevelopment of all training and assessment materials has been undertaken to standardise training practices under the framework of the EDP and LDP. The competency-based training process incorporates procedural training, theory assessment, infield training guides, and practical assessment activities tailored for each role and task.



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 reviews; 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.

Under the direction of the Gender Diversity Committee, we ran our first female engagement survey with 100% of Sukari's female employees participating.

The survey is used to gather feedback on topics including site culture, infrastructure, experience of discrimination, support and safety and job satisfaction.

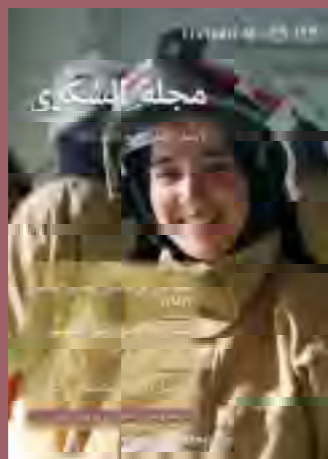
We maintain a robust process to allow employees to safely and confidentially raise workplace grievances, questions or complaints. Complaints will be dealt with fairly and quickly, reaching a conclusion and outcome that is based on a thorough investigation. In 2023, we recorded 26 workplace grievances (compared to ten in 2022) most of which were categorised as disrespectful behaviour between co-workers. All grievances were managed internally and no external arbitration was required. The average time to resolve these grievances was 15 days and all grievances were closed within the target time of 30 days.

We also maintain an independent whistleblower hotline that allows both workers and third-parties to file an anonymous complaint in relation to our business activities. Under our whistleblower procedure, all complainants are offered the opportunity to engage with an independent intermediary on a strictly confidential basis.

All grievances are triaged based on the potential severity of the breach to our Code of Conduct and dealt with in-line with our Whistleblower Policy and guidelines, with the outcomes of all investigations reviewed by our Sustainability Committee. In 2023, we recorded five workplace grievances through the Whistleblower Hotline (compared to nine in 2022), four of which were resolved without requiring independent mediation. One case remains outstanding at year end and subject to ongoing investigation.

We recognise and respect employees' rights to freedom of association. Our employees in both Egypt and Côte d'Ivoire have union representation to formalise engagement with site management on workplace conditions. While we do not place any restrictions or prescriptions on union representation, there are no collective bargaining agreements covering our activities in either Egypt or Côte d'Ivoire. In 2023, Centamin sustained positive industrial relations with no strike action nor lockout.

Download here:
[> Whistleblower Policy](#)
[> Whistleblower Hotline](#)



SUKARI MAGAZINE

In 2023, we introduced the Sukari Magazine. This quarterly publication is available to all workers and highlights operational developments, showcases employee achievements and reinforces our Values and culture. The magazine encourages employee participation in the development of content and feedback on key issues and areas for improvement.

GRIEVANCES CLOSED WITHIN 25 DAYS

100%



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 (“VPSHR”). 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 on page 61.

In 2023, we published an update to 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 during the previous reporting period to address risks in our business and supply chain.

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

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 onsite and within our supply chain, gender diversity and inclusion.

In Côte d’Ivoire, the principal area of human rights risk concerns interactions between private and public security and illegal artisanal miners.

At Doropo 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 end 2023, all security personnel at Sukari and Doropo had received training on the VPSHR. At Doropo, we engaged an independent consultant to develop and deliver a multi-level VPSHR train-the-trainer programme. The training was successfully delivered to our senior management and security leadership group, plus our private and public security partners.

No human rights incidents nor impacts were recorded from our business activities in 2023 through either our internal grievance mechanisms or independent whistleblower hotline.

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 2023 ACTIVITIES, SUKARI

Salient human right	Key risks	2023 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 members Injury to our employees working in remote areas 	Replaced contractor for personnel transport services	–
		On line portal established to gather continuous feedback on the transport company’s performance	–
	<ul style="list-style-type: none"> Occupational injury to an employee or contractors during mining or mineral processing activities 	GPS tracking of all vehicle movements	
		Remote area working standard	Pages 31
		Continuous development of HSES professionals	Pages 48-49
		Commissioning of the paste-fill plant improving ground management control	Page 30
		Completed ISO 45001 certification audit	Page 37
Improvement against leading indicator targets	Page 35		

Salient human right	Key risks	2023 mitigations	More information
RIGHT TO HEALTH	<ul style="list-style-type: none"> Detrimental effects to our workers’ physical or mental wellbeing from unfavourable or hazardous work conditions or an occupational injury Unhealthy lifestyle choices leading to detrimental health affects 	100% of employees assessed through the occupational health medical surveillance and health awareness programmes	Page 32
		Enhanced capacity of the onsite medical facilities	Page 39
		Upgrade of the underground mine ventilation systems in progress	Page 77
		Establishment of social clubs	Page 38
		Nomination and development of psychological first aiders	Page 39
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 personnel Contractors may be subjected to cruel, inhuman and/or degrading treatment or punishment Community 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 	Periodic review of salient human rights issues	Page 52
		Supplier due diligence	Page 61
		VPSHR training and awareness sessions	Pages 52
RIGHT NOT TO BE SUBJECTED TO SLAVERY, SERVITUDE OR FORCED LABOUR	<ul style="list-style-type: none"> Contractors may be subjected to slavery, servitude or forced labour 	Code of Conduct training	Pages 61
		Supplier due diligence	Pages 61
RIGHT TO ENJOY JUST AND FAVOURABLE CONDITIONS OF WORK	<ul style="list-style-type: none"> Employees may be subjected to unjust and/or unfavourable workplace conditions, such as harassment and abuse in the workplace Employees, contractors and suppliers may be subjected to unjust, unfavourable and/or hazardous working conditions that harm their physical and mental health and wellbeing Employees may be subjected to unjust and/or unfavourable working conditions and workplace practices that harm their physical and mental health and wellbeing whilst working in remote areas 	Code of Conduct training	Pages 43
		Supplier due diligence	Pages 61
		Occupational health surveillance programme	Pages 32
		Employee grievance mechanism and whistleblower hotline	Pages 50
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 may be subjected to discrimination during the recruitment and hiring process Employees and contractors may be subjected to discrimination in the workplace 	Code of Conduct training	Pages 43
		Whistleblower hotline	Pages 50
		Supplier due diligence	Pages 61
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	Pages 50
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	Pages 52
		Informed community consultation and participation	Pages 62
		Grievance mechanism in place and that includes a whistleblowers hotline	Pages 62
		Training and awareness sessions on Voluntary Principles of Security and Human Rights	Pages 52

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.

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



PROCUREMENT IN EGYPT BY VALUE

80%

ENHANCED ESG DUE DILIGENCE OF OUR SUPPLY CHAIN

INVESTED IN LOCAL COMMUNITIES

US\$801k

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 2023 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. We have in place supply chain due diligence procedures and engage 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. Our investment decisions, project designs and operational plans are informed by socio-economic baseline studies, impact assessment, participatory planning processes and robust stakeholder engagement.

We work with host communities to invest in programmes that can address socio-economic challenges and catalyse long-term sustainable development through community investment.

SETTING A BENCHMARK FOR RESPONSIBLE MINING IN EGYPT

Since the tendering and award in 2021 of exploration ground in the Eastern Desert of Egypt by the Egyptian government, Centamin has worked collaboratively with the Egyptian Ministry of Petroleum and Natural Resources (“MoP”) to develop a model mining exploitation agreement (“MMEA”). The MMEA sets out the legal and fiscal framework that will apply to new commercial discoveries and mining projects in Egypt. The MMEA supports the vision of the MoP to create a thriving mining industry for the benefit of Egypt and its people. The MMEA terms align with a modern, international mining code comparable to other jurisdictions, including provisions that promote employment, education and training, community investment, royalty and tax regimes.

Separately, Centamin has agreed to support the Egyptian Environmental Affairs Agency in developing sectoral guidelines for environmental and social impact assessment. The guidelines aim to supplement the existing environmental regulatory framework on matters specific to the mining sector, not limited to open and underground mining, tailings storage facilities, remote and rostered work conditions, rehabilitation and closure.

▼
As the only large-scale modern mine in Egypt, Sukari sets 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



ECONOMIC CONTRIBUTIONS

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

In 2023, Centamin's direct economic contributions totalled US\$983 million, which included: US\$463 million in operating costs; US\$63 million in employee wages and benefits; US\$204 million in capital expenditure; US\$141 million in profit share, royalties, taxes and other payments to government; and US\$0.8 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 Egypt and Côte d'Ivoire.

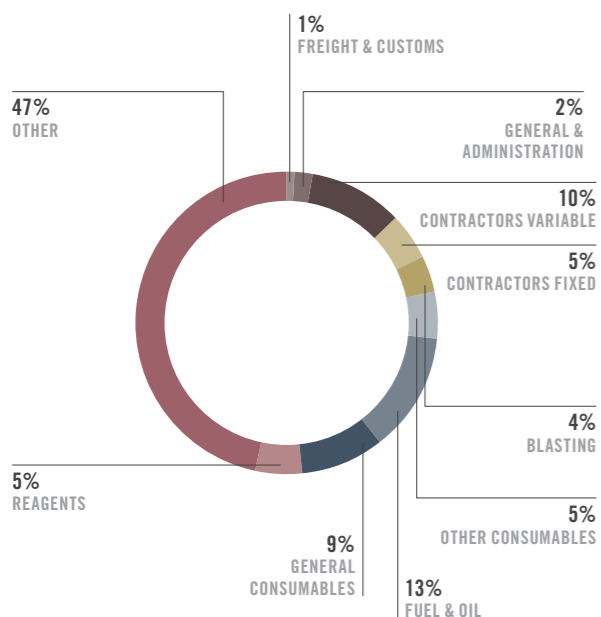
Under the terms of the Sukari Concession Agreement (Egyptian law 222 of 1994) all profit share payments are made to the Egyptian Mineral Resource Authority ("EMRA"), a department of the Ministry of Petroleum and Mineral Resources. Since 1 July 2020, the profit share mechanism has been made to EMRA on 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)

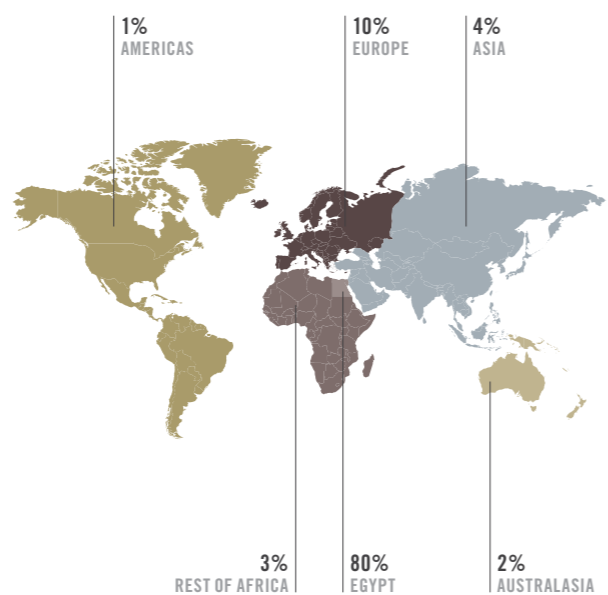
	Egypt ⁽⁸⁾	Côte d'Ivoire	Total
Economic value generated: revenues⁽¹⁾	891,262	–	891,262
Economic value distributed	965,772	17,415	983,630
Cash operating costs ⁽²⁾	453,796	9,262	463,058
Employee wages and benefits ⁽³⁾	54,824	7,753	62,577
Capital spend ⁽⁴⁾	204,111	274	204,385
Payments to capital providers ⁽⁵⁾	112,000	–	112,000
Payments to government ⁽⁶⁾	140,740	68	140,808
Profit share	112,000	–	112,000
Royalties	24,898	–	24,898
Other	3,842	68	3,910
Community investments ⁽⁷⁾	301	58	801 ⁽⁹⁾
Economic value retained	(74,510)	(17,415)	(92,368)

- (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.
- (9) Total includes US\$0.442m of Corporate investment to communities.

SUKARI CASH OPERATING COSTS BY TYPE



SUKARI CASH OPERATING COSTS BY SUPPLIER LOCATION



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 1800 active suppliers at Sukari in 2023, the majority by number (55%) and by value (80%) are located in Egypt, followed by Europe (10%).

