

CREATING SUSTAINABLE VALUE



SUSTAINABILITY REPORT 2020

Centamin is an established gold producer, with premium listings on both the London Stock Exchange and Toronto Stock Exchange. We are a FTSE 250 and FTSE4Good constituent.

Our flagship asset is the Sukari Gold Mine (“Sukari”), Egypt’s largest and first modern gold mine. As a first mover in Egypt, we recognise the business and societal importance of building a responsible culture that values and supports people, creating opportunities through jobs, infrastructure and education, as well as developing our assets and delivering strong shareholder returns. We follow responsible mining practices and take pride in setting the example for our growing industry within Egypt.

Centamin is a multijurisdictional business, headquartered in Jersey and structured with regional operating and exploration hubs in Egypt and Côte d’Ivoire, creating an exciting, dynamic, entrepreneurial workplace, made up of a talented and ambitious workforce. Sukari is a world class orebody. Centamin also has 3,000 km² of highly prospective exploration ground in West Africa.

CONTENTS

INTRODUCTION

Our Business at a Glance.....	03
2020 Performance.....	05
Foreword from the CEO	06
Sustainability Committee Chair Review	07

OUR APPROACH TO SUSTAINABILITY

Sustainability Performance Framework	09
Sustainability Governance.....	12
Sustainability Risk Review.....	14
Stakeholder Engagement	17
Materiality Assessment.....	18

HEALTH, SAFETY AND WELLBEING

Hazard Identification and Mitigation	21
Safety.....	24
Health and Wellbeing	25

OUR PEOPLE

Training and Professional Development	29
Local Employment.....	31
Diversity and Inclusion	32
Workforce Engagement.....	32
Human Rights	33

SOCIAL AND ECONOMIC PARTNERSHIP

Economic Contributions	35
Local Business Opportunity.....	36
Supply Chain Management	38
Community Relations	39
Community Investment.....	41

ENVIRONMENTAL RESPONSIBILITY

Energy and Climate Change	45
Water Stewardship.....	48
Materials Stewardship and Waste Management	50
Tailings Management	53
Air Quality	55
Biodiversity	56

APPENDIX:

GRI and SASB Content Index	58
Glossary	65



ABOUT THE REPORT

This is Centamin's fourth annual Sustainability Report produced in accordance with the GRI Sustainability Reporting Standards ("GRI") 'Core option', the GRI Mining and Metals Sector Supplement, and our first report to address, in part, the requirements of the Sustainability Accounting Standards Board ("SASB") for the metals and mining industry.

Centamin is committed to open and honest disclosure. GRI and SASB are both internationally recognised standards organisations that promote transparency, reliability, and comparability in the reporting of material sustainability issues. This report sets out how we work to manage and integrate sustainability aspects throughout our business and associated decision-making processes. The report also sets out the Company's sustainability challenges and achievements at Group and operational site level in the calendar year 2020. The disclosures in this report are an important mechanism for monitoring and improving our sustainability performance.

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

This report is primarily focused on Sukari in Egypt, which currently is the Company's sole operating mine. Where it is material to our sustainability performance and future sustainability initiatives, or to provide context as to how sustainability is considered across all Centamin activities and decisions, we have reported data on our exploration projects in Burkina Faso, Côte d'Ivoire and in our administrative offices. Data presented covers our performance for the period 1 January to 31 December 2020, which corresponds with Centamin's financial year. The 2020 Annual Report was published on 31 March 2020 and can be found on the Company's corporate website, www.centamin.com. Where noted, references may be made to historical results. All financial figures are quoted in United States dollars ("US\$") unless otherwise noted.

For further information, please refer to the GRI and SASB Content Index within the Appendix on page 58 of this document. Furthermore, Centamin recognises many additional host country and international reporting standards and guidelines, including but not limited to the table of international standards and voluntary disclosures on page 11.

CONTACT

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

SUSTAINABILITY

"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."

OUR BUSINESS AT A GLANCE

Our strategy is to **maximise long-term free cash flow generation, through cost-effective responsible mining**, while maintaining an active growth pipeline and delivering sustainable returns for all stakeholders.

OUR VALUES

Our values reflect our purpose, guide our day-to-day workplace conduct and help us to **effectively deliver on our strategy**.



PROTECT

We protect and respect each other and our environment



OWNERSHIP

We empower our people to take responsibility and accountability in the workplace



INNOVATE

We are always learning and looking for ways to improve through innovation



EDUCATE

Education shapes our workforce and the broader society



PASSION

We are passionate about what we do and the legacy we are creating

OUR BUSINESS AT A GLANCE CONTINUED



OUR PURPOSE

Creating opportunity for people through responsible mining.

We recognise we have an important part to play in shaping the future of our stakeholders, particularly where we operate in developing countries and the local population may not have the same access to resources. Our purpose directs our decisions and actions towards supporting the wider society.

EMPLOYEES & CONTRACTORS

Providing a safe and healthy workplace, offering skilled training and career development

GOVERNMENTS & COMMUNITIES

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

SHAREHOLDERS

Rewarding our shareholders through our industry leading dividend distributions and maintaining a strong social and environmental licence to operate

SUPPLIERS & REFINERS

Committed to building long term relationships that deliver mutual benefits to all parties, with a focus on supporting and developing local businesses

WHERE WE OPERATE

Centamin has an **active growth pipeline** with one operating mine in Egypt and a highly prospective portfolio of exploration licences in West Africa. Sukari is a **low cost, long life, bulk tonnage** open pit and underground operation, with the opportunity to grow the current twelve year life of mine across the 160km² licenced area.

EGYPT – SUKARI GOLD MINE

PRODUCTION (FY20: 452K0Z)

Employed = 1,608
Locally employed = 95%
LTIFR = 0.65

CÔTE D’IVOIRE – DOROP & ABC PROJECTS

EXPLORATION

Employed = 60
Locally employed = 90%
LTIFR = 4.06

BURKINA FASO – BATIE WEST

EXPLORATION

Employed = 16
Locally employed = 100%
LTIFR = Zero

READ WHAT OUR PURPOSE MEANS FOR OUR STAKEHOLDERS ON PAGE 17

2020 PERFORMANCE

Centamin is **committed to responsible mining** and sets targets to drive continuous improvement in sustainability performance.



		2020 TARGET	2020 PERFORMANCE	DELIVERED
HEALTH, SAFETY & WELLBEING	Group	ZERO FATALITIES in the workplace	ZERO FATALITIES Consistent with 2019	✓
	Group	25% REDUCTION IN LTIFR (total lost time injury frequency rate) year-on-year	41% REDUCTION IN LTIFR to 0.84 per million hours worked	✓
	Group	25% REDUCTION IN TRIFR (total recordable injury frequency rate) year-on-year	28% REDUCTION IN TRIFR to 5.16 per million hours worked	✓
OUR PEOPLE	Group	NATIONAL EMPLOYMENT RATE > 90%	95% NATIONAL EMPLOYMENT RATE Consistent with 2019	✓
	Sukari	INCREASE TOTAL TRAINING HOURS per employee	TWELVE HOURS OF TRAINING recorded for each employee. Data not available in 2019.	⊞
	Sukari	77% OF LEADERSHIP ROLES held by national employees by 2022	67% OF LEADERSHIP ROLES held by national employees, a 13% improvement on 2019. On track to meet 2022 target.	⊞
SOCIAL & ECONOMIC PARTNERSHIP	Group	INCREASE COMMUNITY SPEND	US\$1.16 MILLION compared to US\$0.59 million in 2019	✓
	Sukari	INCREASE LOCAL PROCUREMENT spend year-on-year as a percentage of total expenditure	LOCAL PROCUREMENT = 61% of total expenditure, consistent with 2019	⊞
	Sukari	CATEGORY 4 AND 5 GRIEVANCES closed within 30 days	ZERO CATEGORY 4 OR 5 GRIEVANCES recorded in 2020	✓
ENVIRONMENTAL RESPONSIBILITY	Group	ZERO REPORTABLE ENVIRONMENTAL INCIDENTS	ZERO REPORTABLE ENVIRONMENTAL INCIDENTS	✓
	Sukari	WATER REUSE > 44% in the operations	WATER REUSE = 29% a 34% reduction on 2019 due to commissioning of the new tailings storage facility ("TSF2")	✗
	Group	GHG EMISSION INTENSITY < 34.0 tCO₂-e per kilotonne ("kt") milled	GHG EMISSION INTENSITY 37.1 tCO₂-e per kt milled compared to 33.9 tCO ₂ -e in 2019. Increase due to reduction in tonnes milled	✗

FOREWORD FROM THE CEO

It is a pleasure to introduce the
2020 Sustainability Report.



CHIEF EXECUTIVE OFFICER
MARTIN HORGAN

It is a pleasure to introduce the 2020 Sustainability Report. The global health and economic crisis resulting from the coronavirus pandemic (“COVID-19”) has presented numerous challenges for us all. I am immensely proud of the resilience and dedication of our workforce, whose commitment and proactive response has enabled the Company to successfully navigate this period. COVID-19 has put a spotlight on the importance of how we care for our workforce and the strength of partnership with all our stakeholders from suppliers to communities and government. Many of our workforce have been separated from their families and loved ones for extended periods and in some cases facing substantial periods in isolation, with limited physical exercise due to travel protocols. The mental and physical health of our people is a vital consideration and in 2020 we implemented several initiatives to help address this situation, which included improved rest accommodation, robust fatigue management protocols, health education, upgraded our workforce health insurance, and introduced a new third-party mental health and advice platform for our team.

Centamin recognises the business and societal importance in building a responsible culture that values and supports people, creating opportunities through jobs, infrastructure, education, as well as developing our assets and delivering strong shareholder returns. COVID-19 has reinforced our effort to put sustainability at the centre of the business model. In 2020 strides were made, starting with the establishment of the board-level Sustainability Committee and the appointment of Paul Cannon as Group ESG Manager. We are putting in place a robust Sustainability Performance Framework to support our commitment to meet international standards of good practice in the areas of governance, health and safety, social development, human rights and environmental protection.



CENTAMIN HAS INITIATED EFFORTS TO PUT IN PLACE A LONG-TERM STRATEGY AND ACCOMPANYING ROADMAP TO ADDRESS THE TRANSITION TO NET ZERO EMISSIONS INCLUDING SPECIFIC SCIENCE-BASED TARGETS AND ACTIONS FOR 2030.



Centamin is a significant employer and financial economic contributor to both the government and local communities. Over 95% of our total workforce is employed locally and over 60% of our supplies for Sukari are procured within Egypt, and 94% of our supplies procured locally to our exploration projects in West Africa.

We have an uncompromised commitment to improving operational health, safety and wellbeing. This year’s safety record is evidence of the continued progress with a 41% improvement in LTIFR to 0.84, and a TRIFR of 5.16, per one million site-based hours worked. Whilst this was an improvement, through ongoing visible safety leadership and accountability, we remain committed to delivering our ultimate goal of zero harm. Furthermore, I am pleased to note that we sustained our zero reportable environmental and community incident record and no issues of regulatory non-compliance were reported.

Our local communities are an extension of our workforce and we have a clear responsibility to provide support and assistance tackling the vulnerabilities they face. In 2020, we provided financial and logistical support towards our host country’s COVID-19 response efforts to combat the pandemic. This included donating state-of-the-art diagnostic machines capable of testing for several life-threatening communicable diseases, including COVID-19 to a hospital in Marsa Alam (Egypt). As we look to 2021 and beyond, we are developing integrated programmes that meet the needs of our local communities and focus on our target areas of training and education, healthcare, and local economic participation. I look forward to updating you more on these initiatives in the future.

2020 was a landmark year in the policy response to climate change – numerous countries made long-term commitments to net zero greenhouse gas (“GHG”) emissions. We advanced several promising initiatives that will reduce GHG emissions, fuel consumption and operating costs at Sukari, including the 36MW hybrid solar plant, scoped to reduce annual CO2 emissions by 60,000 tonnes from 2023. Throughout 2021, we have begun replacing the open pit mining fleet with high production truck trays which reduce the body weight, increase the payload and improve fuel and tyre efficiency. We are also actively piloting and investigating opportunities to further reduce our reliance on diesel by switching to natural gas as a more efficient fuel for both our mobile and mining fleet and on-site power generation. In 2021, we have scheduled to spend approximately US\$40 million of capital towards carbon abatement initiatives.

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

While focusing on the longer-term vision, we have not neglected those challenges that are immediately present. We have started this year a stronger, more resilient company, motivated and excited to deliver on our ambitious 2021 targets.

Martin Horgan

SUSTAINABILITY COMMITTEE CHAIR REVIEW

“

CENTAMIN'S SUSTAINABILITY COMMITTEE SUPPORTS THE BOARD OF DIRECTORS IN ITS SUPERVISION OF MANAGEMENT'S EFFORTS TO CREATE ENDURING AND SUSTAINABLE VALUE FOR OUR STAKEHOLDERS.

”

In 2020 the COVID-19 global pandemic transformed the way we work, connect, collaborate and share value at Centamin. The Company's response to the outbreak of COVID-19 was rapid, robust, and designed using the quickly evolving best medical and scientific advice available. Under the leadership of an internal COVID-19 Executive Committee, immediate actions were taken to protect the workforce, assist local communities and secure company assets.

Thanks to the dedication and commitment of our people and the tremendous support of our business partners and host governments, Centamin was able to safely maintain operational continuity and the full deployment of its workforce. However, despite the evolving global crisis, we were able to make significant achievements that demonstrate our continuous improvement in Centamin's delivery of our maturing sustainability strategy.

Recognising talent and providing an environment for individuals to develop is key in motivating and retaining the best people, who will deliver on our strategy and purpose. 2020 brought renewed focus on the welfare and development of our people, especially our Egyptian workforce and local community of Marsa Alam. At Sukari we commenced the roll-out of a professional development framework that aims to instil a shared understanding of the critical behaviours required for successful performance in Centamin, based on our purpose, values and culture. The key elements of the framework include an employee development pathway for all positions, supervisory and leadership training to equip employees for increased levels of technical and management responsibility, and succession planning. The Company increased the number of Egyptian nationals in senior and middle management roles to 67% in 2020, a 13% increase on the previous year. We have allocated US\$6 million to workplace development programmes at Sukari in 2021, providing the training and tools needed to perform to the best of their ability, with several additional workforce initiatives and apprenticeship programmes being developed.

Centamin achieved record levels of national procurement in 2020 as it continues to develop an Egyptian-focused supply chain. 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 inclusive approach to partnership within our supply chain yielded several significant contracts for local suppliers and a 29% increase in total national procurement spend on 2019.

In 2020, our Supplier Code of Conduct was implemented, including defined standards for health and safety, labour, anti-bribery and corruption, community, security, and environmental issues. Importantly, the Supplier Code of Conduct requires our suppliers to maintain policies and procedures that safeguard the protection of human rights. The Company recognises that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging, and therefore will constructively work to support our suppliers in meeting the standards expected of them under the new Supplier Code of Conduct.

If managed correctly, the mining sector can be a significant engine of local growth and development providing substantial benefits to the societies in which we operate. We recognise there is significant opportunity across our business to be smarter, to draw the maximum value from materials utilised or consumed to produce gold. This will require application of a systematic and structured approach to material and process optimisation in each business area. The Company commenced a Life of Asset Review (“LOA”) at Sukari in 2020 that comprised a series of independent optimisation studies across the various functional areas of the operation. Increased levels of management discipline, innovation and technology have yielded positive results including a further 10% reduction in cyanide consumption, a 10% gain in truck productivity and a 20% improvement in average tyre-life.

The Centamin Board, Sustainability Committee, Executive and senior management are committed to ensuring sustainability is firmly at the centre of our decision-making. The Company will continue to take a progressive approach to dealing with the challenges and opportunities that our business faces. It is this leadership from the top of the business that sets the tone for us as individuals and is

reflected in our Company values. Significant work has gone into aligning our sustainability performance framework with good industry practice, and our reporting standards to the GRI and requirements of the SASB.

As a responsible mining company, we are 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. Late last year we commenced a systematic review of our tailings governance and management framework against the requirements of the GISTM targeting compliance by 2023.

In 2021, Centamin has initiated a structured assessment of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (“TCFD”) with the aim to put in place a long-term strategy and accompanying roadmap to address the transition to net zero emissions including specific science-based targets and actions for 2030. The Sustainability Committee looks forward to supporting the management team in preparation of its first annual report aligned to the TCFD, detailing the Company's governance, strategy and portfolio resilience to a range of climate-related scenarios.

For 2021 the evolution of our sustainability strategy will continue at Sukari, with added focus on tailings management, energy and climate change, water reuse, and material stewardship. The learnings from our ESG journey in our producing asset at Sukari will help define our future sustainability strategy at our exploration projects in West Africa.

On behalf of the Sustainability Committee, I would like to thank the Centamin team members and our broader stakeholder base for their continued support, work and commitment to the Company and its purpose, “To create opportunity for people through responsible mining”.

Catharine Farrow

CHAIR OF THE SUSTAINABILITY COMMITTEE

DR. CATHARINE FARROW



OUR APPROACH TO SUSTAINABILITY

At Centamin we know our presence in the countries in which we operate can be transformative through **augmenting 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 tax and royalty revenues for host governments.

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.

Restructured
Sustainability Committee

Corporate
Sustainability Team
established

Sustainability
Performance Framework
aligned with the World Gold Council's
Responsible Gold Mining Principles

FAST TRACK TO...

[Sustainability
Performance Framework](#)
[Sustainability Governance](#)
[Sustainability Risk Review](#)
[Stakeholder Engagement](#)
[Materiality Assessment](#)

REPORTING STANDARDS REFERENCED

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

SUSTAINABILITY PERFORMANCE FRAMEWORK

Our corporate purpose is to create opportunity for people through responsible mining. At the end of 2020, work commenced on a Sustainability Performance Framework that will reinforce delivery of our purpose.

We are committed to meeting international standards of good practice in the areas of governance, health and safety, social development and human rights and environmental protection. The Framework provides a systematic approach to how the Company will operate with respect to these key areas and recognises the need to adopt and apply standards and processes that transcend the mine life-cycle and issues arising from operations in differing socio-economic and biophysical settings.

The Framework includes a series of updated policies that articulate clear business principles and commitments and are aligned with the Responsible Gold Mining Principles (“RGMPs”) of the World Gold Council. The Group policies, including the Code of Conduct, are available on the Centamin website. In 2021 these policies will be supported through the development of a set of performance standards that identify key management requirements during operations. This will include a management assurance standard defining how these commitments are internalised within management systems and processes.

The Framework will be fully integrated with our overall business strategy, reflecting our strengths, and be attuned to the long-term business opportunities and challenges.

This Sustainability Report is our annual disclosure for 2020 of our sustainability performance against our commitments and targets.

SUSTAINABILITY PRIORITIES

We have defined six sustainability priorities that form the focus of our agenda in 2021. These priorities capture our core strengths, the 2020 materiality assessment results, our principal risks and the areas for continuous improvement.

The focus on these areas will support the achievement of our overall business strategy – to maximise long-term free cash flow generation, through cost-effective responsible mining while maintaining an active growth pipeline and delivering sustainable returns for all stakeholders.

SUSTAINABILITY PRIORITIES

ENVIRONMENTAL AND SOCIAL GOVERNANCE

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

SAFETY, HEALTH AND WELLBEING

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

PEOPLE AND TRANSFORMATION

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

LOCAL SOCIO-ECONOMIC PARTNERSHIP

An active partner in domestic supply chain development
A catalyst for socio-economic development in our host communities

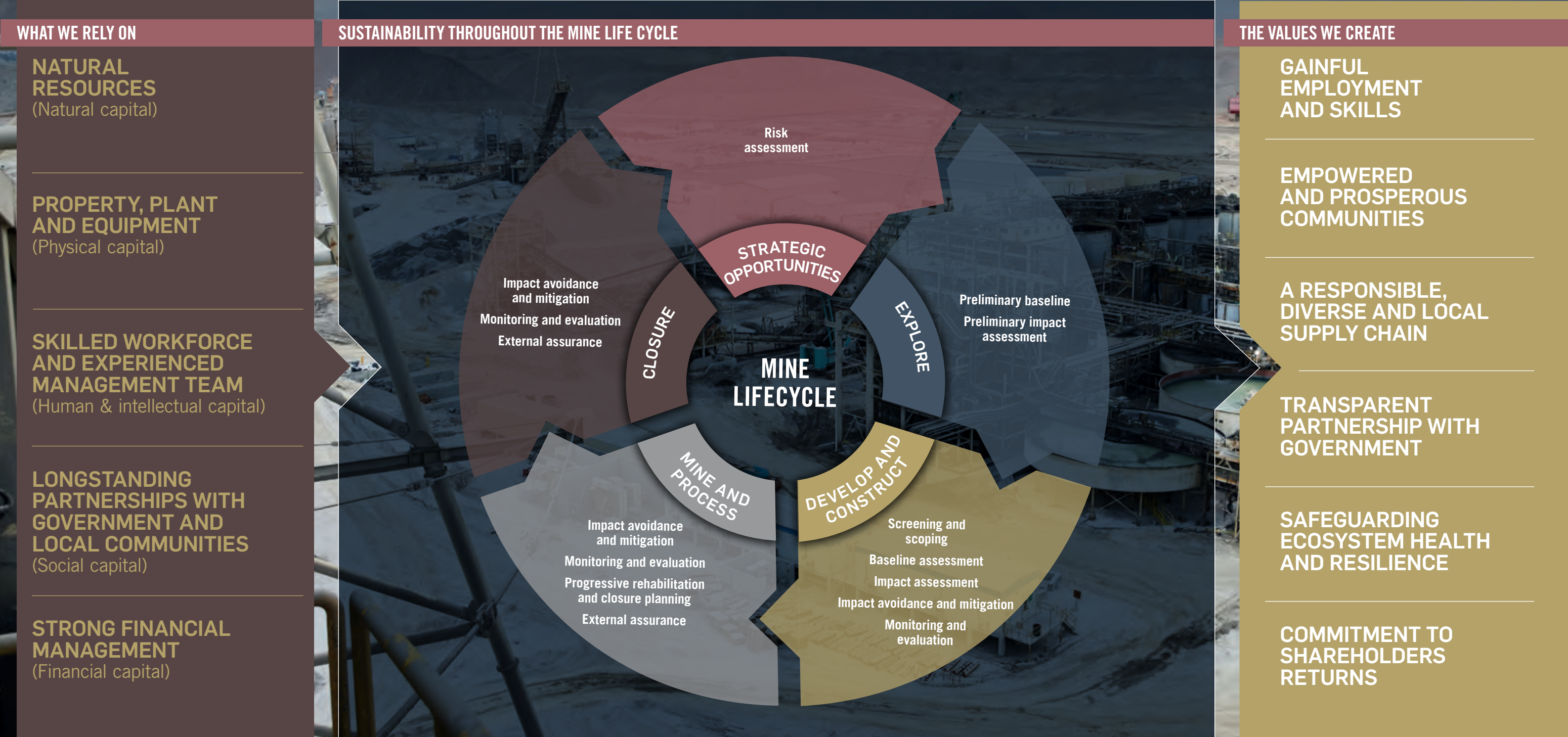
ENERGY AND CLIMATE CHANGE

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

MATERIAL STEWARDSHIP

Securing fair access to shared resources
Maximise the efficient use of materials in our operation
Life of mine planning

SUSTAINABILITY PERFORMANCE FRAMEWORK CONTINUED



SUSTAINABILITY PERFORMANCE FRAMEWORK CONTINUED

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

VOLUNTARY DISCLOSURES

Global Reporting Initiative (“GRI”) Standards	GRI is an independent international organisation that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI standards are the most widely used for sustainability reporting and reflect multi-stakeholder contributions. Centamin has been reporting in accordance with ‘Core’ GRI standards and the Mining and Metals Sector Supplement since 2017.
Sustainability Accountancy Standards Board (“SASB”)	SASB is an independent not-for-profit organisation that sets standards to guide disclosure of financially material sustainability information by companies to their investors. This report is the first year Centamin has mapped applicable GRI Standard disclosures to the SASB Metals and Mining Sustainability Accounting Standard. Centamin plans to report to both GRI and SASB standards from 2021 onwards.
Task Force on Climate-related Financial Disclosures (“TCFD”)	The Financial Stability Board established TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment and enable stakeholders to better understand the concentrations of carbon-related assets in the financial sector. In 2021 Centamin plans to put in place a long-term strategy and accompanying road-map to address the transition to net zero emissions, including disclosures in accordance with TCFD recommendations by 2022.
CDP	CDP is a not-for-profit charity that runs the global disclosure system for corporations and shareholders to manage their environmental impacts, namely greenhouse gas (“GHG”) emissions, water and forestry resource management. Centamin has participated in CDP’s annual questionnaire since 2019. Centamin’s responses to the 2020 CDP Climate Change Assessment and Water Security Report received C and B grades respectively.
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. Centamin’s GHG emissions are disclosed in this Sustainability Report in accordance with this Standard.

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. Companies implementing the RGMPs will be required to obtain external assurance from a third-party, independent assurance provider. In 2020, Centamin started to align its group-wide Sustainability Performance Framework to the RGMPs. We will report on our progress against the RGMPs in 2021.
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. In 2020, Centamin disclosed information on its tailings management to the Global Tailings Portal. In 2021, Centamin will update these disclosures and conduct a detailed review of the GISTM with the intent to comply.

INTERNATIONAL BUSINESS INITIATIVES

United Nations Guiding Principles on Business and Human Rights (“UNGPR”)	The UNGPs are a global standard that defines the duties of states to protect human rights and the responsibilities of companies to prevent, address and remedy human rights.
Voluntary Principles on Security and Human Rights (“VPSHR”)	In 2021, Centamin will undertake a detailed review of the UNGPs Reporting Framework with the intent to align its disclosures with these standards.
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.
International Standard Organisation (“ISO”)	Centamin is committed to report on all payments to government in terms of annual tax, profit share and royalties.
Sustainability Development Goals (“SDGs”)	The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 SDGs are an urgent call for action by all countries in a global partnership. As a mining company we recognize the potential to positively contribute to all 17 SDGs, through collaborative efforts with government, civil society and other businesses.

SUSTAINABILITY GOVERNANCE

Sustainability needs to be central to our business model and integrated across all levels of the organisation, from board room to operational practices, and throughout the mine life cycle, from opportunity identification to closure.

We understand that our commitment to responsible business principles is fundamental to our success and ability to be a trusted partner to our stakeholders. Centamin's corporate governance structure ensures 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

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

Effective corporate and sustainability governance begins with a strong board of directors. Centamin's refreshed Board has the breadth of skills and experience to challenge and support the management team.

Our Board's broad range of experience and diversity benefits the Company through enhanced governance. Guided by the Hampton-Alexander and the Parker Reviews, Board nomination considers skills, experience, diversity (gender, ethnicity, age), independence and geography. Three of our nine Board members are female; and three of the five committees are chaired by women.

Five core Board committees provide oversight and guidance in key areas – Audit and Risk, Remuneration, Nomination, Sustainability and Technical. Recognising the increased importance of sustainability to our business and stakeholders, the Sustainability Committee was formally reconstituted in June 2020, replacing the former Health, Safety, Environment and Social Committee. Charters define the role and responsibility of the Board and each committee within the Company's corporate governance framework.

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, human rights and workforce engagement. The committee advises the Board on matters including good industry practice, sustainability performance, compliance and licence to operate risk. The committee formally reviews and approved 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. Since its inception in June 2020, the committee held two formal meetings. Committee membership and key activities in 2020 are described in the Corporate Governance section of the 2020 Annual Report. In 2021, the committee will engage more intensively with the senior management team to support development and uptake of the Sustainability Performance Framework. Routine committee meetings are scheduled every two months.

The CEO has ultimate responsibility for Centamin's sustainability performance. Reporting to the CEO, is the newly appointed Head of Environmental and Social Governance – Paul Cannon. Paul joined Centamin in H2 2020 and brings 20 years' experience integrating sustainability into governance and management systems and operational practices. Paul manages the corporate sustainability team comprising individuals with in-depth knowledge of Sukari, the operating environment in Egypt, international mining practices and stakeholder engagement. The corporate sustainability team is responsible for developing and implementing Centamin's Sustainability Performance Framework. The team provides guidance to asset-level managers and health, safety, environmental and social ("HSES") specialists in operationalising the Framework and its integration into asset-level management systems and practice.



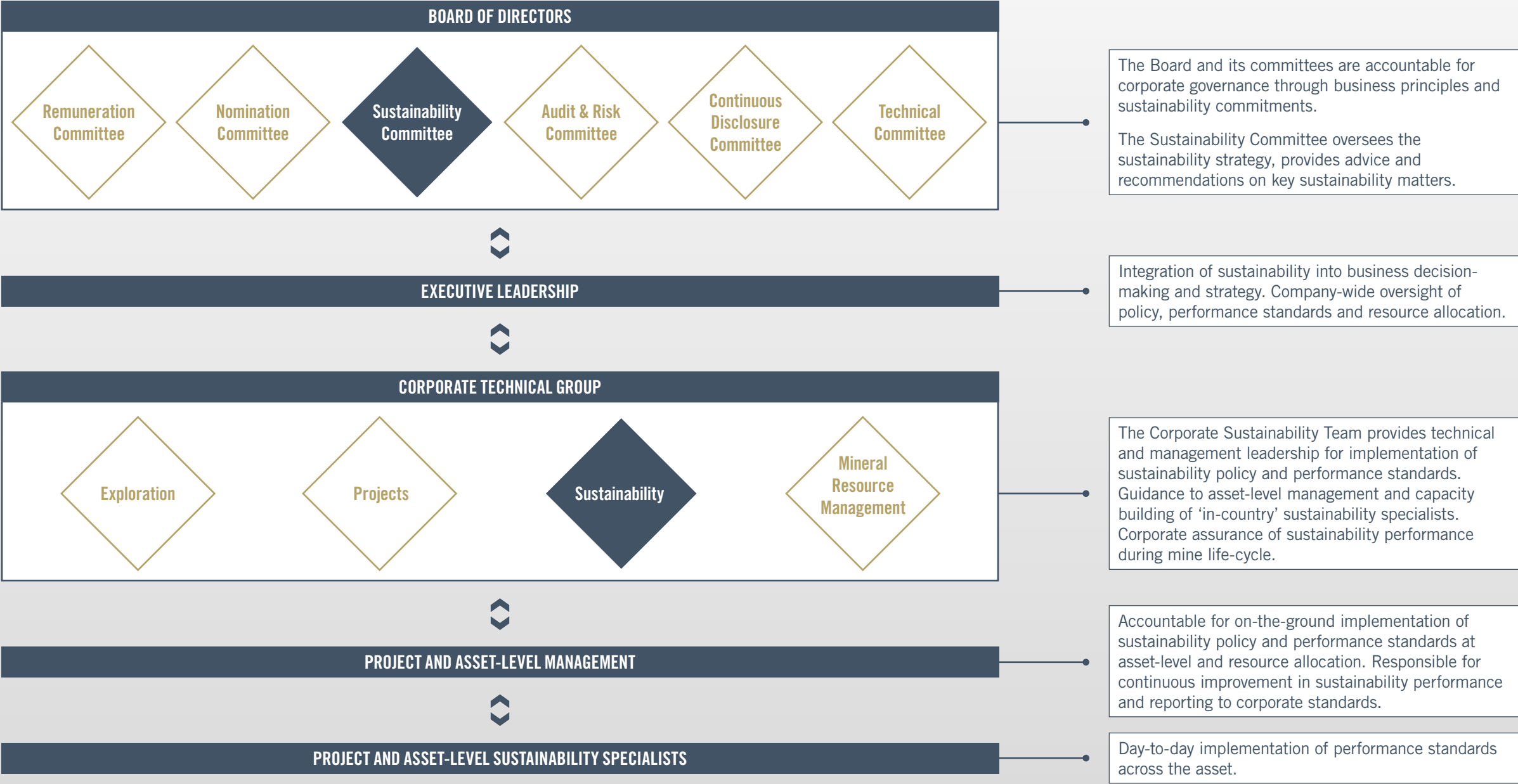
**MINING IS NOT JUST A BUSINESS, YOU
FORM A SOCIAL CONTRACT WITH YOUR
SURROUNDING COMMUNITIES AND YOU
HAVE THE ABILITY TO MAKE REAL CHANGE.**

Marna Cloete, Non-Executive Director



SUSTAINABILITY GOVERNANCE CONTINUED

Consistent with the Company’s hub-based approach to operations, the day-to-day management of sustainability is carried out by dedicated in-country specialist teams, under the direction of their respective asset-level manager, who is responsible for individual site performance.