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 were negatively impacted in 2023 by the ongoing conflict in Ukraine and the escalation of conflict in Gaza, including disruption to international shipping in the Red Sea. These macroeconomic instabilities 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. National replacement of international suppliers is also an important mitigating factor.

PROCUREMENT IN EGYPT BY VALUE

80%

In sourcing goods and services, preference is given to local businesses, provided they meet the minimum safety, quality, ethical and cost requirements. Under the Sukari Concession Agreement, the Company applies rigorous procedures to maximise the opportunity for local sourcing. International procurement is only sought when local suppliers are unable to meet requirements for quality and performance, or the international price is less than 10% of that offered by local suppliers.

LOCAL FABRICATION OF CRITICAL MILL PARTS

Critical mill parts such as bolts and trunnions have historically been sourced internationally. In 2023, Sukari's engineering department collaborated with a Cairo-based supplier to machine these parts in-country using technical specifications provided by the OEM.

Diversifying and upskilling our local supply chain can reduce the lead time for consumables and in the case of critical parts, enhances operational security.

INCENTIVISING THE RELOCATION OF OUR EMPLOYEES AT SUKARI

In 2022, Sukari introduced a scheme incentivising employees to relocate their families to the local township of Marsa Alam. Under this scheme employees are offered the opportunity to have a family friendly roster, which both reduces the stress of remote working and addresses one of the barriers to increasing gender diversity. The scheme enhances the socio-economic benefit to Marsa Alam arising from the presence of the mine, through increased local investment and demand for goods and services. By end 2023, almost 100 families were living in Marsa Alam through participation in the scheme.



LOCAL BUSINESS OPPORTUNITY CONTINUED

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

Our supply and technical teams actively work with local suppliers to help them meet our minimum safety, quality, ethical and cost requirements. In 2023, key achievements resulting from this inclusive approach to local procurement in Egypt include:

Activity	2023 Local Economic Participation Initiatives
Solar plant maintenance	Engagement of a local contractor to provide routine maintenance and cleaning services for the Sukari solar plant
Haul truck tray refurbishment	Partnership with an in-country dealer to refurbish the Sukari haul truck trays to OEM recommendations
Ball mill liner installation	Upskilling of a national crew to conduct scheduled relining services for the Sukari ball mill and minimise the requirement for international support
Critical mill part fabrication	With the assistance of our engineering team and an international OEM, a local partner has been identified to fabricate critical mill parts such as bolts and trunnions
Core tray fabrication	Following a successful trial, plastic core trays are now fabricated in-country by a local supplier
Fire suppression system maintenance	Under the supervision of an international supplier, in-country partner identified to support the maintenance and upgrade of Sukari's mobile equipment fire suppression systems to meet international standards
Drill platform access	Engagement of a local earth works contractor to provide remote access to EDX drill sites

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 2023, US\$8.8 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, where they contribute to the diversity of the local economy through expenditure on accommodation, food, tourism and related community services.

SPENDING ON NATIONAL SUPPLIERS

Value of procurement ⁽¹⁾	Egypt (Sukari)	Egypt (EDX)	Côte d'Ivoire
National (US\$'000)	626,678	4,462	16,791
National as % of total	80	99	83
Host regions ⁽²⁾ (US\$'000)	7,071	1,701	933
Host regions as % of national spend	1	36	5

(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, Kabadouougou and Bafing.

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 interest 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. Additional levels of due diligence 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 new suppliers at Sukari, 8% were assessed to be 'high risk' and were requested to complete the self-assessment due diligence questionnaire; no further escalation to management for additional levels of due diligence was required. The primary risk factor within our supply chain is the lack of evidence in relation to regulatory enforcement and third-party management assurance. The majority of these issues were resolved through targeted enquiries.

The steps taken by Centamin to assess and mitigate modern slavery risks in our business and supply chain are presented in our Modern Slavery Statement which is published annually to our website.

THIRD-PARTY SUPPLY CHAIN DUE DILIGENCE

We engage a third-party service provider to access a broader scope of business-critical risk data relating to our suppliers and partners, including: incidents of reported regulatory non-compliance; adverse media; sanctions data; and politically exposed persons. This data is sourced and collated from numerous publicly accessible databases relevant to the countries in which our suppliers operate.

This enhanced level of assurance was extended to 389 suppliers that met one or more of the following criteria: (i) the commercial value of services exceeded US\$20,000 in 2023; (ii) newly onboarded in 2023; or (iii) previously identified as high risk. In total, 17 'alerts' were generated with the predominant themes being product/service issues, regulatory issues and environment/production issues. All alerts were reviewed for relevancy to Centamin and inconsistency with our Supplier Code of Conduct.

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 2023, two incidents of non-conformance were recorded against our Supplier Code of Conduct, both related to corruption risk. Following investigation, the contracts with these suppliers were terminated. 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.

COMMUNITY RELATIONS

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

The strength of these relationships is underpinned by:

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

COMMUNITY ENGAGEMENT

Strong lines of communication are maintained with our host communities to understand each other's needs and identify opportunities for long-term mutually beneficial outcomes. Our various methods of community engagement are listed on page 24-25.

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 Sukari we conduct an annual community perceptions survey to assess the strength of our relationship, the effectiveness of our consultation practices and the value created through our community investment programme. In 2023, 448 people participated in the survey (approximately 7% of the local population), comprising 34% female and a mix of age groups. Overwhelmingly, respondents confirmed that the mine has had a positive economic impact on the township of Marsa Alam through the purchase of goods and services and improvement in community infrastructure. Respondents did however express their desire for training and skill development to enable increased levels of economic participation through direct and indirect employment and procurement.

At our sites in Côte d'Ivoire, our exploration teams maintain active community engagement commensurate with the stage of development. At Doropo, we intensified stakeholder engagement and community consultation in support of environmental and social baseline studies, impact assessment and participatory planning processes. Key topics related to the potential development of the Doropo including land acquisition and compensation, livelihood restoration, employment and skill development, community infrastructure and formalisation of the artisanal mining sector.

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. In 2023, we recorded no reportable social incidents, disputes, nor delays to our activities resulting from community disturbance, nor allegations of misconduct through our whistleblower hotline.

At Sukari we recorded 3 minor community grievances that were resolved within 15 days. In Côte d'Ivoire, we recorded 78 grievances all of which were classified as minor on matters primarily related to the disturbance of agricultural land.

▼▼
Through informed consultation and participation our host communities provide critical information that supports our planning processes and investment decisions.

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.

At Sukari, there were no material changes to the community risks nor impacts associated with the operation in 2023. An ESIA was completed and a regulatory permit granted in relation to the proposed expansion of the existing solar plant. Impact studies and permitting processes were also initiated for connection to the national electricity grid.

Our greenfield exploration licences in Egypt's Eastern Desert adjacent to the Sukari licence cover an arid and mountainous landscape with little to no human settlement. We continue to adapt the scope and reach of engagement activities with surrounding communities, to assess risk and impacts commensurate with a greenfield exploration programme. In 2023 this has included increased interactions with small-scale miners and the authorities responsible for controlling this illegal activity.

At Doropo, we completed a positive pre-feasibility study and immediately initiated a DFS and formal ESIA with the government of Côte d'Ivoire. Public consultation and stakeholder engagement is a critical element of a robust ESIA, enabling risks and impacts to be effectively identified and mitigation measures developed and approved.

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 and throughout Côte d'Ivoire, including employment and skill development, infrastructure and services, institutional strengthening, royalties, procurement and community investment.

A key objective of the DFS and ESIA is to mitigate the risks and impacts of land acquisition on the numerous small settlements and agricultural lands located within and adjacent to the project area. This has included a reduction in the project footprint and relocation of project infrastructure away from sensitive receptors. A key factor to project success will be the implementation of robust impact management and mitigation plans, addressing livelihood restoration, resettlement and progressive land rehabilitation.

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 2023, the public authorities conducted one security campaign in the broader project area to control the presence of illegal artisanal mining. The campaign was performed without incident to Centamin. At Doropo, our security team plus our private and public security partners have received VPHSR training.

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 licence areas and have been trained to respond in conformance to the VPSHR. Information concerning these encounters is shared with the public authorities.

CULTURAL HERITAGE EXCAVATION AND PROTECTION

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. At the request of Sukari in 2022, the Supreme Council of Antiquities ("SCA") commenced an operation to salvage and relocate the ruins to allow for the expansion of the mine.

In 2023 this salvage operation was completed with the involvement of more than 20 archaeologists in specialisations that included excavation, survey, pottery, ancient languages, photogrammetry. The excavation findings are of remarkable richness in the context of ancient gold mining through the ages, comprises artefacts and structures from the Byzantine era (c. 600 CE), Roman era (c. 30 BC), Ptolemaic era (305 BC) and back to the Modern Pharonic State (c. 1550 BC). This includes evidence of gold extraction, milling, processing, smelting, habitation and worship over a site measuring more than 3 ha in size.

These findings have been rehomed in a purpose built museum on Sukari's licence to preserve and protect this part of Egypt's cultural history.

In addition to supporting the SCA archaeological excavation and the new museum, Centamin proudly sponsored the King Tutankhamun exhibition at the Grand Egyptian Museum.



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 2023 was US\$0.8 million, representing 0.87% of profit, compared to 0.8% in 2022.

We recognise the need to undertake certain investment initiatives on a larger, regional scale, to achieve measurable social change and establish diversified and resilient regional economies. We also appreciate the need to develop and implement these initiatives in collaboration with other regional stakeholders. Under this strategy we will target women to benefit from at least 50% of our investment funding.

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 2023 prioritised the following sectors:

- Vocational training through the establishment of a new technical school specialising in heavy equipment maintenance
- Advancement and inclusion of women in economic activities
- Community infrastructure and services

At Doropo, communities lack access to basic infrastructure and services including health, education and water resources. The majority of households depend on subsistence agriculture as their primary livelihood with insecure sources of seasonal cash income from cashew farming and artisanal mining. In the course of preparing the DFS and ESIA we engaged with communities on the development of a community investment strategy which in 2023 prioritised the following sectors:

- Access to potable water
- Advancement and inclusion of women in economic activities
- Modernisation of the agricultural economy

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. At Sukari this includes partnerships with the Ministry of Education and a registered training organisation in the establishment of a technical school for vocational training; and at Doropo, a partnership with a non-government organisation to enhance cashew production in the local area.

COMMUNITY INVESTMENT BY COUNTRY 2023⁽¹⁾⁽²⁾

CORPORATE Community spend (US\$'000)

442

2022: -
2021: -

EGYPT Community spend (US\$'000)

301

2022: 493
2021: 159

CÔTE D'IVOIRE Community spend (US\$'000)

58

2022: 93
2021: 143

TOTAL Community spend (US\$'000)

801

2022: 595
2021: 332

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

(2) Data consistent with ESTMA Payments to government public filings.

MODERNISING CASHEW PRODUCTION IN DOROPO

In 2023 we initiated a three-year partnership with a national cashew nut development organisation, with the aim to increase the productivity of the cashew value chain in the Doropo Project area through the empowerment of farmers and access to market.

Cashew farming is one of the few sources of cash income for communities in the Doropo Project area, however production rates are low, and the farmers lack technical knowledge and access to market. Under the scope of this intervention, we will empower the farmers to apply good agricultural practices through technical training, the creation of cooperatives, the establishment of a guaranteed and stable market mechanism and the enhancement of other accompanying sources of income, particularly for the benefit of women.

2023 COMMUNITY PROJECTS

KEY TO GENDER BIAS

♀ FEMALE ♂ MALE = EQUAL

Category	Project 1	Project 2	Project 3	Project 4
COMMUNITY INFRASTRUCTURE	♀ Installed five village water bores and hand pumps in Doropo, Côte d'Ivoire	= Refurbishment of the community mosque and church in Marsa Alam, Egypt	= Funding for new bus stops in Marsa Alam, Egypt	
INCOME GENERATION	♀ Training to 62 members of the Women's Development Association in the production of handicraft at Marsa Alam, Egypt	= Partnership initiated with a non-government organisation in the establishment of four community cooperatives to enhance cashew production at Doropo, Côte d'Ivoire	♀ Installed four mechanised mills for the processing of cereal crops at Doropo, Côte d'Ivoire	= Provided specialist advice to 26 farmers and cattle breeders on good agricultural practice, Doropo, Cote d'Ivoire
EDUCATION	= Partnership initiated with the Ministry of Education to establish a technical school in mining and heavy machinery maintenance at Marsa Alam, Egypt	= Refurbishment and material support to two primary schools in Marsa Alam, Egypt		
CULTURAL HERITAGE	= Partnership with the Supreme Council of Antiquities to research and protect ancient gold mining artefacts at Marsa Alam, Egypt	= Sponsorship of the King Tutankhamun exhibition at the Grand Egyptian Museum, Egypt		
SOCIAL WELFARE	= 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 to various remote settlements located adjacent to the Sukari lease, Egypt	= Sponsorship of community events (sport, education and culture), Marsa Alam, Egypt	= Sponsorship of community events (sport, education and culture), Doropo and ABC projects
HEALTHCARE	= Supported local health authority to deliver a children's vaccination campaign in Doropo Project communities, Côte d'Ivoire	= Partnered with local health authorities in running voluntary diabetes, hypertension and HIV awareness and testing sessions, Doropo, Côte d'Ivoire		

ENVIRONMENTAL RESPONSIBILITY

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

Our 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
- Assess environmental and social impacts to inform planning decisions, processes, and implement risk-based management plans
- Set measurable performance targets to drive accountability and improve environmental performance
- Safe management of tailings storage facilities and hazardous materials and alignment to good industry practice
- Support global efforts under the Paris Agreement to reduce our contribution to climate change 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

FAST TRACK TO...

- OUR APPROACH
- WATER STEWARDSHIP
- MATERIALS STEWARDSHIP AND WASTE MANAGEMENT
- TAILINGS MANAGEMENT
- AIR QUALITY
- BIODIVERSITY

REPORTING STANDARDS REFERENCED

GRI
2-27, 303-1, 303-3, 303-4, 303-5, 304-1, 304-4, 306-1, 306-3, 306-4, 306-5, MM1, MM2, MM3, MM10, MM11

SASB
EM-MM-120a.1, EM-MM-140a.1, EM-MM-140a.2, EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.9, EM-MM-150a.10, EM-MM-160a.1, EM-MM-160a.2, EM-MM-160a.3, EM-MM-540a.2, EM-MM-540a.3



Zero

REGULATORY
NON-COMPLIANCES

ROADMAP IN PLACE FOR
CONFORMANCE TO THE

GISTM

32%

IMPROVEMENT IN EIFR
VERSUS 3-YEAR TRAILING
AVERAGE

OUR APPROACH

Our Environment Policy is supported at operational level by an HSES Management Systems Standard and a tailored environmental management plan that considers the regulatory context of the country and unique environmental risks specific to each site.

Sukari operates in an arid climate where there are no nearby rivers or streams and limited flora and fauna, and by consequence, a reduced risk of the operation to the natural environment. In 2023 we updated our biodiversity risk screening in relation to the potential presence of critical habitat within the Sukari and EDX lease areas; and analysed our nature-related risks and opportunities to align with the recommendations of the Taskforce for Nature Related Disclosures (“TNFD”).

In Côte d'Ivoire, the Doropo Project is located in a more sensitive and higher risk natural environment characterised by a sub-tropical climate, greater ecological diversity and abundance, and higher levels of community dependency on ecosystem services. In 2023, we completed physical, biological and social baseline studies and draft management plans in support of the impact assessment.

In both Egypt and Côte d'Ivoire, the Environment Policy is communicated to all new and existing employees and contractors, through an induction training session when they first arrive onsite and then periodically through the induction refresher sessions.

ENVIRONMENTAL INCIDENTS

	2023	2022	2021 ⁽¹⁾
Level 5 – Catastrophic	0	0	0
Level 4 – Major	0	0	0
Level 3 – Moderate	5	6	7
Level 2 – Minor	3	7	16
Level 1 – Negligible	12	17	6
Total	20	30	29
Environmental Incident Frequency Rate per 1,000,000 hours worked	1.57	2.45	2.64

(1) Sukari only.

Download here: [> Environmental Policy](#)

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. Under the scope of the Doropo ESIA, a draft environmental management plan has been prepared including measures to mitigate water stress should this project advance 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 (88%) 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 2023, an improvement from 2022 and above mining industry average.

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 1,625 water quality samples were analysed by the site's laboratory in 2023, with a further 102 samples collected for testing by an independent accredited laboratory. No water quality issues, or incidents of regulatory non-compliance were recorded.

INCREASED WATER REUSE

The Sukari Mine operates in an area with low rainfall and high evaporative water loss.

During 2023, approximately 38% of water use within the operation (or 'water to task') consisted of reused water; primarily associated with the return of tailings supernatant for reuse in the process plant. Further increases to the reuse of tailings supernatant in the process plant is currently constrained by chemical enrichment which adversely affects the efficiency of gold recovery.

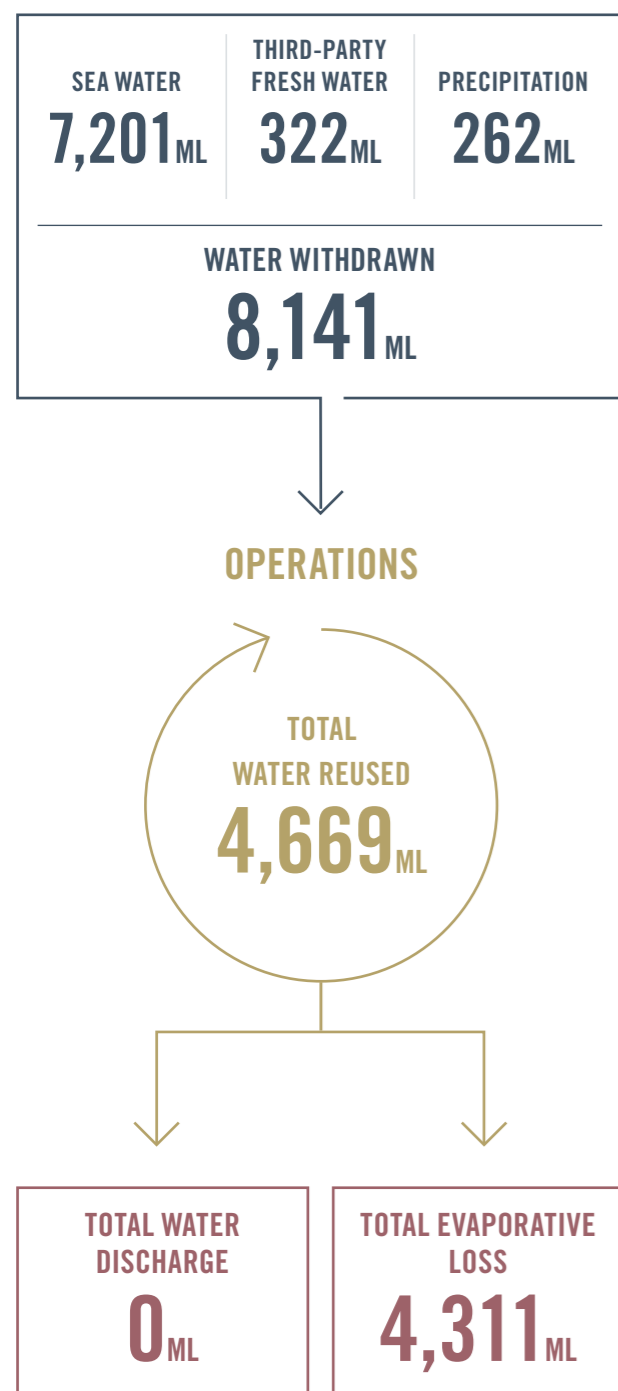
To overcome this constraint, we advanced investigations in 2023 to treat and detoxify the supernatant return before use in the process plant.

38%
OF WATER TO TASK IS REUSED

12%
IMPROVEMENT IN WITHDRAWN WATER INTENSITY PER OZ AU PRODUCED

WATER STEWARDSHIP CONTINUED

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)

	2023	2022	2021
Water withdrawn ⁽¹⁾	8,141	9,083	8,673
Seawater	7,201	8,424	8,033
Third-party freshwater	322	349	310
Precipitation	262	51	67
Groundwater ⁽²⁾	0	1	1
Entrained water ⁽³⁾	356	259	262
Water reused⁽⁴⁾	4,669	5,062	4,079
TSF return water	4,611	4,993	4,012
Other	58	69	67
Water discharge⁽⁵⁾	0	0	0
Evaporative loss ⁽⁶⁾	4,311	2,450	2,619
Water to task⁽⁷⁾	12,192	13,835	12,891
Water reused %	38	37	32
Water consumption⁽⁸⁾	12,452	11,533	11,292
Withdrawn water intensity (kL/kilaton ore milled)	677	750	728
Withdrawn water intensity (kL/oz Au produced)	18	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.

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, to draw the maximum value from materials and optimise processing methods in each business area.

In 2023, our new Life of Mine (“LOM”) Plan for Sukari achieved a 5% increase in gold production alongside a 19% improvement in the waste strip ratio. Improved geological and geotechnical understanding of the orebody, and improved ground conditions following the incorporation of paste-fill, has resulted in a re-optimised open pit design and significantly less waste rock generation. Establishing a 50MW_{AC} connection to the grid, in combination with the existing 30MW_{AC} solar power plant will enable full displacement of diesel used for stationary power generation.

At Sukari we have a detailed waste management plan 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)	2023	2022	2021
Tailings	11,994,381	12,050,449	11,908,277
Hydrocarbon waste	1,365	1,740	924
Hydrocarbon contaminated items	361	325	97
Hydrocarbon contaminated soil	2	12	7
Effluent	55,927	64,799	67,676
Cyanide packaging	567	561	559
Explosives packaging	174	228	231
Batteries	24	33	10
E-waste	31	23	NR
Total	12,052,832	12,057,080	11,918,246
Non-hazardous waste (tonnes)	2023	2022	2021
Waste rock	112,790,327	124,986,830	98,381,995
Domestic waste	506	435	402
Food waste	55	42	33
Cardboard	0	3	0.46
Plastic	251	179	242
Metal	7,080	171,226	6,507.42
Timber	695	84,790	1,470
Rubber	730	99	185
Total	112,799,644	125,243,604	98,390,835

HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFFSITE

Waste type (tonnes)	2023	2022	2021
Incineration (with energy recovery)			
Hydrocarbon waste	1,168	1,328	982
Hydrocarbon impregnated waste	121	589	51
Recycling			
Batteries	0	51	–
Air filters	3	10	NR
Chemical waste	10	2	NR
Total	1,301	1,980	1,033

HAZARDOUS WASTE DIRECTED TO DISPOSAL OFFSITE

Waste type (tonnes)	2023	2022	2021
Incineration (without energy recovery)			
Medical waste	0	0	1.2
Sewerage treatment			
Effluent	0	2,980	9,296
Total	0	2,980	9,297

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT CONTINUED

HAZARDOUS WASTE DIVERTED TO DISPOSAL ONSITE

Waste type (tonnes)	2023	2022	2021
Tailings	11,994,381	12,050,499	11,908,277
Incineration (without energy recovery)			
Cyanide boxes	567	561	559
Explosives packaging	174	228	231
Medical waste	1	1	NR
Total	11,995,123	12,051,547	11,909,067

HAZARDOUS WASTE DIVERTED FROM DISPOSAL ONSITE

Waste type (tonnes)	2023	2022	2021
Waste reused			
Effluent	55,927	61,819	58,380
Total	55,927	61,819	58,380

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL ONSITE

Waste type (tonnes)	2023	2022	2021
Waste reused			
Waste rock	2,731,790	779,673	19,937,881
Waste recycled			
Timber	7	5	
Rubber	55		
Total	2,731,851	779,678	19,943,400

NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL OFFSITE

Hazardous waste (tonnes)	2023	2022	2021
Waste reused			
Food waste	55	42	33
IBCs	52	0	101
Waste recycled			
Plastic	172	207	242
Timber	108	717	–
Cardboard	0	3	0.5
Metal	5,999	15,838	5,276
Rubber	0	1,234	Nil
Total	6,386	18,041	5,653

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL OFFSITE

Waste type (tonnes)	2023	2022	2021
Landfill	506	437	370
Total	506	437	370

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL ONSITE

Waste type (tonnes)	2023	2022	2021
Waste rock	110,232,570	124,448,547	78,444,114
Total	110,232,570	124,448,547	78,444,114

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 onsite in designated waste rock dumps that are engineered for geotechnical stability. In 2023 supplementary geochemical studies confirmed 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 2023, we generated 112.8 million tonnes of waste rock of which approximately 0.5 million tonnes was reused onsite for construction activities, including expansion of TSF2 and backfilling underground voids. We commissioned a paste-fill plant at Sukari which beneficially reuses tailings waste to backfill underground voids, improving safety through geotechnical stability and allowing for more efficient mining of the high-grade pillars between stopes. Since commissioning, the paste-fill plant has diverted over 460 kilotonnes of tailings waste from the tailings storage facility.