LINKING REMUNERATION TO SUSTAINABILITY

Executive Directors and employees eligible for our bonus scheme are incentivised to take accountability for the Company’s health, safety and sustainability performance through Centamin’s compensation structure. For more information on the Group’s remuneration policy please refer to the 2020 Annual Report.

In 2020, 70% of the executive bonus was based on structured corporate objectives that include operational performance, financing and health and safety. Improvement in the Group’s LTIFR represented 10% of the executive bonus in 2020 with further environmental, social and governance ‘ESG’ targets set out in the Executive’s individual key performance indicators. In 2021 the annual bonus opportunity has been extended to include additional health, safety, environmental and social metrics. More information on the Group’s remuneration policy can be found in the 2020 Annual Report.

At Sukari, health and safety metrics represented 30% of the 2020 performance bonus payout and comprised TRIFR and Property Damage Frequency Rate. In 2021 the metrics have been amended to include TRIFR and the number of Incident and Injury Free Days. To be eligible for the performance bonus, employees must have also adhered to the Cardinal Safety Rules, defined as critical controls related to workplace safety.

SUSTAINABILITY RISK REVIEW

A successful and sustainable business needs an effective risk management framework as its foundation, which outlines the company approach and process for management of risk. The framework should be supported by a strong culture of risk awareness that encourages openness and integrity, alongside a clearly defined appetite for risk.

A variety of activities were undertaken to reinforce risk management in 2020:

- Regular review of the risks presented by the COVID-19 pandemic including risk analysis scenarios and contingency plans to safeguard our workforce and secure our assets
- Enhanced risk governance and oversight through updates to the Board and committee structures and the appointment of senior management including the Head of Risk

- Reinforcement of the risk-aware culture at operational-level through the development of Critical Risk standards and a continued focus on the health and safety of our people
- Periodic review of the key risks across the business including the principal and emerging risks facing the Group.

Our approach to risk management, internal controls and governance, and the results of a robust risk review and a full list of principal risks are described in the 2020 Annual Report.

In 2020, a number of changes to the principal and emerging risks were assessed, driven by changes in our governance structure and senior management, the revised business strategy and external factors such as COVID-19.

PRINCIPAL RISK	NATURE OF RISK	MITIGATION MEASURE	ONGOING STRATEGY
<div>Strategic Risk</div> <div>Licence to Operate</div>	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 drive shared long-term value while working to minimise the social and environmental impacts of our activities. True consideration needs to be given to the investment in sustainable projects, whilst delivering on our stated ESG objectives.	<p>Host governments and local communities expect our involvement to bring social and economic benefits whilst eventually leaving them better off than when we arrived.</p> <p>Centamin aims to bring enduring socio-economic prosperity within our area of influence and to protect the bio-physical environment.</p> <p>The Company aims to meet its ESG commitments set out in our corporate governance framework, the permits/grants/licences and local laws/regulations in our jurisdictions.</p>	Acting in an ethical, responsible and transparent manner is fundamental to realising the significant business benefits gained from building trusted and constructive relationships with all our business stakeholders, and to maintaining our socio-political licence to operate. Strengthen our sustainability governance and management framework at all levels of the organisation, including reinforcement of our performance standards to support growth.
<div>Strategic Risk</div> <div>Future of our Workforce</div>	<p>The way we work is changing. Embedding a clear approach to the development of nationals supported by an understanding of the required cultural values is pivotal to the strategy.</p> <p>Failure to do this increases the risk of churn and the loss of key personnel and knowledge so retention is critical.</p> <p>We also need to consider where possible the ability to attract adequately experienced personnel to meet the future growth aspirations of the business.</p>	<p>We aim to foster a high performance, inclusive culture, through an organisational structure that is fit for purpose, resourcing this structure with the right capabilities and empowering leadership to deliver the desired outcomes.</p> <p>Initiatives which have been introduced include the introduction of an employee development pathway, leadership development programme for supervisors through to managers; ex-pat reduction scheme alongside ongoing training needs analysis, an annual performance review process and succession planning.</p>	To deliver on our strategy, we rely on a capable and engaged workforce that behaves ethically and responsibly, consistent with Centamin’s values and Code of Conduct; these are also essential for us to maintain our licence to operate.

SUSTAINABILITY RISK REVIEW CONTINUED

PRINCIPAL RISK	NATURE OF RISK	MITIGATION MEASURE	ONGOING STRATEGY
<div>Strategic Risk</div> <div>Evolving Environmental Expectations</div>	<p>Past environmental incidents in the extractive industry highlight the hazards (e.g. water management, tailings storage facilities, cyanide management) and the potential consequences to the environment, community, safety and health.</p> <p>Due to the location of the Sukari Mine in a desert, we are aware of the importance of water management alongside our reliance on fossil fuel.</p> <p>We recognise that climate-related risk is likely to have an increasing impact on our operations and has been identified as a specific emerging risk.</p>	<p>Our ability to maintain compliance with regulatory obligations and alignment with emerging industry standards in order to protect the environment and our host communities alike remain our top priorities. We are in the process of strengthening our governance and management controls and assurance processes to meet the requirements of new industry standards, including the Responsible Gold Mining Principles, Global Industry Standard Tailings Management and Task Force on Climate-related Financial Disclosures.</p> <p>We are committed to resource efficiency and pollution control. Preparatory works have commenced on a solar plant that will reduce our greenhouse gas (“GHG”) emissions by approximately 14% at Sukari and committed to further investment in projects to optimise fuel efficiency, such as the fitting of High Production trays to our haul fleet and trialling dynamic gas blending.</p>	<p>Not only comply with regulatory obligations but anticipate broader societal expectations as they relate to responsible environmental management, on aspects including resource efficiency and pollution control, the monitoring and management of tailings storage facilities, the management of water consumption and discharge, biodiversity conservation and natural resource management legal compliance, but broader societal expectations.</p> <p>Understanding the effects of climate-related risk on our business is important as we strive to optimise opportunities associated with the transition to a low-carbon future; further information will be provided in the 2021 Sustainability Report.</p>
<div>Operational Risk</div> <div>Safety, Health and Wellbeing</div>	<p>It is an inherent risk in our industry that incidents due to unsafe acts or conditions could lead to injuries or fatalities. This has been heightened by the ongoing COVID-19 pandemic which highlights the importance of workforce wellbeing.</p> <p>Our workforce faces risks such as travel/transport, fire, explosion, and electrocution, as well as risks specific to the Sukari Mine and development project. These include potential underground stope failure or collapse, heavy or light equipment collisions involving machinery or personnel or environmental incidents such as cyanide contamination.</p> <p>Across the industry there is increased focus on the risks associated with mining companies’ tailings facilities. We continue to monitor this risk, completing regular internal and external technical reviews.</p>	<p>Protecting the safety, health and wellbeing of employees, contractors, local communities and other stakeholders is a fundamental responsibility for Centamin. We seek continuous improvement of our health and safety risk management procedures, with particular focus on the early identification of risks and the prevention of incidents.</p> <p>Examples of key mitigation initiatives in 2020 and beyond include critical risk and control standards supported by visible safety leadership reinforced at our operations, proactive COVID-19 management and enhanced employee medical benefits to recognise the health and wellbeing of our people and delivery of our new Tailings Storage Facility (“TSF2”) extending our tailings capacity to 2030.</p> <p>We continuously seek to incorporate technology and innovation to reduce workers’ exposure to health and safety risks alongside introducing a variety of initiatives to improve their wellbeing.</p>	<p>Ensuring the safety, health and wellbeing of our workforce is a moral imperative, captured in our core value, Protect. This requires a focus on zero harm whilst constituting a direct investment in the productivity of the business and the physical integrity of our operations.</p> <p>A safe and healthy workforce translates into an engaged, motivated and productive workforce that mitigates operational stoppages, and reduces potential incidents or harm.</p>

SUSTAINABILITY RISK REVIEW CONTINUED

In addition to these principal risks, climate-related risk was identified as one of the most significant emerging risks, which includes the transition of our business model to a net zero economy. Emerging risks are defined as 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.

2020 was a landmark year in the policy response to climate change – numerous countries made long-term commitments to net zero GHG emissions, as well as new climate finance pledges and ambitious adaptation plans.

In December 2020, the UK Government announced an ambitious target to reduce GHG emissions by at least 68% by 2030 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, as part of the 2016 Paris Agreement goal to keep global warming below two degrees.

There is no company whose business model won't be profoundly affected by the transition to a net zero economy. In 2021 Centamin will aim to put in place a long-term strategy and accompanying road-map to address the transition to net zero emissions, including disclosures in accordance with Task Force on Climate-related Finance Disclosures ("TCFD") recommendations by 2022.

Details about these sustainability risks and other topics considered material to our stakeholders are included in this report.

The Audit and Risk Committee and Board review the principal and emerging risks at least twice a year, which is informed by risk information provided from across the business on a regular basis. Centamin tracks and reports risk information following our risk framework as outlined in the 2020 Annual Report.

CRISIS MANAGEMENT

At the Sukari operations, 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 measures outlined incorporate the 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 the crisis. In 2021, the Crisis Management and Business Continuity Plan is being reinforced through exercises involving both operational and corporate teams.

IMPACT ASSESSMENT

We obtain critical information about the environmental and social baseline conditions, and potential impacts and opportunities arising from our business activities. We endeavour to do this as early as possible in the project development cycle to inform the design process from the outset. At Sukari, we maintain a change management process through which the site leadership team is notified of all material organisational changes and held accountable for assessing the risks, impacts and opportunities before this change takes effect.

Following formal approval of the impact assessment reports, in 2020, the Egyptian Environmental Authority granted development permits for construction of the second tailings storage facility ("TSF2") and solar project at Sukari.



STAKEHOLDER ENGAGEMENT

We believe an **open and honest stakeholder engagement process** is critical for the continuous improvement of our sustainability performance and our business as a whole. We strive to understand our stakeholder interests and needs, while communicating our Company purpose.

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

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



EMPLOYEES

HOW WE ENGAGE

- Daily pre-start and toolbox meetings
- Routine safety meetings with management, leadership, committee and HSE representative meetings
- Professional development: performance appraisals, objective setting, incentives
- Training and skill development: 'on-the-job' supervision, technical and soft-skill training, felt leadership
- Code of Conduct and employee induction
- Grievance mechanism and whistleblowing platform
- Bulletins, intranet and notice boards
- Corporate visits to operational sites

ISSUES RAISED

Occupational Health and Safety (“OHS”)
Training and education
Local communities
Economic performance
Energy

OUTCOMES

- Leading indicators reinforced, plan task observation, felt leadership
- Professional development pathway in place
- Strict controls on local content in place
- Solar project commenced preparatory works, investment in automation of high voltage distribution system to optimise fuel efficiency and light-weight truck trays

FOCUS ON MAKING CENTAMIN A GOOD PLACE TO WORK



GOVERNMENTS

HOW WE ENGAGE

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

ISSUES RAISED

Local communities
OHS
Indirect economic impacts
Training and education
Market presence (i.e. local employment)
Environmental compliance

OUTCOMES

- Community investment and development programme sustained
- Reinforcement of leading OHS indicators, plan task observation, felt leadership
- Professional development pathway in place
- Strict controls on national recruitment and procurement in place
- Legal compliance sustained

FOCUS ON JOB CREATION – PAYING COMPETITIVE SALARIES



COMMUNITIES

HOW WE ENGAGE

- Open dialogue with community leaders
- Community investment and development planning, charitable donations
- Job creation and skill development
- Site tours of the operations
- Grievance mechanism

ISSUES RAISED

Employment
Local communities
Training and education
Market presence (i.e. local employment)
Rights of indigenous people
Tax

OUTCOMES

- Strict controls on local sourcing in place
- Community investment and development programme sustained
- Professional development pathway in place
- Transparent payment of profits, royalties and taxes to government

FOCUS ON COMMUNITY SUSTAINABILITY THROUGH INVESTMENT, EDUCATION AND EMPLOYMENT



SHAREHOLDERS

HOW WE ENGAGE

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

ISSUES RAISED

Emissions
Diversity and equal opportunity
OHS
Anti-corruption
Training and education

OUTCOMES

- Solar project commenced preparatory works, investment in automation of high voltage distribution system to optimise fuel efficiency and light-weight truck trays and dynamic gas blending
- Leading OHS indicators reinforced, plan task observation, felt leadership
- Anti-bribery and corruption training provided to ‘at-risk’ employees
- Professional development pathway in place

FOCUS ON TRANSPARENT ENGAGEMENT, DELIVERY ON OUR STRATEGY, REBUILDING SHAREHOLDER CONFIDENCE THUS IMPROVING OUR VALUATION



SUPPLIERS, CONTRACTORS & REFINERS

HOW WE ENGAGE

- Open dialogue and regular meetings with onsite management teams
- Routine contract review and compliance checks
- Code of Conduct and contractor induction
- Training, site inspections, felt leadership
- Tendering and procurement procedures
- Grievance mechanisms and whistleblowing platform

ISSUES RAISED

OHS
Training and education
Local communities
Environmental compliance
Indirect economic impacts

OUTCOMES

- Leading occupational health and safety indicators reinforced, plan task observation, felt leadership
- Training available for onsite contractors
- Strict controls on national recruitment and procurement sustained
- Community investment and development sustained
- ESG criteria reinforced in contracts for major suppliers including local content

FOCUS ON MAINTAINING A TRUSTED TRACK RECORD WITH SUPPLIERS, CONTRACTORS AND REFINERS

MATERIALITY ASSESSMENT

Each year we analyse the sustainability issues **that matter most to our stakeholders and our business** to inform the content of this report. The process follows the GRI Principles for Determining Report Content.

A materiality survey was distributed to internal and external stakeholder groups in which respondents were asked to select the seven most important issues based on potential impact to Centamin’s business from a list of 34 material topics under the categories of ‘Economic’, ‘Environmental’, and ‘Social’. Internal stakeholder groups included: Directors and corporate, management, senior and junior personnel. External stakeholder groups included: supplier, community, non-governmental organisations (“NGOs”), government and shareholders. A total of 94 stakeholders responded to the survey.

The material topics were ranked from 1 to 34, based on the collective responses of the survey participants. The survey results were supplemented by a review of ESG-related communication received from our shareholders throughout the year and a desktop analysis of publicly available documents for our principal shareholders.

The Sustainability Committee reviewed the final materiality matrix which identified five topics judged to be of ‘high’ materiality, as presented in the matrix below. For 2020, the topics remain largely consistent with the previous year, although some topics increased in importance from ‘medium’ to ‘high’, while others decreased.

GRI disclosures were selected for each topic of high materiality and these disclosures are presented in this report.

OUTCOMES

2019 high priority issues:

- Occupational health and safety
- Environmental incidents
- Resource efficiency
- Management of hazardous waste (tailings)

2020 high priority issues:

- Occupational health and safety
- Training and education
- Local communities
- Environmental compliance
- Indirect economic impacts

2019 medium priority issues:

- Revenue transparency
- Anti-bribery and corruption
- Emergency preparedness
- Skills training and staff development
- Purchasing from local suppliers
- Climate change
- Air pollution

2020 medium priority issues:

- Market presence
- Economic performance
- Diversity and equal opportunity
- Climate change
- Employment
- Anti-bribery and corruption
- Management of hazardous waste (tailings)

HIGH

IMPORTANCE TO STAKEHOLDERS

HIGH

LOW

HIGH

CURRENT OR POTENTIAL IMPACT ON THE BUSINESS

HEALTH, SAFETY AND WELLBEING

Mining is a high-risk industry. The nature of our core business activities 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 3,000+ employees and contractors. We understand that failing to manage these high-risk environments has the potential to result in injury or loss of life.

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

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

We routinely review and benchmark our health and safety systems and standards against industry good practice and performance.

41%

LTIFR reduction on 2019

28%

TRIFR reduction on 2019

No material impact

from COVID-19

FAST TRACK TO...

[Our Approach](#)

[Hazard Identification
and Mitigation](#)

[Safety](#)

[Health and Wellbeing](#)

REPORTING STANDARDS REFERENCED

GRI

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

SASB

EM-MM-320a.1

OUR APPROACH

CARDINAL SAFETY RULES

Centamin's Health and Safety Policy which 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.

At Sukari safety rules have been created to ensure that all workers remain safe whilst working on site. The Cardinal Safety Rules are considered critical as failing to follow one of these rules may cause workplace incident or injury. All workers must demonstrate their commitment to follow the cardinal rules, report non-compliance and understand that any breaches will attract disciplinary action.

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

11 Cardinal Safety Rules

Do Not breach the Smoking Policy	Do Not breach Hot Work Procedures
Do Not breach Working at Heights Procedures	Do Not interfere with Emergency Equipment
Do Not breach Confined Space Procedures	Do Not remove or bypass Barriers or Safety Guards without the correct controls in place
Do Not breach Isolation & Lockout Procedures	Do Not breach the COVID-19 Protocol
Do Not breach Site Driving Rules and Regulations	Do wear the Required Personal Protective Equipment at all times
Do Not breach the Drug and Alcohol Policy	

CRITICAL RISK STANDARDS

In 2020, Centamin developed Critical Risk standards that will be integrated into its health and safety management system in 2021. These standards were developed by examining the causes of the majority of fatalities within the industry, and consider industry good practice, guidelines and the relevant standards, and when implemented effectively, drive our commitment to zero harm.

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

Accountability for each standard is assigned to a nominated member of the site leadership team to ensure compliance. During 2021, each standard will be supported by a risk assessment using the Bow-Tie model to ensure that the appropriate controls have been identified to facilitate effective management of the Critical Risks.

HAZARD IDENTIFICATION AND MITIGATION

RISK REGISTER

Each asset and operational department are supported by a risk register that identifies the key risks associated with its operation. Each risk is ranked according to its potential severity and is supported by the risk source and the mitigating controls required to reduce the potential severity to an acceptable level.

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

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

INCIDENT REPORTING

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 and any high level 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.

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.

HAZARD 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 monitored on a daily basis to track the close out of the corrective and preventative actions. Any action overdue its target date triggers a reporting process to the relevant level of authority.

TAKE 5

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

TRAINING

Education and training are a fundamental part of the health and safety management system, by ensuring all workers are equipped with the knowledge of the hazards they may encounter and how to manage these hazards. It is mandatory for all employees and contractors to attend safety training relevant to their position and the area in which they operate. Training packages highlight the hazards associated with their position or work area and the relevant controls that are in place to mitigate these risks. The training material includes a strong practical component to increase comprehension of the training.

The training is reviewed regularly to ensure that the material remains relevant and employees and contractors are refreshed periodically.

All visitors who are on site for a short period of time receive a simplified induction to ensure that the basic operational risks are known and they are required to be accompanied at all times when inside one of the operational areas.

At Sukari, our employees received on average 6.5 hours of OHS related training in 2020, largely associated with annual refresher training. Our site contractors in comparison were provided on average 13.8 hours of OHS training, which reflects the additional requirement for new workers to receive their mandatory OHS induction training.

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 recurrence, and a monthly update on safety performance against performance indicators.

At Sukari, elected safety representatives meet with senior management fortnightly to receive relevant updates and to discuss any emerging issues.

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

THE TAKE 5 PROCESS



1 THINK

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



2 IDENTIFY

Have I identified any potential hazards?



3 CONTROL

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



4 EQUIPMENT

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



5 CONDITIONS

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



HAZARD IDENTIFICATION AND MITIGATION CONTINUED

EMERGENCY PREPAREDNESS AND RESPONSE

Centamin recognises that no matter how robust management systems may be, it is necessary to prepare for the failure of a system or control and ensure that there are plans and resources in place to reduce the consequence of such a failure. For this reason, emergency preparedness and response is included as part of its health and safety management system and that all operations have the necessary procedures, resources and training to manage any emergency situation that may occur.

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 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, the Company also maintains a Crisis Management and Business Continuity Plan in the case of severe disruptions to the organisation.

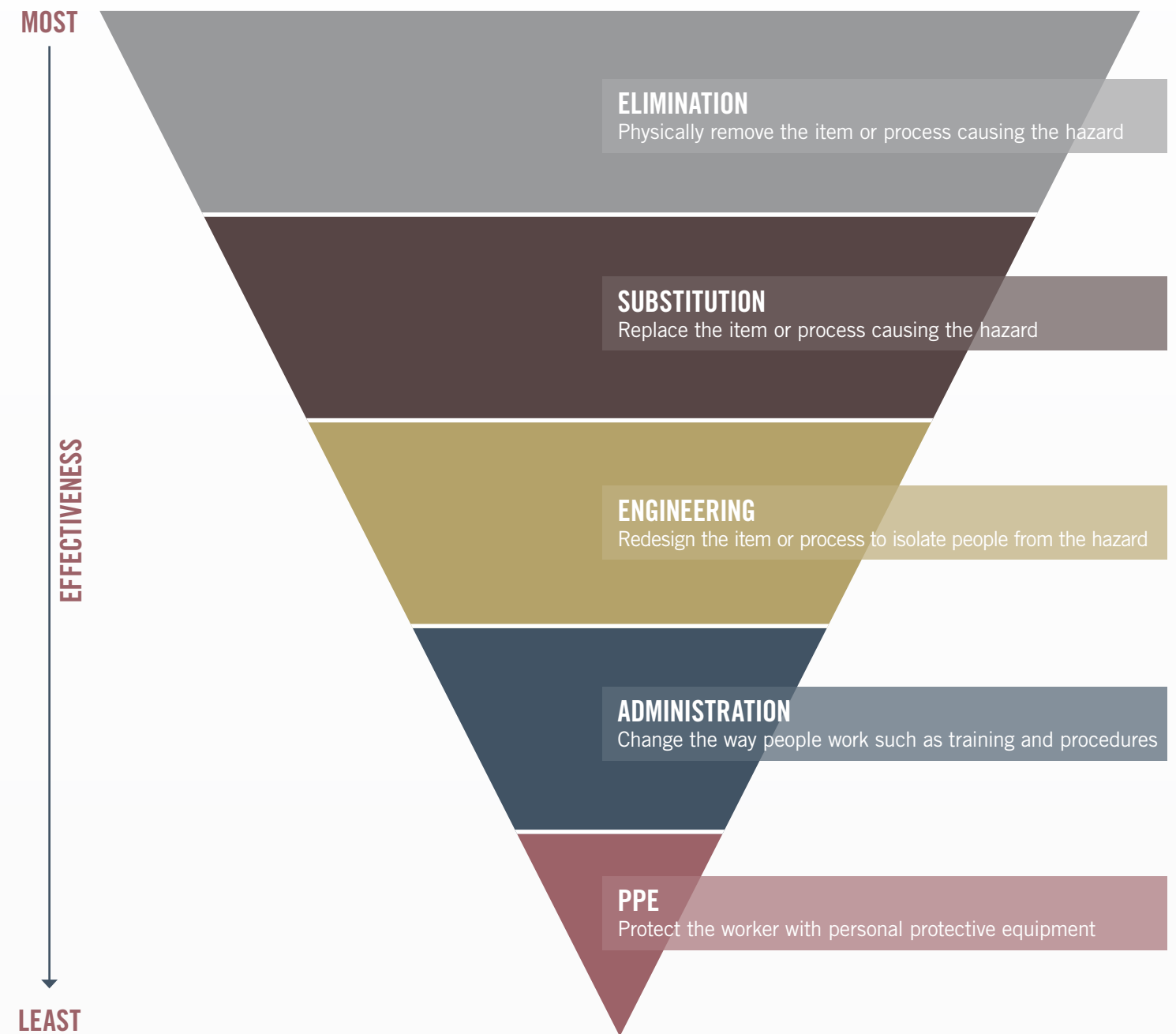
HIERARCHY OF CONTROLS

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

Centamin utilises a ‘hierarchy of control’ approach to managing hazards, prioritising the most effective forms of control.

Once the controls are implemented, the risk is re-valuated and should the risk rating remain above an acceptable limit, the hazard is escalated to more senior personnel for further management.

60% reduction
in the average time taken to close a corrective action,
from 24.8 to 9.9 days



HAZARD IDENTIFICATION AND MITIGATIONCONTINUED

PERFORMANCE INDICATORS

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

At group-level we track and report on fatality, lost time injuries and total recordable 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.

At Sukari, our indicators also include property damage incidents and the average number of days between an injury or an incident. In West Africa, our indicators include malaria and the number of days lost to malaria.

LEADING INDICATOR	TARGET	OBJECTIVE
Planned Task Observations	Head of department – 1 per week Superintendent – 2 per week Supervisor – 3 per roster HSE representative – 3 per roster Workforce – 10% of workforce per month	Encourage visible safety leadership and employee engagement
Quarterly Risk Review	100% compliant	Manager ownership and accountability within their respective areas
Hazard Reporting	25% reduction in the average time taken to close an action Zero hazards left uncontrolled Zero actions overdue	Actively identify and manage hazards
Incident Investigations	100% submitted within specified time according to incident severity Zero incident investigation corrective and preventative actions overdue by more than one month	Establish the root causes of possible and actual incidents and implement corrective and preventative actions as soon as practicably possible
HSE Training	100% compliant with position specific HSE training requirements	Through training, employees and contractors are aware of the possible hazards associated with working within the different areas of the operation and are equipped with the knowledge and skillset to mitigate these risks

SAFETY

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

The Group LTIFR was 0.84 per million hours (2019: 1.43) with 8,335,975 man-hours worked (2019: 7,014,484). This included seven Lost Time Injuries (“LTIs”) (2019:10 LTIs), five at our Sukari Mine and two at the Doropo project. The Group TRIFR improved from 7.13 per million man-hours in 2019 down to 5.16 in 2020, and the All Injury Frequency Rate (“AIFR”) improved from 15.40 in 2019 to 8.88 in 2020.

At Sukari, the total number of property damage incidents in 2020 reduced by 77% from 2019 which is indicative of the effectiveness of the safety management programmes being implemented. Other notable achievements include: in total 83,863 Take 5s were conducted before starting work; and the total number of Planned Task Observations was 2,411 which was 400% more than the target set for the year. The focus in 2021 is to increase workforce competency in the conduct of hazard identification through peer review.

In September 2020, we experienced one unplanned interruption to our mining operation at Sukari arising from geotechnical instability in a localised area of the open pit. Mining activities were temporarily suspended in this area as a preventative measure to safeguard the health and safety of our workforce. At Sukari, there were also two planned safety shuts, one in which all employees and contractors participated in a series of workshops reinforcing the Company’s commitment to a safe operation.

SAFETY PERFORMANCE

	2020	2019	2018
FATALITY FREQUENCY RATE PER 1,000,000 HOURS WORKED			
EGYPT (SUKARI)	0.00	0.00	0.00
BURKINA FASO	0.00	0.00	0.00
CÔTE D’IVOIRE	0.00	1.82	0.00
GROUP	0.00	0.14	0.00
LOST TIME INJURY FREQUENCY RATE (“LTIFR”) PER 1,000,000 HOURS WORKED			
EGYPT (SUKARI)	0.65	1.10	0.35
BURKINA FASO	0.00	0.00	0.00
CÔTE D’IVOIRE	4.06	5.45	0.00
GROUP	0.84	1.43	0.31
TOTAL RECORDABLE INJURY FREQUENCY RATE (“TRIFR”) PER 1,000,000 HOURS WORKED			
EGYPT (SUKARI)	4.66	6.91	3.11
BURKINA FASO	0.00	0.00	0.00
CÔTE D’IVOIRE	14.20	10.89	9.32
GROUP	5.16	7.13	3.56
NEAR HIT FREQUENCY RATE (SUKARI)	17.08	25.45	12.45

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, and also productivity and motivation.

During 2020 we commenced substantial upgrades to the Sukari workforce accommodation and facilities, including increased accommodation blocks to reduce shared occupancy, improved rest areas and gym facilities and the construction of a new recreational facility and football pitch. In our dining facilities, improvements were made to our catering services including a healthier menu with a larger variety of dietary fibre, vegetables, and fruits. Menus are regularly reviewed to ensure that there is a variety of healthy options available.

Representatives from the employees' medical insurance company regularly visit Sukari and engage with employees to identify and address individual and family concerns. In 2020, the employees' medical insurance benefit schedule was expanded to include medical cover for COVID-19 related illnesses. Additional employee assistance programmes were introduced, providing access to independent, professional mental health assistance in a confidential manner.

While we normally host a variety of annual sporting events, many of these were cancelled in 2020 owing to COVID-19 restrictions. It is planned that these will resume in 2021 to promote health and wellbeing within the workplace.

HEALTH EDUCATION

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

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

OCCUPATIONAL HYGIENE

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

CASE STUDY: TAKING THE GOOD FROM THE BAD

CENTAMIN'S RESPONSE TO THE OUTBREAK OF THE COVID-19 PANDEMIC WAS RAPID AND ROBUST.



Actions were immediately taken to protect the workforce, assist local communities and secure the assets.

Under the leadership of an internal COVID-19 Executive Committee, the response required a substantial logistical effort to adapt OHS protocols, establish and manage quarantine and isolation facilities, introduce mandatory screening and testing, educate our workforce and business partners, source equipment and materials to prevent, diagnose and manage COVID-19 cases.

The COVID-19 pandemic highlighted that certain aspects of the management of our employees' physical and mental wellbeing

could be improved. Particular concerns included employees' physical capability to meet the demands of their roles, non-communicable diseases such as hypertension, diabetes and other life-style related conditions, and mental health arising from extended rosters and being away from home.

This initiated the recruitment of a Chief Medical Officer who will lead the establishment of medical surveillance and occupational screening programmes as well as raising health awareness in the workplace. To be implemented in 2021, these programmes aim to improve the physical and mental capabilities of our employees to fulfil the requirements of their position.

HEALTH AND WELLBEING CONTINUED

CASE STUDY: FATIGUE MANAGEMENT AND THE WORKING HOURS STANDARD

EMPLOYEES AND CONTRACTORS WORK WITHIN THE REQUIREMENTS OF OUR FATIGUE MANAGEMENT PLAN AND THE HOURS OF WORK STANDARD.



Preventative measures implemented as part of the COVID-19 Management Plan included the confinement of personnel with comorbidities to work from home and restricting site access to essential personnel only. These measures resulted in a reduced workforce on extended rosters during what was a stressful time.

The Fatigue Management Plan and the Hours of Work Standard clearly define the maximum work-hours each day and the number of consecutive days without a break. Supervisors were responsible for actively monitoring fatigue and our workers empowered to put their hands up when feeling fatigued. There were no COVID-19 related fatigue issues or incidents, and we have a functional system to manage fatigue.