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
New carbon regeneration kiln installed in 2022	18% reduction in activated carbon consumption from 2022
Installation of separation table in ashing plant removes ceramic media from spent carbon and prevents silica clogging the process	24 hour utilisation and 281% increase in gold production from ashing plant compared to 2022
Ongoing improved oxygenation within the process plant to reduce cyanide concentrations in tailings	4% reduction in free cyanide concentration and 40% reduction in WAD cyanide concentrations in tailings slurry discharging to TSF, together with a minor reduction in cyanide consumption compared to 2022
Improved reagent dosing regimes in the process circuit	55% reduction in copper sulfate consumption from 2022
Reuse of spent grinding media from the SAG mill in the ball mill	32% lower consumption of new grinding media resulting in \$2.7m saving in 2023
Reuse of ceramic media from the regrind mills	50% lower consumption of ceramic media from 2022
Recycling of scrap steel liners into steel grinding media	3,346 tonnes scrap steel liners recycled in 2023 resulting in a cost saving of 15% per tonne of steel grinding media
Repair of damaged heavy vehicle tyres to extend tyre life	34 tyres repaired

Hazardous and non-hazardous wastes are segregated at source in accordance with material-specific waste management plans and regulatory requirements. The approach enhances the identification of opportunities for waste reduction, reuse and recycling. The primary hazardous waste produced at Sukari includes tailings, sewerage effluent, hydrocarbon waste, packaging for cyanide and other hazardous reagents, and batteries. Treated effluent from our onsite sewerage treatment plant is reused for plant irrigation and dust suppression.

Non-hazardous waste includes scrap metal, wood waste, tyres, cardboard, plastic, rubber and food waste. Where these materials are of beneficial value for reuse or recycling, they are segregated and stockpiled for periodic collection and transfer offsite by licensed third-party waste contractors. Food waste is donated as animal feed to local herders.

TAILINGS MANAGEMENT

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

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

As a responsible mining company, Centamin is 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. In August 2023, we completed a gap analysis against the standard and have drafted a clear roadmap for full conformance by 2025.



TAILINGS GOVERNANCE

We employ a robust tailings governance approach based on good industry practice, risk management 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 comprising internal operational specialists, a formally appointed external Engineer of Record ("EoR"), our Accountable Executive and an Independent Technical Reviewer; and with mechanisms in place for reporting risk and tracking mitigation measures.

Through quarterly site visits, the EoR is empowered to conduct routine performance and safety reviews of Sukari's Tailings Management System.

The Accountable Executive has ultimate accountability for the safe management of our tailings facilities and oversees the development and implementation of the tailings management system including emergency preparedness and response and recovery in the event of failure. The Accountable Executive is supported in this role by an Independent Technical Reviewer and the Board of Directors.

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, construction, operation and closure. Critical Risk Standards also cover incident and emergency response, management of change processes, performance reviews and independent audits.

We publish an annual tailings report to the Centamin website, the content of which is aligned to the guidance of the Investor Mining and Tailings Safety Initiative. In 2024 our tailings report will be updated to align with the disclosure requirements of the GISTM.

PERFORMANCE

At Sukari, there are two active TSFs ("TSF1" and "TSF2") 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 and an environmental spill consequence category of Low. There were no incidents associated with the operation of these facilities during the year.

TSF1 was commissioned in 2010 and has undergone numerous lifts over its operating life to its final height of 60 metres in 2020. TSF1 is near full capacity at 69 Mm³ and provides intermittent emergency contingency storage only.

TSF2 was commissioned in 2021 and currently serves as the primary operational facility for tailings containment. Through its operating life, TSF2 is designed to be raised through 13 staged downstream lifts and will provide 115 Mm³ of tailings storage over the life of mine. The construction of Stage 4 lift on TSF2 was completed in 2023 to a dam crest height of 47 metres and the current volume of tailings stored is 19.9 Mm³. Sukari generated 12 million tonnes of tailings in 2023 of which 460 kilotonnes were beneficially reused as paste for the backfill of underground mine voids.

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 19 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 by an independent laboratory.

In Côte d'Ivoire we completed PFS design for the Doropo Project. This included a multi-criteria alternatives analysis of all feasible sites, technologies and strategies for tailings management. The preferred alternative is the subject of independent technical review in support of detailed design and ESIA.

GLOBAL INDUSTRY STANDARD FOR TAILINGS MANAGEMENT

Centamin is committed to the full implementation of the GISTM at all our TSFs. The standard sets a high bar and contains 77 requirements integrating social, environmental, local economic and technical considerations; with the aim to eliminate harm to people and the environment. The GISTM complements our tailings management system.

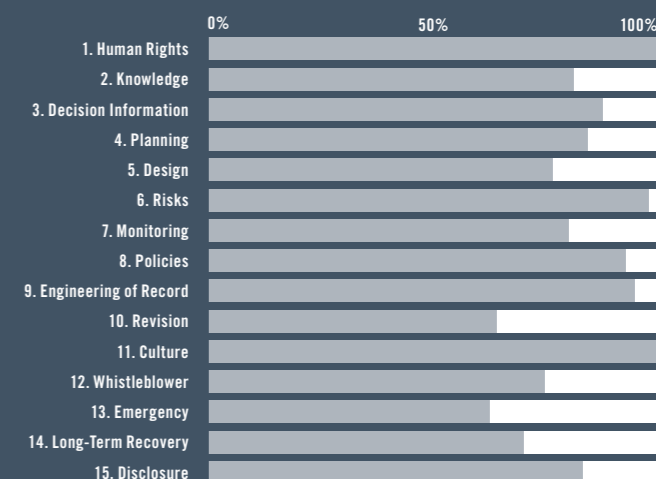
Key activities performed in 2023 to address conformance with GISTM requirements included:

- Routine operational monitoring of tailings management performance against updated quantitative performance objectives and Trigger Action Response Plans ("TARPs")
- Routine weekly operational performance review with the participation of the Engineer of Record
- Routine quarterly dam safety inspections by the EoR and performance review meetings with the Accountable Executive
- Review and update of the Operations, Maintenance and Surveillance Manual for each tailings facility
- Failure Modes and Effects Analysis ("FMEA") for the facilities and semi-quantitative risk assessment
- Documentation of the tailings management system.

At Sukari we have systematically assessed our tailings management system against each principle of the standard as summarised below. Overall, we are able to report conformance with approximately 80 to 85% of the GISTM requirements.

We have put in place a clear action plan and roadmap to address gaps in our tailings management system and aim to fully conform with the GISTM by end-2025. We will monitor and report on our progress towards full conformance.

GISTM Conformance at Sukari



Download here: [> Tailings management disclosure](#)

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.

Operation of the TSFs is managed by a dedicated team of people who conduct daily performance monitoring including visual inspections to confirm operational and structural integrity. The EoR participates in weekly operational performance reviews and performs quarterly dam safety inspections. Quarterly meetings are held by the Accountable Executive with the involvement of the EoR and all safety critical roles to discuss operational performance. Tailings management is also a standing agenda item for the Sustainability Committee of the Board.

In 2023, we engaged a third party to complete a Failure Modes and Effects Analysis (“FMEA”) and to update the risk assessment for the tailings facilities. Probable failure modes were evaluated for a combination of normal operating conditions and flood conditions; and risk mitigation measures identified.

The most recent independent Dam Safety Review 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 national regulatory and permitting requirements. We require that our cyanide suppliers and transporters are signatories to the International Cyanide Management Code (“ICMC”).

At Sukari our site-level cyanide storage and use is strictly controlled. In 2022, we conducted an independent audit against the ICMC which concluded either full or substantial conformance against all criteria. Full conformance would require the installation of a treatment plant to detoxify residual cyanide in the process effluent before discharge to the TSF. This is not currently assessed to be a feasible, as the risk of exposure to wildlife in the Eastern Desert is low. In 2023 we were able to successfully reduce the cyanide concentration of the tailings through optimisation of chemical dosing in the process plant.

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

Sukari has an emergency response team onsite, 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 have been reported.

PERFORMANCE

Stack emissions from thermal electricity generators were sampled three times in 2023 for SO₂, CO and NO_x. Emission results were within applicable discharge limits for all parameters except NO_x which can be controlled through regular maintenance of the generators.

Operation of the solar plant at Sukari has reduced diesel consumption for thermal power generation by 21%, with a corresponding decrease in SO₂ and NO_x airborne pollutant loads by 93% and 68%, respectively.

Our underground air quality monitoring programme includes measurement of PM10, SO₂, CO and NO_x, were we recorded occasional exceedance of some parameters. Ongoing upgrade to the underground mine ventilation system is underway.

We monitor ambient air quality at various downstream sites around the mine and all recordings were within applicable limits.

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 2024, we will commission new primary fans underground which will increase ventilation capacity to 450m³/s from 320m³/s in 2021 (160m³/s in 2019). We also source ultra-low sulphur diesel for use by our underground mobile plant, subject to availability.

We are investigating the feasibility of introducing 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		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Sulphur dioxide (SO ₂)	0	5	10	0	N/R	N/R	0	N/R	N/R
Carbon monoxide (CO)	95	95	123	264	294	293	359	389	416
Nitrogen oxides (NO _x)	336	1,053	1,111	4,364	4,757	4,760	4,700	5,810	5,871
Particulate matter	N/R	N/R	N/R	25	28	28	25	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 NO_x.

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

BIODIVERSITY

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

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

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

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

Governments around the world are increasingly recognising the importance of halting and reversing nature loss, which has been identified as a source of systemic risk for humanity alongside climate change. Over 190 states have committed to a set of ambitious goals and targets under the Global Biodiversity Framework (“GBF”) in 2022.

To address this challenge, the Taskforce on Nature-related Financial Disclosures (“TNFD”) has developed a risk management and disclosure framework for organisations to report and act on evolving nature-related risks, with the ultimate aim of supporting a shift in global financial flows away from nature-negative outcomes and toward nature-positive outcomes. The framework is consistent with the global policy goals and targets of the GBF.

Centamin supports the mission of the TNFD and in 2023 we improved our knowledge base in preparation to report against the TNFD recommendations. This included the engagement of a specialist biodiversity consultant to conduct critical habitat screening over the Sukari and EDX lease areas, and assess nature-related risks and opportunities.

PERFORMANCE

The Sukari lease area is located in a hyper-arid desert ecosystem which is characterised as being of low ecological sensitivity and providing minimum direct or indirect benefit to local communities. No protected areas are located in or immediately adjacent to the Sukari licence area.

The ecosystem is classified as showing extremely low productivity and biomass, limited by low precipitation and extreme temperatures. Vegetation cover is very sparse (<1%) and low in stature and largely confined to the wadis where runoff accumulates or sites of rising groundwater. The few perennial plants present are drought-tolerant and have very slow growth. Birds and large mammals are sparse and nomadic due to the scarcity of standing water and lack of vegetation for foraging.

Biodiversity screening performed in 2023 identified two species with potential to trigger critical habitat in the area: the endangered Lappet-faced vulture and restricted range Cyprus warbler. However the lack of suitable plant species for nesting is likely to limit their presence. 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 ranging habitat potentially affected by the mine, but are unlikely to occur in numbers that would trigger criteria for critical habitat.

In 2023, we recorded two wildlife mortalities related to one common species of fox drowning in a process water pond and one bird mortality. Meshing has been installed in the ponds to enable animals to climb out of the pond and prevent mortalities.