FATIGUE MANAGEMENT

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

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

Providing all processes are followed, the Hours of Work Standard provides the flexibility to make allowances to work structures to manage fatigue during exceptional circumstances. These circumstances could be planned such as Ramadan, or unexpected instances such as, COVID-19.

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

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

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

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

During 2021, driver fatigue will be better managed with the introduction of CAT Minestar, a fleet management system, into our mobile fleet, which incorporates Driver Safety System ("DSS") which monitors drivers' faces for signs of fatigue and then alerts drivers through a series of seat vibrations and audio alerts.

OUR PEOPLE

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

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

As of 31 December 2020, Centamin employs a total of 1,709 people of which 1,608 persons (95%) work in Egypt, 77 persons in West Africa and the majority of the remaining 24 persons in Jersey and the United Kingdom. All employees, with only a few exceptions, are full-time and permanent. The number of employees increased 11% in 2020 compared to 2019.

Sukari is the Group's largest operation, comprising 1,608 employees and 1,365 contractors, totalling 2,973 persons. The workforce comprises 93% Egyptian nationals of which over 50% originate from Upper Egypt including the Red Sea Governorate, where the mine is located.

Contractors are engaged at Sukari to perform underground mining, blasting services, mobile plant maintenance and capital projects.

Although the COVID-19 pandemic required our personnel to work extended rosters and respect strict requirements for social distancing, Centamin is pleased to report that it was able to retain its full workforce during 2020 with no requirement to furlough employees.

95%
national employment rate

13%
increase in leadership roles
held by Egyptian nationals

Introduced
**professional
development
and training framework**

FAST TRACK TO...

[Our Approach](#)

[Training and Professional
Development](#)

[Local Employment](#)

[Diversity and Inclusion](#)

[Workforce Engagement](#)

[Human Rights](#)

REPORTING STANDARDS REFERENCED

GRI

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

SASB

EM-MM-210a.3, EM-MM-310a.2,
EM-MM-510a

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.

This is supplemented by the following policies that outline the Company’s commitment to basic rights and freedoms, and sets out how we contract, support, develop and engage with employees to ensure a respectful and sustainable working environment

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

Guided by these principles and commitments, each operation and exploration project has developed localised policies, procedures and plans that are best suited to each of the national settings.

In 2020 we promoted our Code of Conduct through in person and remote training across the leadership team and selected employees in roles exposed to elevated levels of corruption risk. Approximately 40 persons participated in the training. The content was subsequently integrated into a revised employee induction training programme for roll-out in 2021.

Centamin’s principles and commitments to people are aligned with industry good practice, relevant International Labour Organisation Conventions and human rights frameworks. We will provide equal opportunity employment, free from discrimination or harassment.

WORKFORCE DEMOGRAPHIC

	TOTAL	HEAD OFFICE	EGYPT		BURKINA FASO		CÔTE D’IVOIRE	
			Expat	National	Expat	National	Expat	National
EMPLOYEES								
Male	1,683	15	77	1,529	–	14	6	42
Female	26	9	1	1	–	2	–	12
Total	1,709	24	78	1,530	0	16	6	54
CONTRACTORS								
Male	1365	–	91	1,274	–	–	0	51
Female	8	–	–	–	–	–	–	8
Total	1,424	0	91	1,274	0	0	0	59
TOTAL COMBINED WORKFORCE	3,133	24	169	2,804	0	16	6	113



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. In 2020 we implemented a performance appraisal process for all employees across the Group, including objective setting for 2021. This was a structured process between each employee and their line manager to mutually agree detailed near-term objectives and long-term personal development goals.

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

In 2020 substantial effort was made at Sukari to put in place a professional development framework that instils a shared understanding of the critical behaviours required for successful performance in Centamin. The key elements of the framework include: an employee development pathway to ensure all positions are undertaken to a proficient level, supervisory and leadership training to equip employees for increased levels of technical and management responsibility, and succession planning.

Succession plans are under preparation for each critical position with national employees identified as potential successors once they have completed their respective development programmes. Following delays in the establishment of succession plans in 2020 due to COVID-19, implementation is expected to reduce the number of expatriates by 14% in 2021 and 22% in 2022.

We track training hours for all activities related to employee skill development. In 2020, employees at Sukari received on average twelve hours total professional development training. This included mandatory health, safety and core-competency training; technical, soft-skill and leadership training. Owing to COVID-19, internships or apprenticeships were suspended in 2020 and we expect these to resume in 2021.

In 2021 Sukari will pilot a formal apprenticeship programme, tailored to meet the needs of the business while conforming to recognised industry standards. In its first year, the training content will focus on mobile plant mechanical maintenance with other modules to follow. The projected time to complete all units of competency and work-based assessment is 3.5 years, upon which graduates will receive an internationally recognised certificate. Opportunities are being explored to partner with our mining equipment manufacturer and supplier, local training service providers and internationally registered training organisations.

CASE STUDY: EMPLOYEE DEVELOPMENT PATHWAY

AT SUKARI WE AIM TO PROVIDE OUR EMPLOYEES THE OPPORTUNITY TO PROGRESS FROM ENTRY-LEVEL TO A TOP-LEVEL IF THEY POSSESS THE ABILITY TO DO SO.



The Employee Development Pathway (“EDP”) is a formalised process that will set an internal career pathway for an employee.

The primary focus of the EDP is to train, educate and provide the skills necessary for each employee to complete pathway initiatives from a point of entry to a proficient level.

Employees and their line managers will now have a clear framework to follow throughout the career progression process. The process is supported by documentation and evidence of performance,

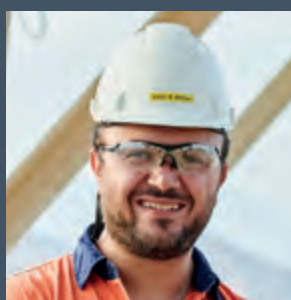
safety, attendance, task completion and overall behaviour – to demonstrate progression from one level to the next. This minimises the risk of subjective assessment of our employees during their annual appraisal.

By end-2020, an EDP and accompany training needs assessment had been drafted for 95% of all applicable roles at Sukari for implementation to commence in 2021.

TRAINING AND PROFESSIONAL DEVELOPMENT CONTINUED

CASE STUDY: ISLAM AL ASHKAR... PROUD TO BE SUKARI'S FIRST NATIONAL PROCESS PLANT MANAGER

**ISLAM JOINED
SUKARI IN 2009
AS A MILL OPERATOR
DURING THE
COMMISSIONING
PHASE OF THE
PROCESS PLANT.**



Islam Al Ashkar
Process Plant Manager

“

AS A LEADER, I TAKE PRIDE IN SEEING THE TEAM FULFIL THEIR TASKS PROFICIENTLY AND WITHOUT INCIDENT OF INJURY. SUKARI OFFERS A PLATFORM FROM WHICH SKILL DEVELOPMENT AND PROGRESSION IS POSSIBLE, AND I ASPIRE TO DEVELOP A WORKPLACE CULTURE WHERE EMPLOYEES HAVE THE AMBITION TO EXPLOIT THIS OPPORTUNITY.

”

Over the years Islam has risen through the ranks of the process department – graduate metallurgist, plant metallurgist, plant senior supervisor, foreman, superintendent – as he demonstrated productivity and proficiency in each of these roles. Most recently in June 2020, Islam was promoted to Process Plant Manager. In this role he is responsible for optimising the performance of a 12Mt processing facility, maintaining safe productivity, and setting leadership standards for a department comprising 300 persons.

Islam's rise has been fuelled by his deep operational knowledge and a steadfast commitment to his team's up-skilling, health and safety.



“

I'VE BEEN SUPPORTED IN THIS JOURNEY. SUKARI HAS GIVEN ME THE AUTONOMY TO ACHIEVE MY GOALS, WITH MANAGEMENT STRUCTURE AND GUIDANCE FROM THE SITE MANAGEMENT TEAM.

”

LOCAL EMPLOYMENT

“

ONE OF THE GREATEST BENEFITS ACCRUING FROM OUR BUSINESS, IS THE ABILITY TO PROVIDE WELL-PAYING, SECURE JOBS AND SKILL DEVELOPMENT TO LOCAL PEOPLE.

Youssef El-Raghy, Country Manager – Egypt

”

We maintain a high national employment rate for our operations by targeting recruitment within our host jurisdictions. Globally, 95% of our employees and contractor workforce are national to the country of operation.

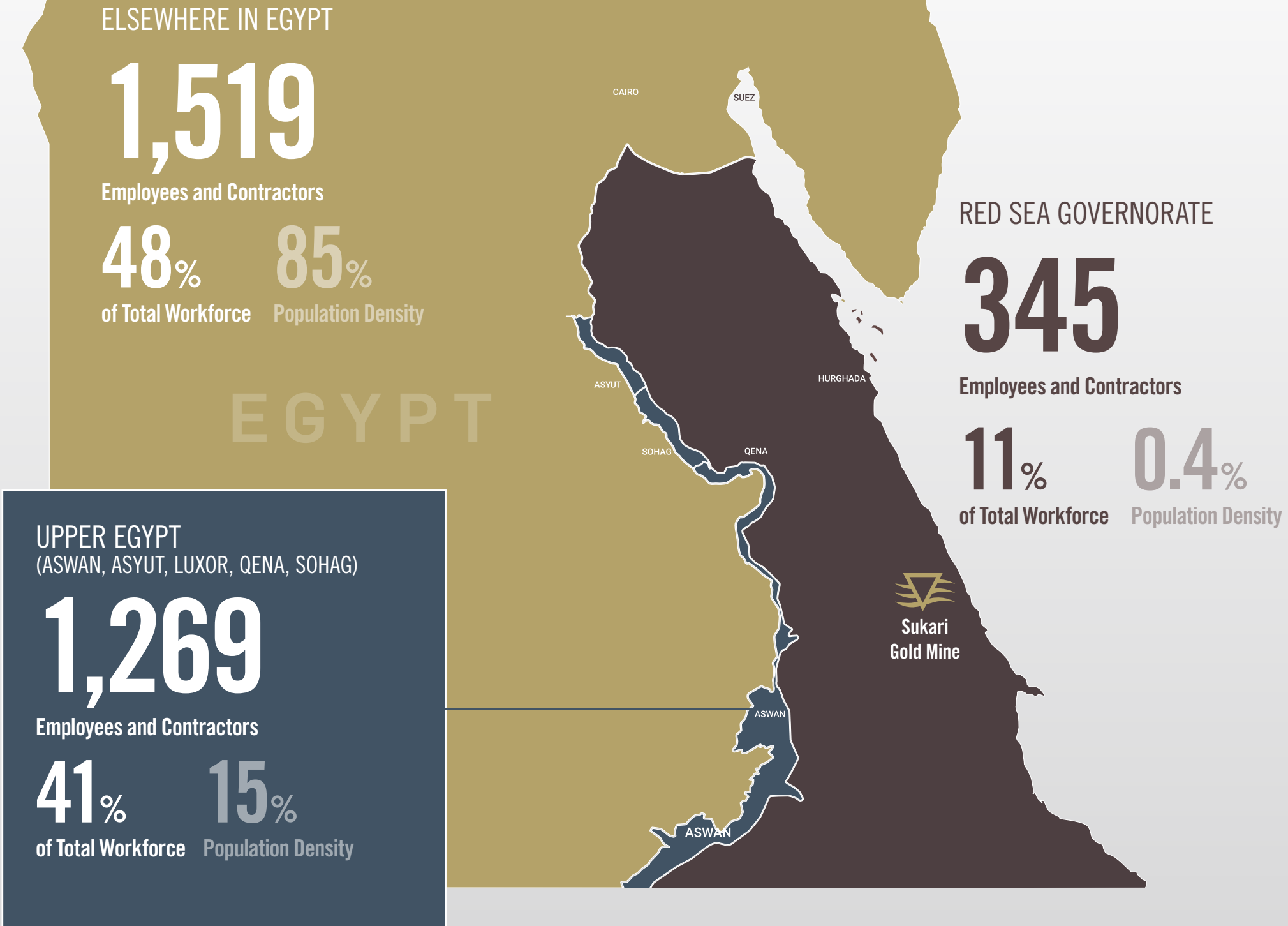
At Sukari, 67% senior and middle management roles (comprising superintendents, coordinators and supervisors) are held by nationals. The Company aims to increase the percentage of nationals in management roles to 77% by 2022. Supervisory and leadership training has commenced to pave the way for realising this ambitious target.

We aim to employ local, regional or national candidates, in that order of preference. The Red Sea Governorate, in which Sukari is located, covers a large expanse of the Eastern Desert however the population catchment is small and largely distant from the mine. The larger centres of population density in relative proximity to the Mine are located in Upper Egypt, along the upper reaches of the Nile River. Overall, 11% and 40% of the Sukari workforce are residents of the Red Sea Governorate and Upper Egypt respectively.

3,133

Total combined workforce

SUKARI WORKFORCE BY REGION



DIVERSITY AND INCLUSION

Diversity enriches discussion, better reflects our relationships with our stakeholders and allows for improved risk management.

While we hire based on merit, we aspire to develop a workforce that represents the diversity of our host countries and communities.

Mining has historically been a male-dominated industry. However, in Egypt, Centamin faces additional and significant legal and cultural challenges to the employment of women. Of our global workforce, 95% are based in Egypt and 1.5% are women. In other jurisdictions outside of Egypt, women represent 25% of our workforce.

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. While Marsa Alam is within commuting distance for day workers, the availability of women with the relevant industry skills is limited.

Furthermore, Egyptian law prohibits women from working in roles where there is an elevated level of perceived safety risk, specifically:

- Underground activities
- Operating or maintaining mechanical plant or equipment
- Handling of explosives
- Between the hours of 7pm and 7am, except in special cases.

These legal barriers potentially exclude women from 70 to 85% of the roles at Sukari.

In 2021, we will seek clarity on these legal barriers and how they apply to our business; and secondly, analyse the cultural factors that discourage the employment of women and consider measures for these to be meaningfully addressed. Subject to these results, we will set targets for the employment of women and engage our business partners to do similar.

WORKFORCE ENGAGEMENT

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

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

In 2020, we recorded one workplace grievance (compared to six in 2019). This grievance was quickly resolved and did not require escalation. No grievances, allegations of discrimination nor corruption were recorded through our whistleblower hotline. In Egypt, we recognise that cultural factors are likely to inhibit persons from lodging complaints or grievances through formal mechanisms and with Company representatives outside their supportive network of family and friends. We are addressing this constraint through the reinforcement of existing mechanisms and other forms of employee engagement.

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

In 2020, an anonymous survey was undertaken by the mid-level management team at Sukari to assess employees' views on matters including employee engagement, relations, training and development, workplace culture and values. The survey results highlighted the focus we must place on our people through reinforcement of purpose and values, training and development, and the confidence to raise concerns. While we have made good progress on a number of these elements, a more systematic and structured approach is needed to workforce engagement comprising various formal and informal mechanisms to support implementation.

We recognise and respect employees' rights to freedom of association. While we do not place any restrictions or prescriptions on union representation, there is no such representation within our workforce and no collective bargaining agreements. In 2020, Centamin sustained positive industrial relations with no strike action nor lockout.

HUMAN RIGHTS

Human rights impacts can arise directly from **business operations**, or indirectly via relationships within the mine supply chain.

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

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

In 2020, no human rights incidents nor impacts were recorded from our business activities either through our internal or external grievance mechanisms, employee engagement processes, whistleblower hotline or other.

Several proactive steps were taken in 2020 to mitigate potential impacts to human rights within our supply chain, including disclosure of an annual Modern Slavery Statement, introduction of a revised standard terms and conditions of contract for new suppliers with clear requirement to safeguard human rights, and introduction of a Supplier Code of Conduct which is now annexed to all supplier contracts.

As guided by the United Nations Guiding Principles (“UNGPs”), we undertook a preliminary assessment of our most significant or salient human rights issues – those that are deemed most at risk of being impacted as a result of the Company’s activities. With a focus on Sukari, this internal assessment identified six salient issues.