SPECIES OF CONSERVATION SIGNIFICANCE IN THE SUKARI LANDSCAPE

Species Name	Conservation Status IUCN Red List
Lappet-faced Vulture <i>Torgos tracheliotos</i>	Endangered
Cyprus Warbler <i>Cyrruca melanothorax</i>	Least Concern (Restricted Range)
Striped Hyaena <i>Hyaena hyaena</i>	Near Threatened
Dorcas Gazelle <i>Gazella dorcas</i>	Vulnerable
Nubian Ibex <i>Capra nubiana</i>	Vulnerable

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 the end of 2023, land disturbed within the footprint of the Sukari operation totalled 2,717 ha. This represented an increase of 113 ha from 2022, due to incremental expansion of the mine. While Sukari is designed to meet closure objectives, all components of the mine remained active in 2023 and no substantive reclamation activities have been undertaken. 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. The Sukari closure cost liability is disclosed in our 2023 Annual Report, Notes to the Consolidated Financial Statements.

Northern Côte d'Ivoire is characterised by forest-savannah habitat. The habitat in the Doropo Project area has moderate to high levels of disturbance due to settlement, agriculture and grazing. In 2023, our exploration activities disturbed approximately 79 ha of predominately modified habitat. The Doropo exploration licences are outside but adjacent to the eastern extent of the Comoé National Park, a World Heritage Site. Through the advancement of feasibility studies, the Doropo Project is being designed to avoid any direct impacts on the ecological integrity of the Park.

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 2023, Centamin continued greenfield exploration within its EDX permit areas, including the Nugrus permit which is located outside and north of the Wadi El-Gamal National Park.

Ecological sensitivity

Wadi El-Gamal – Hamata protected area includes a terrestrial component that extends over a surface of 4,770km² and a marine component 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. The maiden mineral resource of interest to Centamin is centred approximately 40km to the northeast of the National Park. At its closest point, a satellite prospect is located within 8km of the park boundary.

Our exploration activities have no direct or indirect impacts on the National Park. Through the advancement of feasibility studies, the Doropo Project is being designed to avoid any direct impacts on the ecological integrity of the Park. In 2023 Centamin completed terrestrial and aquatic baseline studies in the project area and the wider landscape including the northeastern perimeter of the National Park.

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 central core of the park provides habitat for a number of emblematic threatened species including the African elephant, western chimpanzee and leopard. The Doropo baseline studies indicate that these species are absent from within or adjacent to the proposed project development area.

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 September 2023, the UK government updated its climate change target to cut emissions by 77% 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.

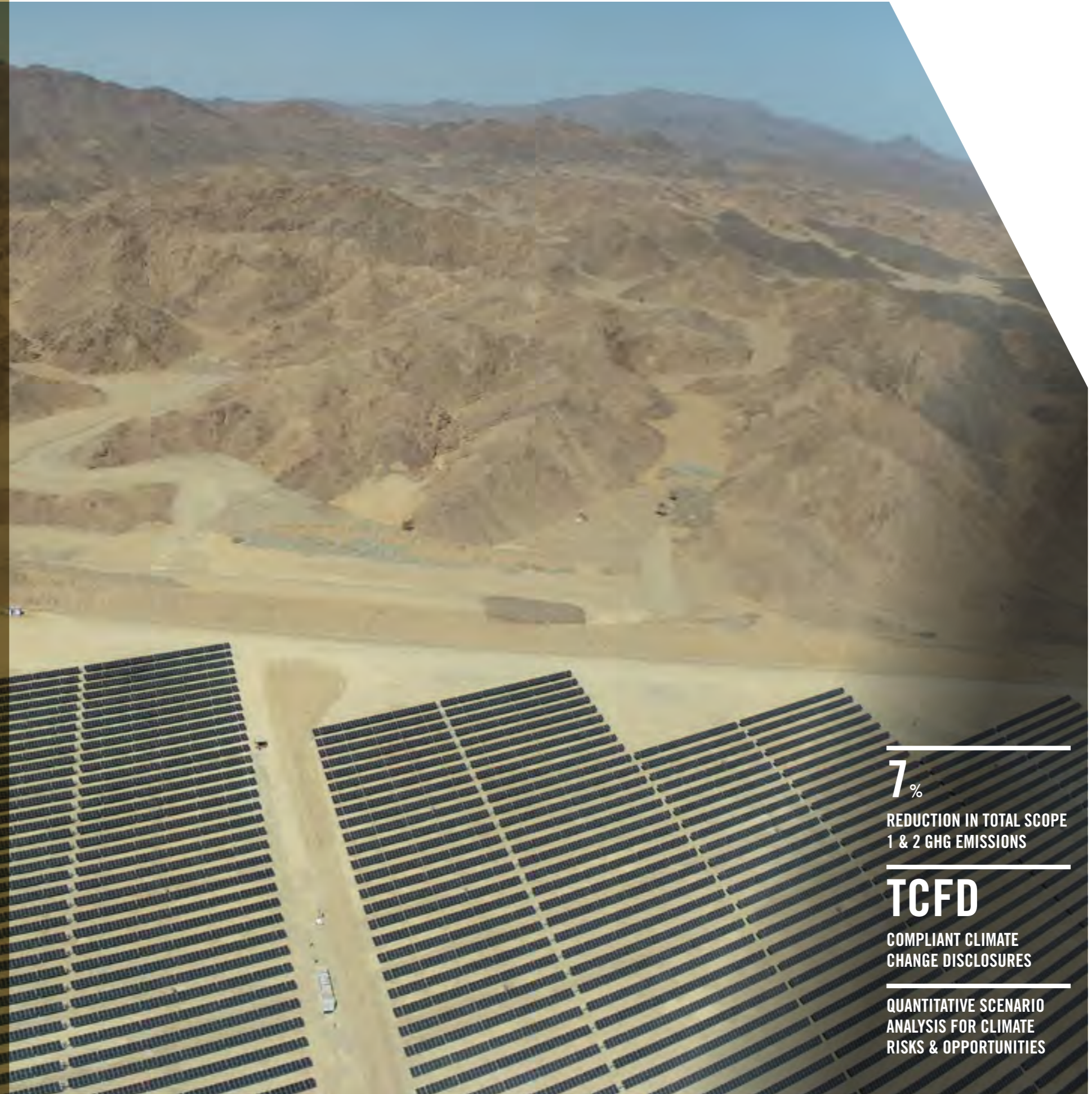
We recognise that transition to a low carbon economy will require transformational changes in how we extract mineral resources and integrate climate-related impacts and risk into our business strategy and financial planning. Our approach is based upon the Paris Agreement principles to limit global warming 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.

FAST TRACK TO...

- OUR APPROACH
- GOVERNANCE
- CLIMATE CHANGE TRANSITION STRATEGY
- CLIMATE-RELATED RISKS AND OPPORTUNITIES
- METRICS AND TARGETS

REPORTING STANDARDS REFERENCED

- GRI
302-1, 302-3, 305-1, 305-2, 305-3, 305-4
- SASB
EM-MM-110a.1, EM-MM-110a.2, EM-MM-130a.1



7%
REDUCTION IN TOTAL SCOPE 1 & 2 GHG EMISSIONS

TCFD
COMPLIANT CLIMATE CHANGE DISCLOSURES

QUANTITATIVE SCENARIO ANALYSIS FOR CLIMATE RISKS & OPPORTUNITIES

OUR APPROACH

The Board approved our Energy and Climate Change Policy in 2023, 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.

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. We have obtained independent limited assurance of our GHG accounting data and related assertions in accordance with ISO 14064-3 for the financial year ending 31 December 2023.

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. Our Board has judged that our climate change disclosures are fully consistent with the TCFD recommendations on governance, strategy, risk management and metrics and targets. The Board's TCFD Compliance Statement is presented in the Climate Change Disclosures in the 2023 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. In preparing these disclosures, we have considered the TCFD Guidance for All Sectors.

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.

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 in the Notes to the Consolidated Financial Statements in the 2023 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 our Climate Change Working Group. The 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 2023. The auditor concluded that the Scope 1 and 2 emissions as reported are, in the scope of limited assurance, supported by the evidence obtained. In 2023, we also requested the auditor to review our methodology for Scope 3 emissions calculations in preparation for Scope 3 emissions reduction target setting in 2024.

Further, Executive and senior management remuneration includes a climate performance indicator to incentivise accountability for climate change and action on decarbonisation in particular. Centamin's US\$150 million sustainability-linked revolving credit facility, secured in 2022 for a four-year term, has defined targets for GHG emission reduction built into its structure.

 **Read here:**
[> TCFD Content Index](#)

 **Download here:**
[> Energy and Climate Change Policy](#)

PROGRESS AGAINST OUR 2030 DECARBONISATION ROADMAP

In 2023 we 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.

We made good progress towards this interim target through the year with a 7% reduction in our Scope 1 and 2 GHG emissions, driven primarily by a 21.5 million litre reduction in diesel consumption resulting from the first full year of solar power generation. In 2023 we also advanced studies to extend our existing solar plant and connect to the national electricity grid, as described below.

Carbon Abatement Initiative

15MW_{AC} solar plant expansion

In 2022, Sukari successfully commissioned the 30MW_{AC} solar plant. Extension to the existing solar infrastructure up to 20MW_{AC} would fully meet the baseload power demand of the mine during peak daylight hours

50MW_{AC} grid connection

A 50MW_{AC} grid connection, in combination with solar generation, would fully meet the electricity needs of the mine without the requirement for onsite thermal power generation using diesel fuel. Following recent upgrades to Egypt's distribution infrastructure, a high voltage grid connection is located within 25km of Sukari

Grid electricity is partly generated from renewable sources (12% in 2021), with the remainder from natural gas. The Egyptian government is planning to increase renewable energy generation to 40% by 2030 as publishing in their Nationally Determined Contributions

Additional abatement opportunities

Additional abatement opportunities associated with displacement of diesel fuel from our mobile fleet and energy efficiency processes are not currently included within our 2030 target pending further investigation

2023 Progress

Preliminary technical feasibility studies confirmed 15MW_{AC} to be the optimum level of solar expansion for integration into the current power generation system with grid connection

Location for 15MW_{AC} solar plant expansion identified on mining lease

ESIA complete and environmental permit awarded

Detailed technical feasibility studies ongoing in 2024

Scoping and tendering for engineering, procurement and construction services are well advanced

Design studies have confirmed the preferred alignment for the transmission line connection and permitting is underway

Construction scheduled to commence in H2 2024 and implementation planned for 2025

Under the new LOM Plan for Sukari published in 2023, additional carbon abatement opportunities have been identified through optimisation of the mining schedule and reduced strip ratio

Supplementary investigations are ongoing to identify additional opportunities to displace diesel fuel from our mobile fleet and energy efficiency processes

HARNESSING THE SUN

Since commissioning of the 30MW_{AC} solar plant and 7.5MW Battery Energy Storage System ("BESS") at Sukari in September 2022, the facility has consistently met name plate design specifications through the generation of over 86,700 MWh electricity, displacing 21.5 million litres of diesel consumption and 57,000 tCO₂-e of GHG emissions.

Our onsite engineering team have monitored facility performance and observed that three main factors influence solar energy production; variations in solar irradiance, dust accumulation and soiling of the solar panels, and module temperature.

Solar irradiance naturally varies throughout the day and between seasons, so the single-axis solar tracking system maximises the efficiency of the solar plant. Peak solar power output was recorded at 32.6MW_{AC} in May 2023. The solar panels are prone to dust accumulation in a desert environment, which reduces performance and necessitates regular wet cleaning to maintain the soiling ratio above 95%. Elevated module temperatures can decrease output voltage of solar panels, so we closely monitor temperatures and schedule maintenance to optimise system performance.

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 providing financial stability as a stable store of wealth and 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

Continued investment in renewable electricity, the growing decarbonisation of grid-sourced electricity, alongside enhanced energy and operational efficiency, will support our transition to a low-carbon future.

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 purchased 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. Within our supply chain 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 scenarios and try to understand and test the resilience of our operations to physical and transitional climate risk.

We have assessed the physical climate risks at Sukari under future emissions scenarios based on General Circulation Models. Trends have been analysed for mean annual precipitation, 24-hour maximum precipitation and temperature for two assessment periods beyond baseline; near-term (2015-2039) and long-term (2080-2100).