In 2021 we will undertake a comprehensive gap analysis against the UNGPs, Voluntary Principles on Security and Human Rights (“VPSHR”) and other human rights standards. This analysis will help us identify strengths and gaps in our management systems and practice, enable us to focus on improvements in the most critical areas and set corresponding targets for 2022. In 2021 we aim to align our reporting with the UNGPs.

SALIENT HUMAN RIGHTS ISSUES AT SUKARI AND 2020 ACTIVITIES

Right to life	Continuous improvement in health and safety management systems and practice within our workplace, including introduction of Critical Risk standards.
Right to favourable conditions of work	Continuous improvement in health and safety management systems and practice within our workplace, including introduction of Critical Risk standards. Introduction of revised standard terms and conditions of contract for new suppliers with clear reference to human rights standards. Introduction of Supplier Code of Conduct, now annexed to all supplier contracts.
Right to health	Continuous improvement in health and safety management systems and practice within our workplace, including introduction of Critical Risk standards. Employment of Chief Medical Officer. Community investment in primary health services and assistance to vulnerable groups.
Rights of non-discrimination in employment	Development of a revised employee induction training programme including provision for human rights, for roll-out in 2021. Introduction of revised standard terms and conditions of contract for new suppliers with clear reference to human rights standards. Introduction of Supplier Code of Conduct, now annexed to all supplier contracts.
Right not to be subjected to slavery or forced labour	Disclosure of our annual Modern Slavery Statement. Introduction of revised standard terms and conditions of contract for new suppliers with clear reference to human rights standards. Introduction of Supplier Code of Conduct, now annexed to all supplier contracts. Development of a methodology for assessing human rights risk within our supply chain, for roll-out in 2021. Development of a Supplier Code of Conduct questionnaire, for roll-out in 2021.
Right to adequate standard of living	Upgrade of accommodation and recreational facilities, health education, larger variety of meal options. Community investment in primary health services and assistance to vulnerable groups.

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:

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

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

29%

increase in host
country procurement

US\$ 1.16m

community spend

Zero

community grievances

FAST TRACK TO...

[Our Approach](#)

[Economic Contributions](#)

[Local Business Opportunity](#)

[Supply Chain Management](#)

[Community Relations](#)

[Community Investment](#)

REPORTING STANDARDS REFERENCED

GRI

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

SASB

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

OUR APPROACH

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

All our tax filings are reviewed by external parties to avoid errors or omissions. We disclose our tax and broader economic contributions in our Annual Report. In addition, payments to government are disclosed in accordance with the UK listing rules (DTR4.3A) and in line with the annual Extractive Sector Transparency Measures Act (“ESTMA”) declaration, which is available via our website. We support the Extractive Industries Transparency Initiative (“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. Where gaps in local capacity exist, we work collaboratively to address short-comings.

We actively engage with our host communities and governments to obtain and maintain broad social acceptance based on trust and mutual respect. Through community investment we work with host communities to invest in programmes that can address socio-economic challenges and catalyse long-term sustainable development. Sites must use baseline studies, assessments and government development plans, along with robust community engagement, to develop a community investment strategy.

ECONOMIC CONTRIBUTIONS

We are committed to have **open and honest relationships** with the governments of all countries in which we do business.

In 2020, Centamin’s direct economic contributions totalled US\$830 million, which includes: US\$240 million in operating costs; US\$52 million in employee wages and benefits; US\$139 in capital expenditure; US\$202 million in profit share, royalties, taxes and other payments to government; and over US\$1 million in community investments. Of the total economic value distributed, 99% was attributed to Sukari, with the remaining 1% to exploration and development activities in Côte d’Ivoire and Burkina Faso.

Under the terms of the Sukari Concession Agreement (Egyptian law 222 of 1994) all profit share payments are made to the Egyptian Mineral Resource Authority (“EMRA”), a department of the Ministry of Petroleum and Mineral Resources. On 1 July 2020 the profit share mechanism changed to 50:50, from 55:45 in favour of Centamin, and will remain at this level for the remainder of the tenure.



BREAKDOWN OF ECONOMIC VALUE GENERATED AND DISTRIBUTED

	Egypt	Côte d'Ivoire	Burkina Faso	Total
Economic value generated: revenues ⁽¹⁾	828,737	–	–	828,737
Economic value distributed	821,106	5,058	3,926	830,089
Cash operating costs ⁽²⁾	235,276	2,497	1,790	239,562
Employee wages and benefits ⁽³⁾	48,686	2,325	891	51,902
Capital spend ⁽⁴⁾	138,710	104	3	138,817
Payments to capital providers ⁽⁵⁾	196,725	–	–	196,725
Payments to government ⁽⁶⁾	200,719	49	1,151	201,919
Profit share	174,275	–	–	174,275
Royalties	23,830	–	–	23,830
Other	2,613	49	1,151	3,814
Community investments ⁽⁷⁾	991	82	91	1,164
Economic value retained	7,631	(5,058)	(3,926)	(1,352)

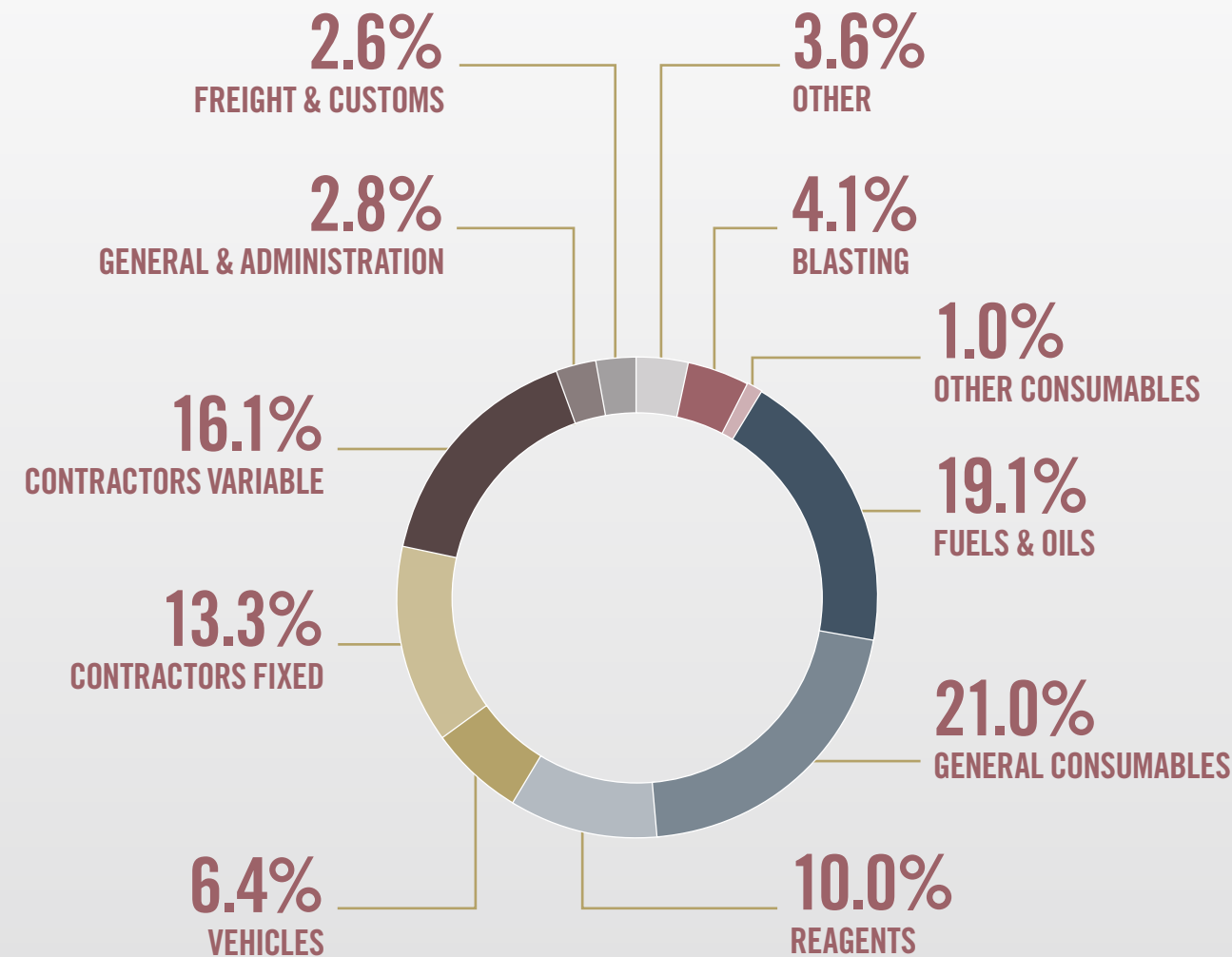
- (1) Revenues are presented on an accrual basis.
- (2) Cash operating costs include operating expenses at our mining operations and our general administration, exploration and research and development expenses. Cash operating costs excludes depreciation, employee wages and benefits which are specified 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 is included in the payments to governments.
- (6) Payments to government include profit share payments to EMRA, 3% royalty of net sales revenue, and taxes.
- (7) Community investments include direct monetary investments and in-kind donations.

LOCAL BUSINESS OPPORTUNITY

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

At Sukari, the main types of procurement by value are general consumables, fuels and oils, contractors and reagents. Of the approximately 800 suppliers, the majority by number (60%) and by value (61%) are located in Egypt, followed by Europe and Australia.

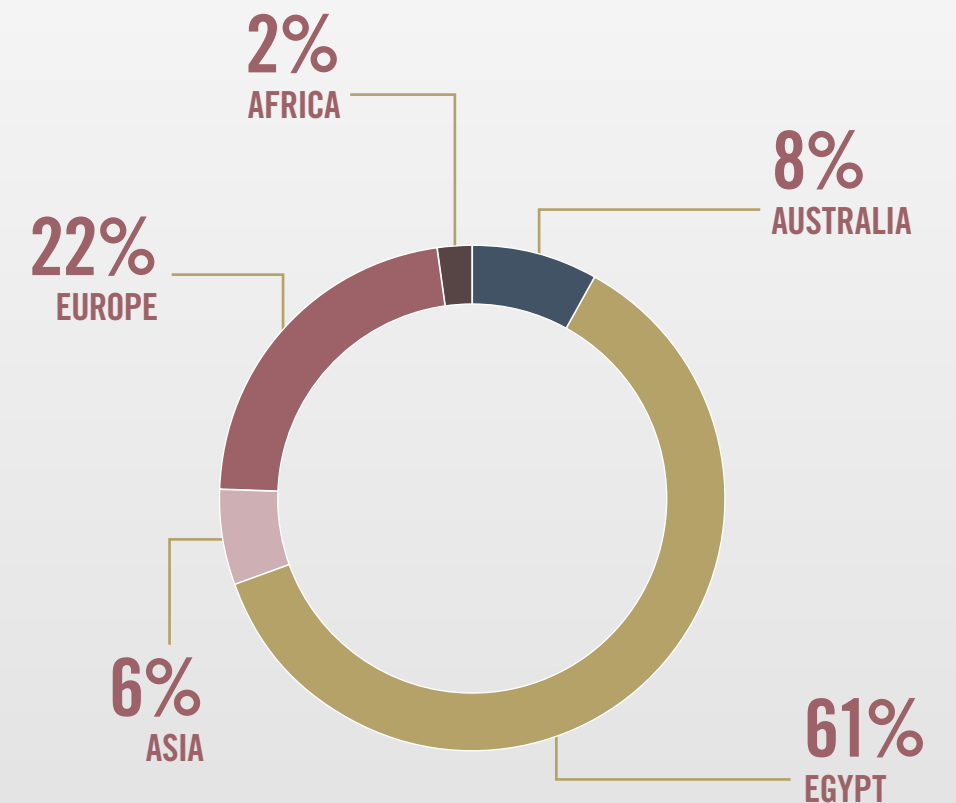
SUKARI CASH OPERATING COSTS BY TYPE



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

While the COVID-19 pandemic resulted in some disruption to the international supply chain, there was no significant impact to Centamin’s operations. To mitigate the potential impact on international supplies, the Company held increased levels of stock for consumables and critical spares and identified alternative suppliers for critical elements of the supply chain. The COVID-19 pandemic highlighted the importance of establishing a diverse and collaborative local supply chain in buffering the operation against severe disruption.

SUKARI CASH OPERATING COSTS BY LOCATION OF SUPPLIER



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. The Company will only procure internationally where local suppliers are unable to meet requirements for quality and performance, or the price is less than 10% of that offered by local suppliers.

LOCAL BUSINESS OPPORTUNITY CONTINUED

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

In 2020, the total number of Egyptian suppliers increased to 485 from 473 suppliers in 2019; and the value of in-country expenditure was US\$208 million, a 29% increase from 2019.

SPENDING ON NATIONAL SUPPLIERS

Year 2020	Total	Egypt	Côte d'Ivoire	Burkina Faso
Value of procurement (US\$'000)	222,672	207,803	13,150	1,718
Percentage of total procurement	62%	61%	95%	92%

Our supply and technical teams actively work with local suppliers to help them meet our minimum safety, quality, ethical and cost requirements. In 2020, key achievements resulting from this inclusive approach to local procurement at Sukari include:

- Local supply of copper sulphate reagent following improvements to product quality
- Order placed for the local fabrication of 45 high production trays to fit our haul fleet and in accordance with OEM specification
- A local cast steel manufacturer identified to recycle the scrap steel balls (steel 'scat') used to crush and grind rock in the process plant, thus diverting this material from the waste stream
- Procurement of 2,885,000 m² of HDPE geomembrane liner for construction of our new tailings facility ("TSF2") from a local manufacturer and installer, following audit of their quality control procedures to the satisfaction of our Engineer of Record.

While substantial progress has been made to develop the national supply chain for Sukari, procurement opportunities within the Red Sea Governorate in which the Sukari Mine is located are limited. Over the last 20 years the economy of the region has been dominated by coastal tourism and is largely absent of heavy industry, except petroleum development in the north.

In 2020, 1% of Sukari's direct procurement expenditure was sourced from the Red Sea region – while noting the additional indirect economic impact arising from the presence of our onsite contractors. This local procurement principally comprised of construction materials (sand, aggregate, gypsum and cement) and light industrial hardware (electrical, plumbing, cleaning). Locally sourced services include light construction, transport and accommodation.

CASE STUDY: OPTIMISING SUPPLY CHAIN WITH LOCAL PARTNERSHIPS



At Sukari, copper sulphate is used as a catalyst in the detoxification of cyanide in the return water from the tailings facility to the process plant.

We had historically sourced copper sulphate from international suppliers, but delivery was susceptible to delay.

With the onset of COVID-19 and potential disruption to our international supply chain, we actively searched for an in-country supplier. While our efforts were successful in identifying a local manufacturer, the product initially failed to meet the specifications set by our process department.

Over the course of several months, the Sukari team partnered with this manufacturer to improve product quality – this involved numerous iterations in product specifications and onsite trials. By June 2020 the product quality was deemed acceptable and all subsequent orders for copper sulphate have been placed with this local supplier. As a result we avoid the cost of international freight and associated environmental impact, and enhance the in-country economic benefit arising from our presence.

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.

Centamin's suppliers are required to comply with applicable laws and meet the principles set out in our Supplier Code of Conduct and policy framework which includes:

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

These requirements are stated in our standard terms and conditions of contract with suppliers of goods and services.

We have assurance processes in place to verify that our suppliers meet our standards. We reserve the right to undertake due diligence and/or risk assessments to verify compliance to our Suppliers Code of Conduct. We may suspend transacting business with a supplier if we identify a reasonable risk of non-compliance with the above.

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

EVALUATING SUPPLY CHAIN RISK

Commercial and reputational risk assessment is undertaken on new suppliers, prior to any contract being signed, and periodically every two years. New suppliers are required to complete a pre-qualification questionnaire that aims to identify regulatory risk, financial risk, potential conflict of interest and anti-bribery and corruption checks. In 2020, 193 suppliers completed a pre-qualification questionnaire.

Owing to COVID-19 in 2020, we suspended all off-site visits to verify supplier quality and conformity with contractual terms. These visits will resume as soon as it is deemed safe to do so.

Recognising our responsibility under the UNGPs, in 2020 we developed a human rights risk assessment methodology for our supply chain. The methodology assesses risk on the basis of (i) jurisdiction (applying

both Walk Free Foundation and World Bank indicators), and (ii) industry type (applying Global Slavery Index and US Department of Foreign Affairs list of products known to be connected to human trafficking). In 2021 we will apply this methodology to identify 'high-risk' suppliers who will be subject to increased levels of management assurance to verify conformance with our standards.

In addition, a Supplier Code of Conduct self-assessment questionnaire was developed that targets both critical suppliers and suppliers identified as having relatively higher human rights risk. The purpose of the supplier questionnaire is to assess (i) organisational capacity to manage environmental, social and governance risk, and (ii) level of conformance to SGM's Supplier Code of Conduct.

SUKARI SUPPLIER CODE OF CONDUCT

In 2020, Sukari introduced new standard terms and conditions of contract for goods and services to which is appended a Supplier Code of Conduct. The 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 Code of Conduct as a condition of doing business with Centamin. This includes the commitment to maintain policies and procedures relating to the prevention of human rights violations. In 2021, this Code of Conduct will be communicated to all existing suppliers.

We recognise that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging – and endeavour to support our suppliers in meeting the standards expected of them under the Code of Conduct.

COMMUNITY RELATIONS

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

The strength of these relationships is underpinned by:

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

COMMUNITY ENGAGEMENT

We maintain strong lines of communication with our host communities to understand each other's needs and identify opportunities for long-term mutually beneficial outcomes.

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

Sukari is located approximately 25 km from the nearest coastal town of Marsa Alam, which has a population of approximately 11,500 persons. The residents of Marsa Alam comprise a mix of Bedouin people and economic migrants from elsewhere in Egypt who have been attracted by the Red Sea tourism sector.

Formal engagement with the Marsa Alam residents is undertaken via a Community Consultation Committee, that provides an interface on matters including 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. In 2020, we expanded our engagement with the Bedouin elders and in 2021 plan to intensify our engagement with women and other groups identified as vulnerable.

In 2021 we plan to conduct a community impression survey in Marsa Alam to assess the strength of our relationship, the effectiveness of our consultation practices and the value created through our community investment programme.

At our exploration sites in West Africa, we maintain an active community engagement programme to support the exploration programme. Key areas of engagement include local recruitment, land access, compensation for disturbance to productive assets and community investment. Subject to the results of strategic reviews for these assets, social baseline studies will be required to collect and interpret information on land use, livelihoods and cultural values, to inform project development.

At Sukari and most of our exploration locations, we have implemented community feedback and grievance mechanisms, which help us to understand our impacts on communities and take steps to address them. In 2020, we recorded no significant community incidents, grievances, disputes, nor delays to our activities resulting from community disturbance, nor allegations of misconduct through our whistleblower hotline. In 2021 we will review the grievance mechanism at Sukari to ensure we are effectively capturing and responding to all community concerns.



COMMUNITY RELATIONS CONTINUED

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



RISK AND IMPACT MANAGEMENT

We endeavour to do this as early as possible in the project development-cycle to inform the design process from the outset.

In 2020, we completed a formal environmental and social impact assessment (“ESIA”) for the solar project at Sukari. As the footprint of the project is fully contained within the Sukari mine licence, no direct adverse impacts were identified on local communities. The tendering package for construction of the solar project has been structured to enhance the opportunity for local content.

In 2020, we also conducted an internal review of the draft ESIA for the Batie West project in Burkina Faso. Submission of the draft ESIA to the regulatory authorities is pending the results of a broad strategic review of the project in early 2021. In Côte d’Ivoire, preliminary environmental and social baseline studies are ongoing, commensurate with the early stage of development for these projects.

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 are most likely to encounter the presence of illegal mining within our Sukari licence area and information concerning these encounters is shared with the public authorities.

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



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.

CASE STUDY

SUPPORTING THE COMMUNITY THROUGH COVID-19

Dr Mohamed Abdeltawaab is the Manager of the One Day Surgeries Hospital in Marsa Alam.

“Sukari has been a long-standing partner through its support to the Marsa Alam hospital and community health services in general.

The Company financed the establishment of a PCR testing laboratory in the hospital that is used for the diagnosis of COVID-19 but also other infectious diseases. The laboratory was commissioned in October 2020 and provides COVID-19 tests free of charge to the residents of Marsa Alam, avoiding

the requirement to travel four hours to the city of Hurghada. Currently the laboratory is performing approximately 3,000 PCR tests on a monthly basis.

The CT scanner provided by the Company in 2019 has also been invaluable during COVID-19, as it assists in the assessment of patients with severe respiratory conditions.

Furthermore, the Company continues to provide local Bedouin families who are suffering financial hardship, with the necessary financial support to access medical services.”

COMMUNITY INVESTMENT BY COUNTRY

Community spend (US\$'000)	2020	2019	2018
Egypt	991	24	0
Côte d'Ivoire	82	184	181
Burkina Faso	91	70	37
Total	1,164	278	218

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

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

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

Centamin commences 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.

Our overall community investments in 2020 were US\$1.16 million, representing 0.6% of underlying earnings before interest and taxes.

In 2020, our community programmes responded to the unprecedented challenge arising from COVID-19 and implemented public health measures to limit the spread of the virus.

In April, Centamin donated US\$635k to Egypt’s national COVID-19 response fund. The Company also funded the procurement and installation of PCR testing equipment and consumables in the local hospital of Marsa Alam, enabling timely and widespread accessibility to tests for COVID-19. Personal protective equipment – sanitisers, masks and gloves – was distributed to a number of local health authorities.

In 2020 we also prioritised community investment in:

- Provision of critical social infrastructure and services with a focus on health and education
- Local economic development and self-sufficiency projects
- Capacity building and training initiatives
- Social welfare and support to vulnerable groups

Through our community investment we aim to be consistent with and supportive of other local development initiatives and plans – and leverage other development resources and funding. In Côte d'Ivoire, we have partnered with the German International Cooperation Agency (“GIZ”) to promote sustainable agro-pastoral production and income generation for rural populations and reduce the degradation of natural resources adjacent to the Comoé National Park.

COMMUNITY INVESTMENT CONTINUED

2020 COMMUNITY PROJECTS

<div>Infrastructure</div> <div>  </div>	<ul style="list-style-type: none"> • Rehabilitation of Sukari town square in Marsa Alam, Egypt • Installation of two village water bores and rehabilitation of five village water pumps in Doropo District, Côte d'Ivoire • Installation of a water bore in Boussoukoula village, Burkina Faso • Various infrastructure improvements to primary and secondary schools in the Batie Region including toilets and solar lighting, Burkina Faso
<div>Income generation</div> <div>  </div>	<ul style="list-style-type: none"> • Supply of agricultural inputs to farmers in Doropo District to improve production in areas outside the Comoé National Park, Côte d'Ivoire • Construction of a community butchers' market, Côte d'Ivoire • Installation of a multifunctional electricity generator for the processing of agricultural produce for the women of Batie, Burkina Faso
<div>Education</div> <div>  </div>	<ul style="list-style-type: none"> • Establishment of a computer laboratory at Marsa Alam public library and equipment for conferences, Egypt • Supply of 50 bicycles to outstanding students, Batie West project, Burkina Faso
<div>Healthcare</div> <div>  </div>	<ul style="list-style-type: none"> • Financial contribution to Egypt's national COVID-19 response fund, Egypt • Procurement and installation of PCR testing equipment and consumables in the local hospital of Marsa Alam, Egypt • Provision of COVID-19 personal protection equipment (sanitisers, masks, gloves), various jurisdictions • Provision of anti-venom for snake bites to Batie Medical Centre and financing of a community hygiene programme, Burkina Faso
<div>Social welfare</div> <div>  </div>	<ul style="list-style-type: none"> • Financial contribution to the Marsa Alam Youth Centre, Egypt • Financial and in-kind support to 65 vulnerable families suffering financial hardship including access to medical services, bedding and food, Marsa Alam, Egypt • Sponsorship of community events (sport, education and culture), various jurisdictions

In 2021, we will elaborate a long-term community investment strategy for Sukari that is aligned to our life of mine and creating a positive socio-economic legacy for our host communities. Under this strategy we will target women to benefit from 50% of our investment funding.

In this, we recognise the need to undertake certain 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. Our approach is designed to meet the need for sustainable, regional development that does not rely solely on the employment and supply chain opportunities provided by mining.

Subject to broad stakeholder engagement, we believe an investment in human capital development to enhance the socio-economic benefits arising from the anticipated growth in the Egyptian mining and mineral resource sector will be central to this forward-looking investment strategy.

ENVIRONMENTAL RESPONSIBILITY

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

Priority material topics identified through our stakeholder materiality survey included environmental compliance, climate change and the management of hazardous waste, including tailings. Our approach and performance for these material environmental issues are described on the following pages under the headings – Energy and Climate Change, Water Stewardship, Material Stewardship and Waste Management, Tailings Management, Air Quality and Biodiversity.

100%

Compliance with
regulatory requirements

37.1 tCO₂-e / kt milled

GHG Scope 1 & 2 emissions intensity

GISTM

systematic review of tailings
management framework

FAST TRACK TO...

[Our Approach](#)

[Energy and Climate Change](#)

[Water Stewardship](#)

[Materials Stewardship
and Waste Management](#)

[Tailings Management](#)

[Air Quality](#)

[Biodiversity](#)

REPORTING STANDARDS REFERENCED

GRI

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

SASB

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

OUR APPROACH

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

The policy outlines Centamin’s commitments to:

- Comply as a minimum with all applicable legal and regulatory requirements of the countries in which we operate, and where such legislation or requirements are lacking or absent, apply an internationally recognised standard
- Ensure environmental risks and opportunities are captured in the Company’s risk management framework
- Set measurable performance targets to drive accountability and improve environmental performance
- Monitor our impacts and conduct periodic reviews of environmental performance
- Be transparent in communicating our environmental performance to stakeholders.

The policy is supported at operational level with the HSES Management Systems Standard and tailored Environmental Management Plan that considers the regulatory context of the country and unique environmental risks specific to each site.

During 2021, our Environmental Policy, performance standards, and operational management system will be updated to reflect and align with the Responsible Gold Mining Principles (“RGMPs.”)

ENVIRONMENTAL INCIDENTS

In 2020, Centamin achieved its target of zero reportable environmental incidents (level 4 and 5) across the Group, no non-compliances were recorded against environmental laws or regulations, and a reduction overall in the total number of incidents.

There have been no level 5 environmental incidents in Centamin’s corporate history and one level 4 incident reported in 2015. We recognise that low-level incidents can often act as an early warning mechanism and for this reason, all environmental incidents and near hits are reported and investigated to ensure that the appropriate measures are identified and implemented to prevent a reoccurrence and to reduce the possibility of a more serious incident.

In 2020 there were five near-hits reported that could have resulted in contamination to the environment, and a total of 15 environmental incidents, a 40% decrease on 2019, and a 35% improvement on the previous three years’ average. The bulk of incidents (66%) relate to localised spills of hydrocarbons, process water or reagents outside the containment areas, and the remaining incidents related to air quality, biodiversity and non-compliance with waste management procedures.

ENVIRONMENTAL INCIDENTS

	2020	2019	2018	2017
Level 5 – Catastrophic	0	0	0	0
Level 4 – Major	0	0	0	0
Level 3 – Moderate	5	8	0	4
Level 2 – Minor	2	3	7	6
Level 1 – Negligible	8	14	11	6
Total	15	25	18	16

ENERGY AND CLIMATE CHANGE

At Centamin, we fundamentally understand the human contribution to climate change and our **responsibility as a business to mitigate our impacts.**

There is no company whose business model will not be profoundly affected by the transition to a net zero carbon economy.

2020 was a landmark year in the policy response to climate change – numerous countries made long-term commitments to net zero GHG emissions, as well as new climate finance pledges and ambitious adaptation plans.

In December 2020, the UK Government announced an ambitious target to reduce GHG emissions by at least 68% by 2030 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, as part of the 2016 Paris Agreement goal to keep global warming below two degrees, and that large asset owners make disclosures in accordance with the Financial Stability Board's Task Force on Climate-related Financial Disclosures ("TCFD") recommendations.

In 2020 we advanced a number of exciting initiatives that will reduce GHG emissions at our Sukari operation over the coming years through solar power generation and efficiencies in the use of fossil fuel. We are also actively trialling and investigating opportunities to further reduce

our reliance on diesel through fuel switching to low carbon fuels such as natural gas. In 2020 we committed US\$43 million of capital expenditure towards these initiatives, of which US\$3m was spent, due to project deferrals as a result of our COVID health and safety response.

In 2021, Centamin will undertake a structured assessment of the Financial Stability Board's TCFD with the aim to put in place a long-term climate change strategy that will:

- Identify both the physical and transitional risks and opportunities associated with climate change including a robust assessment
- Understand our contribution to climate change and identify areas where this can be reduced
- Establish a road-map to address the transition to net zero emissions with specific science-based targets and actions for 2030.

We will issue our first annual report aligned to the TCFD recommendations in 2022 that will detail Centamin's governance, strategy and portfolio resilience to a range of climate scenarios. The Sustainability Committee of the Board will provide oversight of our climate change strategy and GHG emissions, in coordination with the Technical and Audit and Risk Committees.



ENERGY AND CLIMATE CHANGE CONTINUED

PERFORMANCE

We calculate our GHG emissions using the GHG Protocol Corporate Accounting and Reporting Standard and report our total emissions, energy intensity and GHG intensity.

This currently excludes Scope 3 GHG emissions for which we will complete our assessment in 2021. In addition to the disclosures in this report, we measure and annually report our GHG emissions data to the CDP Climate Change questionnaire.

In 2020, our total group Scope 1 and 2 GHG emissions were 441,922 tCO₂-e with an emissions intensity of 37.1 tCO₂-e / kilotonne milled. The vast majority of these emissions were associated with the Sukari Mine, 432,021 tCO₂-e and an emission intensity of 36.3 tCO₂-e/kt milled. All our energy was sourced from diesel fuel – with a negligible quantity of grid electricity sourced for regional offices.

At Sukari, our total Scope 1 and 2 emissions remained broadly the same as in 2019, decreasing by less than 1%. However, a decrease in the total tonnes milled by 7% from 2019 to 2020, resulted in a corresponding increase of 7% in the GHG emissions intensity.

Overall we expect our energy consumption at Sukari to increase in 2021 resulting from expansion of our haul fleet to service a waste mining contract at Sukari.