Our business was assessed to be resilient to physical risk for the near-term predictions, indicating that adaptation specifically to mitigate the effects of climate are not required for the current operational life of Sukari. The longer-term predictions are, however, potentially relevant to closure planning and the resilience of closure structures.

In 2023, we completed a quantitative analysis of priority climate-related transition risks and opportunities for two climate scenarios, 'Current Policies' and 'Net Zero by 2050', and over different time horizons. The impact on Centamin's free cash flow and attributable value was tested for each of the risks and opportunities. Under a Net Zero by 2050 scenario, the introduction of carbon pricing on our Scope 1 GHG emissions was predicted to have the most significant financial impact on the business over all time horizons.

We will routinely review and update this analysis and stress test the resilience of our business on an annual basis, using up to date climate models and forecasts for key parameters such as carbon price. These results will inform our business strategy and capital allocation decisions.

4. Transparency

We commit to report transparently on our progress in meeting our climate change objectives and to be fully consistent with the recommendations of the TCFD. Our TCFD Content Index is appended to this report. We also disclose annually to the CDP, for which our climate change response was rated 'B' in 2023; and publish climate data via the ESG Dashboard on our website.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

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 enterprise risk management processes.

Our approach to understanding, identifying and mitigating risk and opportunities is described on [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: pricing of carbon emissions; availability and costing of commodities and consumables; capital investment; access to technology; changing market and investor sentiment. To mitigate this principal risk we have articulated our climate change plans, policies and progress. We have set an interim climate target of 30% to reduce our direct operational Scope 1 and 2 GHG emission 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 Risk Review section of the 2023 Annual Report.

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"), the International Energy Agency ("IEA") and the Network for Greening the Financial System ("NGFS").

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). In 2023, we improved this assessment using locally-sourced historic meteorological records to predict mean annual precipitation ("MAP"), 24-hour maximum precipitation and probable maximum precipitation ("PMP").

Under this more robust assessment of physical risks, we maintain our judgement that Sukari is resilient 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. We will periodically review this judgement when there is either an update to the design of safety-critical operational infrastructure or upon the release of new climate models.

The longer-term predictions are relevant to mine closure planning and the resilience of structures in the context of increased intensity storm events. Updated forecasting of MAP indicates variable conditions over different scenarios and time horizons; but consistently higher maximum precipitation on a 100-year return period for all scenarios. 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-RELATED RISKS AND OPPORTUNITIES CONTINUED

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	1981-2023	BASELINE 	
	2030-2060	SSP2-4.5  -10.0%	Short-term forecasts indicate a -10% to +13% impact in MAP over baseline conditions, depending on climate change scenarios
		SSP5-8.5  +13.0%	No significant impact during operational life of asset due to extremely low precipitation
	2070-2100	SSP2-4.5  -12.0%	Longer-term forecasts indicate drier conditions with +3% to -12% impact to MAP
		SSP5-8.5  +3.0%	No significant impact on closure design due to extremely low precipitation
	Maximum Precipitation (100-yr return period)	1981-2023	BASELINE 
2030-2060		SSP2-4.5  +3.0%	Short-term forecasts indicate a +3% to +13% impact in 100-yr precipitation events over baseline conditions
		SSP5-8.5  +13.0%	No adaptation required during operational life of asset
2070-2100		SSP2-4.5  +22.0%	Longer-term forecasts indicate drier conditions with +3% to -12% impact to MAP
		SSP5-8.5  +13.0%	Review closure design criteria for key infrastructure
Mean Annual Air Temperature ("MAAT") (°C increase)		1981-2015	BASELINE 
	2015-2039	SSP2-4.5  +1.1°C	Short-term forecast suggests increase in MAAT of up to 1.2°C over baseline conditions (GCM medians)
		SSP5-8.5  +1.2°C	
	2080-2100	SSP2-4.5  +2.8°C	Long-term increase in MAAT up to 5.4°C over baseline conditions (GCM medians)
		SSP5-8.5  +5.4°C	No adaptation required during operational life of asset

TRANSITION RISK AND OPPORTUNITY ANALYSIS

The transition to a low carbon economy will bring about a broad range of political, legal, economic, technological and other changes. Transitional risks and opportunities primarily affect the economic performance and viability of a business.

In 2023 we completed a quantitative scenario analysis of climate-related transition risks and opportunities to test the resilience of our business under different climate change pathways and time horizons.

A long list of climate-related risks and opportunities ("CRO") were identified as relevant to our business, from which eight CROs were short listed based on a qualitative assessment of financial materiality and the feasibility of quantitative modelling.

Subject to data availability, each CRO was quantified for three time horizons; short-term, medium-term and long-term; and for two climate scenarios, 'Current Policies' and 'Net Zero by 2050'. The Current Policies scenario assumes that current national policies are maintained without an adjustment in ambition. The transition risks are less severe and under this scenario emissions continue to increase, resulting in 3°C of global average temperature rise, missing the Paris Agreement goals. The Net Zero by 2050 scenario predicts the immediate implementation of ambitious climate policies and rapid global take-up of clean technologies. This results in the achievement of the Paris Agreement goal to limit global average temperature increase to below 1.5°C. Under the Net Zero by 2050 scenario we stress test the resilience of our business to significant transition risks.

The key parameters underpinning the quantitative analysis of the CROs included carbon pricing, diesel price, grid electricity price, and prices for key consumables and commodities. Projections for these parameters were sourced from the Network for Greening the Financial System ("NGFS")¹.

The impact on Centamin's free cash flow and attributable value was tested for each CRO, both individually and cumulatively; whereby financial impacts greater than \$10million per year were assessed to be material. Under a Net Zero by 2050 scenario, preliminary modelling predicted that the introduction of carbon pricing on our Scope 1 and 2 GHG emissions in Egypt and domestic supply chain could have a significant material impact on the business over medium and long-term time horizons. A review of the regulatory landscape relevant to our assets noted that Egypt does not have any carbon mechanisms in place and there is no indication of when one may be implemented. As a consequence, carbon pricing is not expected to have a material impact on the carrying values of assets in the short term and not until such mechanisms are introduced. While the cumulative impact of the quantified transition risks were assessed to be material, the business is still judged to be viable over the life of our Sukari asset.

Through our 2030 Decarbonisation Roadmap we mitigate the financial impact of these transitional CROs on the business. We recognise that increased levels of decarbonisation would be needed to put us on a trajectory that limits global warming to 1.5°C and continue to investigate opportunities to meet this ambitious target.

We will routinely review and update this analysis and stress test the resilience of our business on an annual basis, using up to date climate models and forecasts for key parameters such as carbon price.

¹ <https://www.ngfs.net/en>

CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED

MATERIALITY KEY

\$ Material \$ Not material X Not quantified

TRANSITIONAL CLIMATE RISKS

Transition risk event	Potential financial impact	Materiality over relevant time horizon ⁽¹⁾	Mitigation measure
Carbon pricing Application of new economic instruments to reduce carbon emissions, i.e. carbon tax or emissions trading scheme increases operational costs	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, applied either directly or indirectly, they will have a financial impact on Centamin's procurement, logistics and operating costs.	Short \$	Implement 2030 Decarbonisation Roadmap aligned with the Paris Agreement
	Countries that have a fossil fuel dominated energy mix, such as Egypt, are projected to experience significant carbon price increases over time as ambitious climate policies are implemented to reach Net Zero by 2050, assuming the immediate implementation of ambitious climate policies.	Medium \$	Routinely stress test the resilience of our business to future carbon price scenarios over different time horizons
	Under a Net Zero by 2050 scenario, the potential financial impact of applying a carbon tax to Centamin's Scope 1 emissions in Egypt is judged to be material over all time horizons.	Long \$	Monitor the development of international and national policy on carbon pricing
	However, Egypt has yet to introduce economy-wide quantitative emission reduction targets; nor is a national monitoring, reporting and verification system in place.		
	The lack of net zero aligned policies and frameworks increase the uncertainty around how and when climate-related regulatory mechanisms will be implemented. As a consequence, carbon pricing is not expected to have a material impact on the carrying values of assets or liability of the Group in the short term and not until such policies are introduced.		
	Carbon taxes imposed on key domestic consumables such as ammonium nitrate would likely be passed through to Centamin in the form of increased procurement costs.	Short \$	
	Under a Net Zero by 2050 scenario, the potential financial impact of carbon tax introduction in Egypt impacting supply chain costs for ammonium nitrate is judged to be material in the medium and long term.	Medium \$	
	However, Egypt has yet to introduce economy-wide quantitative emission reduction targets; nor is a national monitoring, reporting and verification system in place.	Long \$	
	The lack of net zero aligned policies and frameworks increase the uncertainty around how climate-related regulatory mechanisms will be implemented and as a consequence, carbon pricing is not expected to have a material impact on the carrying values of assets or liability of the Group until such policies are introduced.		
	Carbon taxes imposed on key international consumables such as cyanide would likely be passed through to Centamin in the form of increased procurement costs.	Short \$	
	Countries or regions that are further along the decarbonisation pathway, such as the European Union, are projected to have less extreme, although still significant, increases in carbon prices to reach Net Zero by 2050. There is a higher likelihood that carbon taxes will be introduced in European supply chains before Egyptian supply chains.	Medium \$	
	The potential financial impact of carbon tax introduction impacting our international supply chain costs is judged to be immaterial in the short, medium and long term under a Net Zero by 2050 Scenario.	Long \$	







Transition risk event	Potential financial impact	Materiality over relevant time horizon ⁽¹⁾	Mitigation measure
Market uncertainty	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. Moreover, the link between climate and gold price is uncertain and quantitative data is not widely available taking into consideration the role of gold in low-carbon technologies, gold as a traditional investment asset or downstream consumption patterns.	Short X	Implement 2030 Decarbonisation
Change in consumer sentiment away from gold investment due to climate-related considerations leading to sustained decrease in gold price	Due to the lack of market data underpinning gold price forecasting for different climate scenarios we have not quantitatively modelled this CRO.	Medium X	Roadmap aligned with the Paris Agreement
	Gold price stress testing is performed separately as an element of our standard financial risk and capital management assessment (2023 Annual Report, Group Financial Risk and Capital Management).	Long X	Monitor the impact of climate-related risk on gold price Routinely stress test the resilience of our business to reduced gold price scenarios over different time horizons
Commodities and consumables	Plans are in place to connect Sukari to the national electricity grid in the short term. Centamin would be sensitive to changes in grid price resulting from climate-related risk where these are passed onto grid consumers i.e. new regulations, application of taxes or cost recovery from capital investment in renewables.	Short \$	Implement 2030 Decarbonisation
Abrupt and unexpected shifts in availability and cost of diesel and utility prices results in higher operating costs.	Under a Net Zero by 2050 scenario, the potential financial impact is judged to be material in the long term.	Medium \$	Roadmap including 15MW _{AC} solar plant expansion reducing reliance on grid and diesel consumption
	Centamin's current operations rely heavily on diesel, and thus would be impacted by volatility in the supply and price of diesel.	Long \$	Monitor the impact of climate-related risk on diesel and utility prices
	Under a Net Zero by 2050 scenario, minor increases in diesel price are predicted over the medium term due to climate-related risk. However, the potential financial impact to Centamin is not judged to be material in the short, medium nor long term.	Short \$	Routinely stress test the resilience of our business to varying utility prices over different time horizons
	Centamin is reducing its financial exposure to diesel price through its decarbonisation plans including: self-generation of renewable power and grid connection.	Medium \$	
		Long \$	

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

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

CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED

TRANSITIONAL CLIMATE OPPORTUNITIES

Transition opportunity event	Potential financial impact	Materiality over relevant time horizon ¹	Mitigation measure
<p>Technological shifts</p> <p>Ability to adopt / deploy new technology that reduces carbon emissions</p>	<p>Onsite generation of renewables reduces our reliance on diesel and would subsequently protect Centamin from the expected rising prices associated with diesel and grid electricity, as well direct costs associated with a carbon tax on GHG emissions.</p> <p>Under its decarbonisation plans, Centamin is investigating the feasibility of a 15MW_{AC} solar plant extension. This would further reduce dependence on diesel for onsite thermal power generation.</p> <p>The technology is readily available to support the achievement of our 2030 decarbonisation target. The capital expenditure is assessed to be financially material in the short term, however the investments in both solar expansion and grid connection are value accretive through reduced operational costs over the medium term and long term.</p> <p>We have identified additional 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. The technical and economic feasibility of these opportunities are the subject of ongoing investigation.</p>	<p>Short </p> <p>Medium </p> <p>Long </p>	<p>Implement 2030 Decarbonisation Roadmap</p> <p>Investigate the feasibility of additional carbon abatement opportunities</p> <p>Monitor the availability and efficacy of new technology; regular engagement with OEM and technology developers</p>
<p>Market uncertainty</p> <p>Change in consumer sentiment towards gold due to climate-related considerations leading to sustained increase in gold price.</p>	<p>The heightened demand for gold as a stable store of wealth for investment funds and countries has the potential to significantly increase the market price of gold.</p> <p>While industry research indicates good opportunity for gold mining to reduce emissions at a scale and rate aligned with Paris climate targets, and that gold may offer investors demonstrable benefits as a climate-risk mitigation asset, the link between climate and gold price is uncertain and quantitative data is not widely available.</p> <p>Due to the lack of market data underpinning gold price forecasting for different climate scenarios we have not quantitatively modelled this CRO here.</p> <p>Gold price testing is performed separately as an element of our standard financial risk and capital management assessment (2023 Annual Report, Group Financial Risk and Capital Management).</p>	<p>Short </p> <p>Medium </p> <p>Long </p>	<p>Monitor the impact of climate-related risk on gold price</p> <p>Routinely assess the opportunity for our business from higher gold price scenarios over different time horizons</p>

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

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 GHG emissions data for 2023 has been subject to independent Limited assurance for accuracy and completeness in accordance with ISO:14064:3.

In 2023, we were pleased to record a 7% decrease in our total Scope 1 and 2 emissions, compared to our 2021 base-year; and an equivalent 14% decrease in emissions intensity per Au ounce produced. This is solid progress towards our target of 30% to reduce Scope 1 and 2 emissions by 2030, compared to a 2021 base-year.

In 2023, we updated our methodology for the calculation of Scope 3 GHG emissions. The consistency of these methods to the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard has been independently reviewed. We aim to set targets for a reduction in our Scope 3 emissions by the end of 2024.

The majority of our Scope 3 emissions, 99%, are upstream to our operation and relate to purchased goods, services and capital expenditure. Scope 3 emissions were 950,265 tCO₂-e, of which 56% was associated with Category 1 purchased goods and services and 20% 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 continuing to collaborate with these suppliers to verify the carbon footprint of their value chain and opportunities for abatement.

We will routinely monitor a range of parameters to support update of our quantitative scenario analysis for climate-related transition risks and opportunities, including carbon pricing, diesel price and grid electricity price. In 2023, projections for these parameters were sourced from the Network for Greening the Financial System ("NGFS").

In 2023, our capital spend on carbon abatement initiatives was US\$2.1 million. In 2024, capital allocation for carbon abatement is budgeted at US\$42 million for grid connection.

14%
REDUCTION IN SCOPE 1 & 2 GHG EMISSIONS INTENSITY

GROUP GHG EMISSIONS AND ENERGY CONSUMPTION

	2023	2022	2021 ¹
Scope 1 – total	451,642	505,486	483,851
Scope 1 – Sukari	449,119	502,053	481,799
Scope 2 – total		Zero	Zero
Scope 2 – market based	648		
Scope 2 – location based	658		
Scope 3	950,265	1,196,331	1,217,612
Scope 1, 2 and 3	1,402,537	1,701,817	1,701,693
Emissions intensity (tCO₂-e per oz Au produced)			
Scope 1 and 2	1.00	1.15	1.16
Scope 1, 2 and 3	3.12	3.86	4.10
Energy generation (GJ)			
Renewable energy generated	312,368	100,834	–
Energy consumed (GJ)			
Renewable energy consumed	312,368	100,834	–
Non-renewable energy consumed	6,426,531	7,177,007	6,868,398
Total energy consumed	6,738,900	7,277,841	6,868,398
Energy intensity (GJ per oz of Au produced)	14.97	16.50	16.54

(1) The year 2021 has been established as Centamin's base-year with reliable and verifiable GHG emissions data.

GROUP SCOPE 3 GHG EMISSIONS⁽¹⁾

SCOPE 3 GHG EMISSIONS (tCO ₂ -e)	2023	2022
Category 1 – Purchased goods and services	533,510	546,951
Category 2 – Capital goods	186,321	493,179
Category 3 – Fuel and energy related activities	200,103	126,297
Category 4 – Transportation and distribution	16,231	14,106
Category 5 – Waste generated in operations	8,440	129
Category 6 – Business travel	587	7,217
Category 7 – Employee commuting	4,633	N/A
Category 8 – Leased assets	N/A	6,776
Category 9 – Transportation and distribution	N/A	1,095
Category 10 – Processing of sold products	7	162
Category 11 – Use of sold products	N/A	N/A
Category 12 – End of life treatment of sold products	433	420
Category 13 – Leased assets	N/A	N/A
Category 14 – Franchise	N/A	N/A
Category 15 – Investments	N/A	N/A

(1) In 2023 we updated our methods for calculating Scope 3 GHG emissions, which may in part explain differences compared to previous years. Under the GHG Protocol the following Scope 3 categories were deemed not applicable to our business: Category 8, 9, 11, 13, 14 and 15.

APPENDIX



GRI AND SASB CONTENT INDEX

GRI Sustainability Reporting Standards Disclosure, Standard Version as of June 2022	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2023–12	Alignment with the UN Sustainable Development Goals ("SDGs")	Alignment with WGC Responsible Gold Mining Principles ("RGMP")	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 3
2-2 Entities included in the organisation's sustainability reporting				
Introduction, page 1				
2023 Annual Report, Notes to the Consolidated Financial Statements				
2-3 Reporting period, frequency and contact point				
Sustainability reporting period and frequency				1 January – 31 December 2023, 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 2023, Annual Report
Publication date of report				Wednesday 27th March 2024
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 2023, 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
Significant changes compared to previous reporting period				None.

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
2-7 Employees	EM-MM-000.B Total number of employees, percentage of contractors	8.5		Our People, Our Approach, page 43 ESG Dashboard, People, Centamin website
2-8 Workers who are not employees				Our People, Our Approach, page 43 ESG Dashboard, People, Centamin website
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 2023 Annual Report, Corporate Governance
Composition of the highest governance body and its committees				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2023 Annual Report, Corporate Governance
2-10 Nominating and selecting the highest governance body				
Our Approach to Sustainability, Sustainability Governance, pages 16-17 2023 Annual Report, Corporate Governance				
2-11 Chair of the highest governance body				
2023 Annual Report, Corporate Governance				
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 20-22 2023 Annual Report, Corporate Governance
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				
2023 Annual Report, Remuneration Committee Report				
2-16 Communication of critical concerns				
2023 Annual Report, Corporate Governance				
2-17 Collective knowledge of highest governance body				
Our Approach to Sustainability, Sustainability Governance, page 16 2023 Annual Report, Sustainability Governance				

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPS	Page number(s)
2-18 Evaluation of the performance of the highest governance body				2023 Annual Report, Corporate Governance
2-19 Remuneration policies				Our Approach to Sustainability, Sustainability Governance, page 17 2023 Annual Report, Remuneration Committee Report
2-20 Process for determining remuneration				2023 Annual Report, Remuneration Committee Report
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 3 Our People, Human Rights, page 52 Policies available on website
2-24 Embedding policy commitments				Our Approach to Sustainability, Sustainability Governance, pages 16-17 2023 Annual Report, Corporate Governance
2-25 Processes to remediate negative impacts				Our People, Workforce Engagement, page 50 Social & Economic Partnership, Community Relations, pages 62-63 2023 Annual Report, Corporate Governance
2-26 Mechanisms for seeking advice and raising concerns				Code of Conduct Policy Whistleblower Policy
2-27 Compliance with laws and regulations				Environmental Responsibility, Our Approach, page 68 2023 Annual Report, Corporate Governance and Compliance Statement
2-28 Membership associations				Industry partnership with WIM UK. Diversity and Inclusion, Our People, page 46
Stakeholder Engagement				
2-29 Approach to stakeholder engagement			2.2	Our Approach to Sustainability, Stakeholder Engagement, pages 24-25
2-30 Collective bargaining agreements	EM-MM-310a. (1) Percentage of active workforce employed under collective agreements	8.8	6.4	Our People, Workforce Engagement, page 50

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPS	Page number(s)
GRI 103 Material Topics				
3-1 Process to determine material topics				Our Approach to Sustainability, page 12
3-2 List of material topics				Our Approach to Sustainability, page 14
3-3 Management of material topics				Our Approach to Sustainability, page 14 2023 Annual Report, Responding to our Stakeholder Priorities
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 58
201-2 Financial implications and other risks and opportunities due to climate change				2023 Annual Report, Climate Change Disclosures
GRI 202 Market Presence				
202-2 Proportion of senior management hired from the local community		8.5	7.3	Our People, Local Employment, page 45 ESG Dashboard, People, Centamin website
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 59-60 Social and Economic Partnership, Community Investment, pages 64-65
GRI 204 Procurement Practices				
204-1 Proportion of spending on local suppliers		8.3	3.2	Social and Economic Partnership, Local Business Opportunity, pages 59-60
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 42
	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain			Our People, Our Approach, page 43 Social and Economic Partnership, Supply Chain Management, page 61
205-3 Confirmed incidents of corruption and actions taken			1.2, 1.3	Our People, Workforce Engagement, page 50
	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 AND SASB CONTENT INDEX CONTINUED

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
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	Energy and Climate Change, Metrics and Targets, page 91
302-3 Energy intensity		7.3	10.4	Energy and Climate Change, Metrics and Targets, page 91
GRI 303 Water and Effluents				
303-1 Interactions with water as a shared resource				Environmental Responsibility, Water Stewardship, page 69
303-3 Water withdrawal	EM-MM-140a.1 (1) Total water withdrawn	6.4	10.1, 10.2	Environmental Responsibility, Water Stewardship, page 70
303-4 Water discharge		6.3	10.2	Environmental Responsibility, Water Stewardship, page 70
303-5 Water consumption	EM-MM-140a.1 (2) total water consumed	6.4	10.1, 10.2	Environmental Responsibility, Water Stewardship, page 70
	EM-MM-140a.1 (3) percentage of each in regions with High or Extremely High Baseline Water Stress			Environmental Responsibility, Water Stewardship, page 69
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations			Environmental Responsibility, Water Stewardship, page 69
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 78
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 78
	EM-MM-160a.1 Description of environmental management policies and practices for active sites			Environmental Responsibility, Our Approach, page 68 Environmental Responsibility, Biodiversity, page 78
	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 73
GRI 305 Emissions				

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
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, 10.4	Energy and Climate Change, Metrics and Targets, page 91 Centamin does not have operations or exploration sites in jurisdictions with emissions-limiting regulations
305-2 Energy indirect (Scope 2) GHG emissions				Energy and Climate Change, Metrics and Targets, page 91
305-3 Other indirect (Scope 3) GHG emissions				Energy and Climate Change, Metrics and Targets, page 91
	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			Energy and Climate Change, Climate Change Transition Strategy, page 84 Decarbonisation Roadmap Centamin website
305-4 GHG emissions intensity		13.3	10.3, 10.4	Energy and Climate Change, Metrics and Targets, page 91
305-5 Reduction of GHG emissions				Energy and Climate Change, Metrics and Targets, page 91 Decarbonisation Roadmap, Centamin website
305-7 Nitrogen oxides (NOX), sulphur 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)	11.6, 12.4	8.1, 8.5	Environmental Responsibility, Air Quality, page 77
GRI 306 Waste				
306-1 Waste generation and significant waste-related impacts	EM-MM-150a.10 Description of waste and hazardous material management policies and procedures for active and inactive operations (Partial)	6.3, 11.6, 12.5, 12.6	8.2, 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 71-73
306-3 Waste generated	EM-MM-150a.4 Total weight of non-mineral waste generated	11.6, 12.5, 12.6	8.2, 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 71-73
	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			
306-4 Waste diverted from disposal		11.6, 12.5, 12.6	8.2, 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 71-73
306-5 Waste directed to disposal		6.3, 11.6, 12.5, 12.6	8.2, 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, pages 71-73

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management			Environmental Responsibility, Environmental Incidents, page 68
	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 74 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 74-76 Disclosure on Tailings Management
GRI 400 Social Standards Series				
GRI 401 Employment				
401-1 New employee hires and employee turnover				ESG Dashboard, People, Centamin website
GRI 403 Occupational Health and Safety				
403-1 Occupational health and safety management system		8.8	4.1, 4.2	Safety, Health and Wellbeing, page 37
403-2 Hazard identification, risk assessment, and incident investigation		8.8	4.1, 4.2	Safety, Health and Wellbeing, Managing Risk, page 29-33
403-3 Occupational Health Services			4.3	Safety, Health and Wellbeing, Occupational Health Surveillance page 32
403-4 Worker participation, consultation and communication on OHS		8.8, 16.7	4.1, 4.2	Safety, Health and Wellbeing, Managing Risk, pages 29-35
403-5 Worker training on occupational health and safety				Safety, Health and Wellbeing, Managing Risk page 31 ESG Dashboard, People, Centamin website
	EM-MM-320a.1 (4) average hours of health, safety, and emergency response training for (a) direct employees (b) contract employees		8.8	Health, Safety and Wellbeing, Managing Risk page 48
403-6 Promotion of worker health		8.8	4.3	Safety, Health and Wellbeing, Health and Wellbeing, page 39
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 32
403-8 Workers covered by an occupational health and safety management system				Sukari was externally audited and awarded ISO 45001 certification in March 2024, and covers 100% employees and contractors working at the site Safety, Health and Wellbeing, page 37

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
403-9 Work-related injuries	EM-MM-320a.1. (1) All-incidence rate, (2) fatality rate, (3) near-miss frequency rate ("NMFR") and (4) average hours of health, safety and emergency response training for (a) direct employees and (b) contract employees	8.8	4.1, 4.2, 4.3	Safety, Health and Wellbeing, Safety Performance, page 37 ESG Dashboard, People, Centamin website
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 48
404-2 Programmes for upgrading employee skills and transition assistance programmes		8.5		Our People, Training and Professional Development, page 38
404-3 Percentage of employees receiving regular performance and career development reviews		8.5		Our People, Training and Professional Development, page 48
GRI 405 Diversity and Equal Opportunity				
405-1 Diversity of governance bodies and employees			6.6	2023 Annual Report, Governance Overview Our People, Workforce Demographic, pages 43-45
405-2 Ratio of basic salary and remuneration of women to men				Our People, Diversity and Inclusion, page 46
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 50 ESG Dashboard, People, Centamin website
GRI 410 Security Practices				
410-1 Security personnel trained in human rights policies or procedures			5.3	Our People, Human Rights, page 52 ESG Dashboard, Governance, Centamin website
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, pages 62-63
	EM-MM-210a.3. Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict			Our People, Human Rights, pages 52-53
	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 63
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 78

GRI AND SASB CONTENT INDEX CONTINUED

GRI Standards Disclosure	Alignment with SASB	Alignment with the SDGs	Alignment with RGMPs	Page number(s)
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 78
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	EM-MM-150a.5 Total weight of tailings produced EM-MM-150a.6 Total weight of waste rock generated		8.2	Environmental Responsibility, Material Stewardship and Waste Management, page 71 Environmental Responsibility, Tailings Management, page 74
	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, Centamin website
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 50
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 62
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 62
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 62
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 63
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 63
MM10 Number and percentage of operations with closure plans		6.6, 15.1, 15.2, 15.5	9.4	Environmental Responsibility, Biodiversity, page 78
MM11 Programmes and progress relating to materials stewardship		8.4, 12.4, 12.5	8.1	Environmental Responsibility, Materials Stewardship and Waste Management, pages 71-73

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 on page 17 The charter of the Board of Directors and more specifically the Sustainability Committee as published on our website, describe roles and responsibilities with respect to the consideration of climate-related risks and opportunities on the Company's business, strategy, and financial planning The Board and its committees regularly review and evaluate business risks and opportunities including those related to climate change. See Risk Review on page 20. We have a principal business risk on Decarbonisation and an emerging risk on Climate Change The 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 meeting The key decisions taken by the Board in relation to climate-related risks and opportunities in 2023 are presented in the Board and Committee Reports in the Governance Section of the 2023 Annual Report. Specifically the Board oversaw studies in support of our 2030 Decarbonisation Roadmap, namely a 50MW_{AC} grid connection at Sukari and a 15MW_{AC} solar PV expansion. The Board approved our Energy and Climate Change Policy in March 2023 and reviewed the results of our quantitative scenario analysis of climate-related risks and opportunities 	<p>Consistency level: Full</p> <p>The Board has broad and regular oversight of climate-related risks and opportunities</p>	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 Governance section of the 2023 Annual Report and within our Sustainability Report on page 17 The insights of the CEO and Executive that underpin the formulation of the Group's long-term strategy are described in the CEO's Report on pages 10-14. Climate-related risks and opportunities are considered in our Business Model and Strategy, Financial Review and Risk Review in the Strategic Report of the 2023 Annual Report Management is incentivised to take accountability for sustainability performance through the Company's remuneration structure, which includes climate-related targets; see the Remuneration Committee Report in the governance section of the Governance Report In 2021 we constituted a Climate Change Working Group comprising members of our senior technical management team and reporting to the Executive. The Working Group leads the assessment of climate-related risks and opportunities; and engages with the executive and operational management team to integrate climate change commitments into business and operational decision-making. In 2023, a scenario analysis of climate-related risks and opportunities was coordinated by the Working Group 	<p>Consistency level: Full</p>	Formalise the role and responsibilities of the Climate Change Working Group to provide technical guidance on climate-related risks and opportunities

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	<ul style="list-style-type: none"> Climate-related transition risks and opportunities over the short (one to two years), medium (three to five years) and long term (six plus years) are described in the Sustainability Report pages 87-90. The priority climate-related risks assessed include: carbon pricing; diesel fuel pricing; utility pricing; and gold price arising from market uncertainty. The priority climate-related opportunities assessed include gold price arising from market uncertainty and technological shifts Climate-related physical risks over the near term (2030-2060) and long term (2070-2100), are described in the Sustainability Report pages 85-86. We have specifically assessed changes to precipitation, air temperature and sea level rise Decarbonisation has been identified as a principal business risk. Climate Change has more broadly been identified as an emerging risk to the business, due to the external and potential longer-term impacts. Principal and emerging risks are described in the Risk Review in the Strategic Report of the 2023 Annual Report. 	Consistency level: Full	Annually review the prioritisation of climate-related risks and opportunities as relevant to the business
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"> The impact of climate-related transition risks and opportunities is described in the Sustainability Report pages 87-90. The impact on Centamin's free cash flow and attributable value was tested for each climate-related risk and opportunity. Under a 'Net Zero by 2050' climate scenario, the introduction of carbon pricing was predicted to have a material financial impact on the business over medium and long term The impact of climate-related physical risks is described in the Sustainability Report pages 85-86. Climate-related physical risk is not predicted to have a material financial impact on the business during the current operational life of Sukari Both transitional and physical risks are recognised as emerging risks with potential material impacts on our growth and diversification across Africa The impact of climate-related risks and opportunities is also noted in our Business Model and Strategy, Financial Review and Risk Review in the Strategic Report of the 2023 Annual Report 	Consistency level: Full	Annually review the impact of climate-related transition risk on business strategy, cash flow and financial viability Assess the impact of climate-related transition and physical risks on key investment decisions and opportunities for business growth and diversification across Africa

TCFD recommendation	Response/progress	Consistency of our disclosures to the TCFD	Steps to improve our disclosures
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"> Our climate change transition strategy is described in the Sustainability Report page 84. The strategy comprises four areas of focus: (i) reducing our carbon footprint (Scope 1 and 2); (ii) collaboration with our supply chain (Scope 3); (iii) operational resilience to physical risks; and (iv) transparency A key pillar of our climate transition strategy is to reduce our Scope 1 and 2 carbon footprint. We have set an interim target for a 30% reduction in GHG emissions by 2030 and an accompanying roadmap aligned with a 2°C pathway. The projects underpinning this 2030 target are in advanced stages of planning as described in our Sustainability Report page 83 The lack of net zero aligned policies and frameworks increase the uncertainty around how and when climate-related regulatory mechanism will be implemented. As a consequence, carbon pricing is not expected to have a material impact on the carrying values of assets or liability of the Group in the short term Under a 'Net Zero by 2050' climate scenario, the cumulative impact of transition risks on cash flow and attributable value were assessed to be material over the medium and long term, however the business is still judged to be financially viable over the life of our Sukari asset A 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 	Consistency level: Full	Annually review the quantitative scenario analysis and the resilience of our climate change strategy 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"> The processes for identifying and assessing climate-related transition risks are described in the Sustainability Report page 87. In 2023 we completed a detailed quantitative scenario analysis to test the resilience of our business under two scenarios (i) 'Current Policies' and (ii) 'Net Zero by 2050'; and over the short, medium and long term The processes for identifying and assessing climate-related physical risks are described in the Sustainability Report page 85. We 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) 	Consistency level: Full	Annually review the prioritisation and quantified modelling of climate-related transition risks and opportunities as relevant to the business
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 Guidelines, as described on our website Climate-related risks and opportunities are systematically reviewed by the Climate Change Working Group, who engages with the executive and operational management team to develop strategy and integrate climate change commitments into business and operational decision-making In cases where a significant growth project or capital investment triggers the requirement for an environmental impact assessment, this will routinely include a climate-related risk assessment 	Consistency level: Full	Assess climate-related risks and opportunities under the scope of the Doropo DFS

TCFD CONTENT INDEX CONTINUED

TCFD recommendation	Response/progress	Consistency of our disclosures to the TCFD	Steps to improve our disclosures
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"> 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 and climate change is recognised as an emerging risk to the business 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, as described on our website Processes for identifying, assessing and managing climate-related risks are aligned with our overall risk management framework, including application of consistent thresholds and triggers for the assessment of materiality 	Consistency level: Full	None
METRICS AND TARGETS			
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	<p>Metrics are presented in the Sustainability Report page 91</p> <ul style="list-style-type: none"> Scope 1, 2, 3 GHG emissions Scope 1, 2, 3 GHG emissions intensity Energy consumption and intensity Renewable energy generation Capital allocation for carbon abatement Carbon price, diesel price and grid electricity price 	Consistency level: Full	None
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 as presented in the Sustainability Report page 91 In 2023, our Group Scope 1 & 2 emissions were 452,272 tCO₂-e; and our Group Scope 3 emissions were 950,265 tCO₂-e per oz Au Our Scope 1, 2 & 3 GHG emissions data has been subject to independent Limited assurance for accuracy and completeness against ISO:14064:3 We are actively engaging with our supply chain to verify and improve the accuracy of our Scope 3 GHG emission estimate 	Consistency level: Full	Continue to engage with our main suppliers to verify and improve the accuracy and completeness 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"> Our climate-related targets and performance are presented in the Sustainability Report on page 91 We have set an interim target for a 30% reduction in Scope 1 & 2 GHG emissions by 2030 and an accompanying Decarbonisation Roadmap aligned with a 2°C pathway as described on the website. Our progress against this Decarbonisation Roadmap is presented in the Sustainability Report on page 3 We aim to set targets for a reduction in our Scope 3 GHG emissions by the end of 2024 	Consistency level: Full	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
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)
CRO	Climate-related Risk and Opportunity
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
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organisation for Standardisation
ISSB	International Sustainability Standards Board
LDP	Leadership Development Pathway
LTI	Lost time injury
LTIFR	Lost time injury frequency rate
NGFS	The Network for Greening the Financial System
NGO	Non-governmental organisation
OEM	Original Equipment Manufacturer
PPE	Personal, protective equipment
PTO	Planned Task Observation
RENEWABLE ENERGY	Energy generated from renewable sources such as solar, wind and hydro
RGMPs	World Gold Council Responsible Gold Mining Principles
RTFE	Responsible Tailings Facility Engineer

GLOSSARY CONTINUED

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
TNFD	Taskforce on Nature-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-ordained financial information contained in this news release 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-ordained 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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