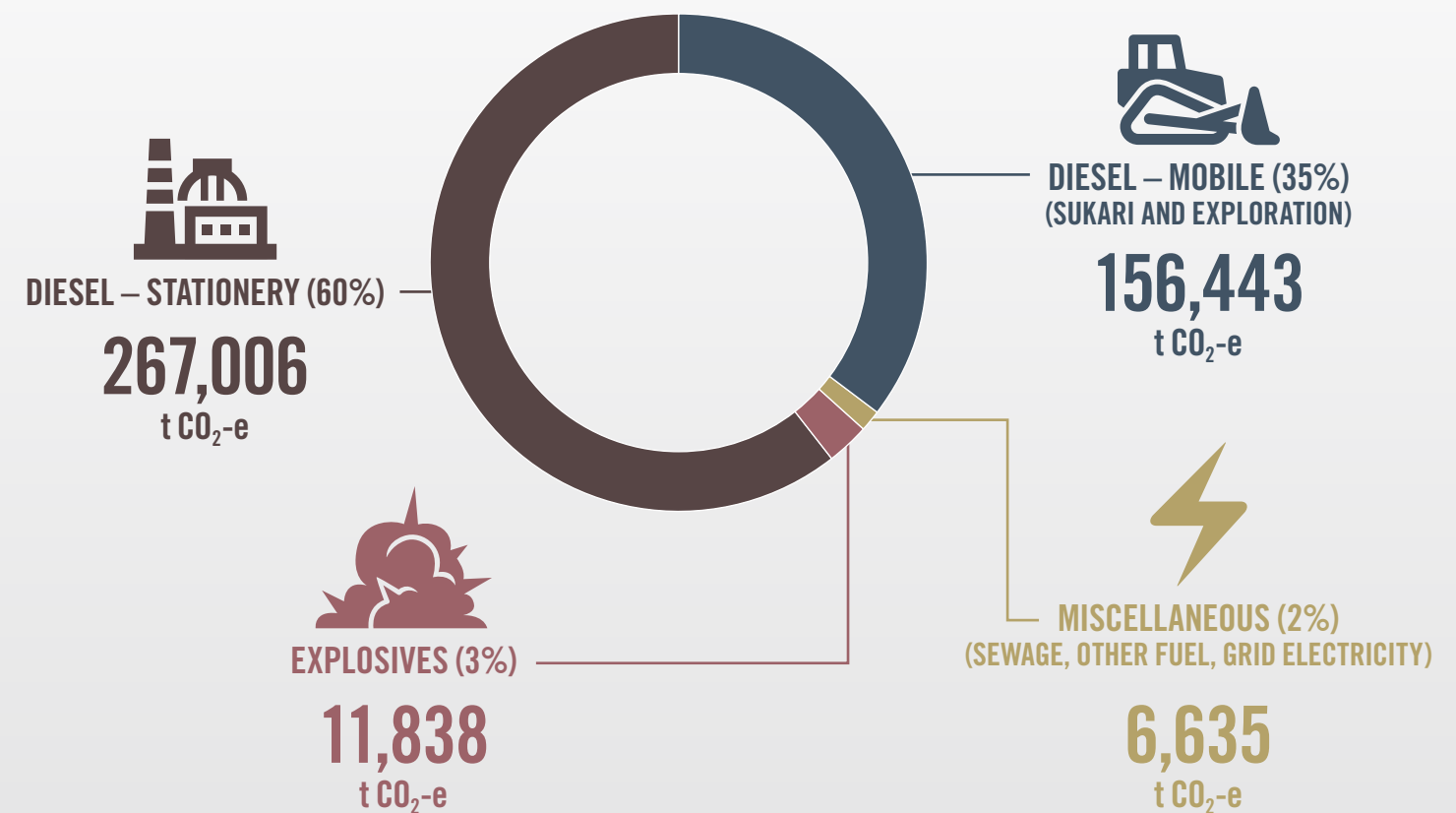
In 2022 the solar plant is expected to deliver at least a 7.5% reduction in emissions, increasing to 15% in 2023.

Direct investment in renewable energy is the preferred strategy to address the transition to net zero emissions, while noting that the economic feasibility of this option can be challenging given that most mines are initially designed with a relatively short mine life (10 to 15 years).

In 2020, construction commenced on the solar photovoltaic ‘PV’ power project, including battery storage system and integration with the existing thermal power plant – this project will have the most impact on reducing our GHG emissions in the short term.

The planned power commissioning date for the solar PV integration is H1 2022 and will provide 36MW DC during peak sun hours. This technology whilst well proven on smaller-scale projects will be one of the first on a large-scale project. It involves the adoption of bifacial solar PV modules that provide an additional solar production yield of at least 7%.

GROUP SCOPE 1 AND 2 GHG EMISSIONS



SUKARI ENERGY CONSUMPTION AND GHG EMISSIONS

	2020	2019	2018	2017
Greenhouse gas emissions (tCO ₂ -e)				
Scope 1 & 2	432,021	435,365	422,437	413,537
Emissions intensity (tCO ₂ -e)/kt milled	36.3	33.9	33.6	34.4
Energy consumed GJ	6,093,992	6,190,264	5,828,401	5,745,817
Energy intensity GJ/kt milled	512	481	464	478

ENERGY AND CLIMATE CHANGE CONTINUED

PERFORMANCE CONTINUED

Overall the solar project is estimated to **reduce diesel fuel consumption of the power plant by 23%**, equivalent to 22M litres per year, plus reduced traffic and emissions from vehicles transporting fuel to site.

The project will also result in reduction of our GHG emissions by 60,000 tonnes per annum, equivalent to a 15% reduction overall for the Sukari Mine, plus a reduction in other airborne pollutants CO, SO_x, NO_x.

The battery system will act as a ‘filler’ to maintain a steady supply of electricity to the power generation system during periods of intermittent disruption to PV output i.e. cloud cover – thus minimising the requirement for sudden start-up of the thermal power plant. This will be one of the first applications of battery storage of this scale on a mining project.

Capital works include improvements to the control systems for the high voltage distribution system to support integration of the PV system. An automated system for starting and stopping the generators would ensure the maintenance of adequate spinning reserve levels and optimise fuel efficiency.

A significant opportunity under investigation at Sukari, is fuel switching from diesel to natural gas to further reduce our carbon footprint. Liquefied natural gas (“LNG”) has the potential to be a more efficient fuel for both onsite power generation, alongside solar, and for our mobile mining fleet. In 2021 we will commence a trial on three haul trucks to assess performance of these vehicles using a blend of LNG and diesel.

At Sukari, we have also identified a number of opportunities to improve energy efficiency through the application of minimum environmental standards for the procurement of select stock items. In 2020, this included LED light bulbs, energy efficient air-conditioners and eco-friendly refrigerants – with potential for this initiative to be expanded more broadly across the supply chain.



THE SUKARI 36MW SOLAR FARM AND 7.5MW BATTERY PLANT-ENERGY STORAGE SYSTEM WILL BE THE LARGEST HYBRID SOLAR PROJECT OF ITS KIND, REDUCING OUR FUEL CONSUMPTION AND GREENHOUSE GAS EMISSIONS FROM 2022 ONWARDS.



CASE STUDY: DRIVING DOWN EMISSIONS

DRIVING DOWN EMISSIONS WITH CAT DYNAMIC GAS BLENDING™



Sukari’s mining fleet consumes more than 40 million litres of diesel fuel each year with the haulage fleet accounting for the majority of this use.

Orders have been raised to trial CAT Dynamic Gas Blend (“DGB”) systems on three haul trucks which, once fitted, will allow the trucks to run on both diesel and LNG, with the technology preferentially displacing diesel where possible. The average cycle diesel displacement is 60 to 65%. Over and above the expected cost savings DGB offers, due to the reduced fuel costs and lower maintenance requirements, it also provides an opportunity to reduce GHG emissions.

“Use of dual fuel DGB and LNG on 785C fleet lowers operating costs and the emissions footprint – DGB reduces NO_x by up to 30%, particulate matter by up to 50% and CO₂ by up to 20%” – CAT

Egypt has abundant supplies of LNG and one of the top political priorities of the government is expansion of natural gas utilisation throughout the country. The aim is to replace and convert vehicles to run on natural gas.

If the trial proves successful it could see a move to convert the majority of Sukari’s haulage fleet to use DGB.

WATER STEWARDSHIP

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

If a mine does not manage its activities and water use adequately this can impact on the quality and quantity of water available to other users, damage social license and risk potential fines for legal non-compliance.

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

Centamin's projects are plotted on the World Resources Institute's Aqueduct water risk atlas to understand how

current and long-term water related risks may impact the business and ensure that effective water management plans can be developed and put in place. At Sukari, the baseline water measure is considered 'arid with low water use' and as such our water management strategy has prioritised water reuse. Our exploration projects in Côte d'Ivoire are considered to be in areas of 'low water stress' and our exploration project in Burkina Faso, is considered to in an area of 'high water stress'. As the exploration activities have limited water needs, there are currently no water management plans for these projects. Water stress exposure and appropriate management plans will be duly considered should these projects move to development phase.

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

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

PERFORMANCE

We measure our performance using several key indicators including water quality, rate of reuse and water intensity. To calculate our water intensity, we use water withdrawn per kilotonnes of ore milled. Our water reporting is aligned with the guidelines of the International Council on Mining and Metals ("ICMM") Guide to Water Reporting.

In 2020, Sukari extended its water monitoring system by increasing sampling frequency and the installation of additional groundwater monitoring boreholes downstream of the existing operational tailings storage facility ("TSF1"), plus boreholes for monitoring of the new tailings storage facility ("TSF2").

Approximately 900 water quality samples were analysed by the site's laboratory with a further 400 samples collected from boreholes and potable water samples for testing by an independent accredited laboratory. No water quality issues or incidents of regulatory non-compliance were recorded.

In 2020, approximately 29% of water used within the operations (or 'water to task'), consisted of reused water. This is considerably lower than the 2020 water reuse target of 44%. The low level of water reuse in 2020 resulted from remedial works on TSF1 which affected the return water flow to the processing plant and the requirement to commission TSF2.

It is predicted that water reuse will increase to 70% in 2021 once TSF2 is commissioned and operating under steady-state conditions.

WATER STEWARDSHIP CONTINUED

SUKARI WATER USE (MEGA LITRES)

	2020	2019	2018	2017
Water Withdrawn ⁽¹⁾	9,516	7,466	9,423	7,466
Seawater	9,261	7,258	9,248	7,405
Third-party freshwater	240	202	123	54
Precipitation	15	6	52	7
Water Reused ⁽²⁾	3,816	5,664	3,598	3,937
TSF return water	3,756	5,603	3,539	3,883
Other	60	61	60	53
Water Discharge ⁽³⁾	0	0	0	0
Water to Task ⁽⁴⁾	13,332	13,130	13,021	11,403
Water Reused %	29	43	28	35
Water Consumption ⁽⁵⁾	9,516	7,466	9,423	7466
Withdrawn Water Intensity (KL/kilotonne ore milled)	799	581	750	620

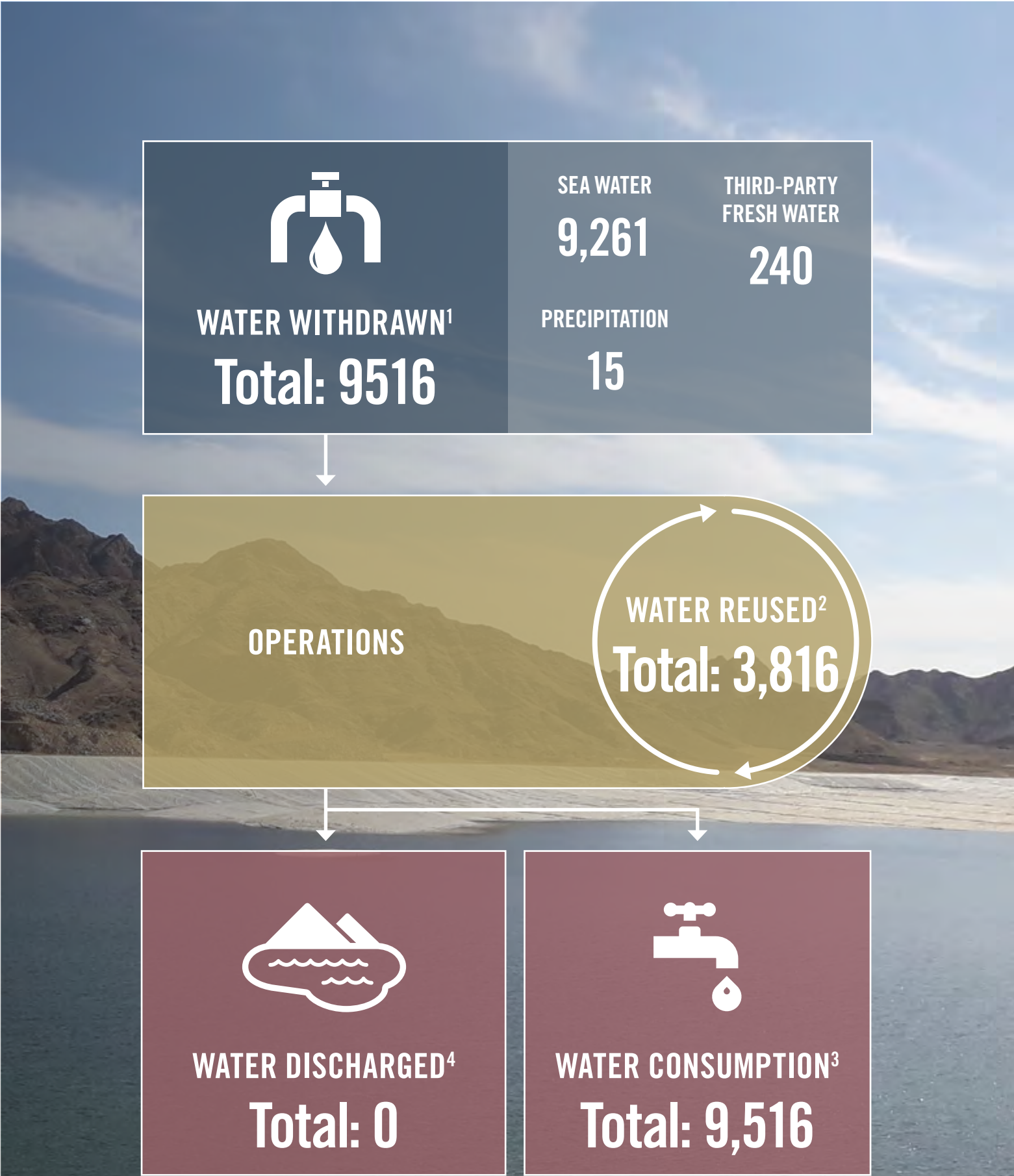
(1) Water Withdrawn: water that is received, extracted or managed by an operation designated by type-surface water, groundwater, third-party (municipal) or seawater. Due to the limited capacity of the desalination plant at Sukari we receive a small quantity of fresh water from the local municipality.

(2) Water Reused: water that is reused within the site for operational use.

(3) 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.

(4) Water to Task: Water used in a task. Tasks are operational activities which use water.

(5) 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.



All measurements in megalitres.

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT

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

It refers to activities undertaken by a company to ensure that its processes to explore, extract and refine minerals and metals are 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 re-use. Safeguarding the health and safety of our workforce and reducing our environmental footprint is the right thing to do 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

We recognise there is significant opportunity across our business to be smarter, to draw the maximum value from materials. This will require application of a systematic and structured approach to material and process optimisation in each business area.

The Company commenced a Life of Asset (“LOA”) Review at Sukari in 2020, to develop medium to long term plans which seek to optimise the operation. The review comprises a series of independent optimisation studies across the various functional areas of the operation, assessing mineral resource management, mine planning, process plant performance, water and waste management and energy usage. Through levels of engineering and management discipline, innovation and technology application – material stewardship will be fundamental to this LOA Review.

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

HAZARDOUS WASTE GENERATED

Waste Type (tonnes)	2020	2019	2018	2017
Tailings	11,906,185	12,859,214	12,567,791	12,031,915
Hydrocarbon waste	792	1,019	867	806
Hydrocarbon contaminated items	72	117	68	44
Hydrocarbon contaminated soil	0.30	1.4	0.1	6
Effluent	8,736	8,254	6,855	7,560
Cyanide packaging	628	745	830	804
Explosives packaging	222	249	207	235
Batteries	19	13	18	13
Total	11,916,654	12,869,612	12,567,636	12,041,383

NON-HAZARDOUS WASTE GENERATED

Waste Type (tonnes)	2020	2019	2018	2017
Waste rock	64,118,000	64,214,912	64,745,451	54,780,595
Domestic waste	404	469	375	363
Food waste	23	24	49	54
Cardboard	3.0	2.3	2.2	1.9
Plastic	63	68	52	43
Metal	47,738	7,022	72,534	86,678
Timber	1,276	1,498	1,087	944
Rubber	146	1,098	1,313	589
Total	64,167,653	64,225,093	64,820,863	54,869,268

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT CONTINUED

PERFORMANCE

At Sukari, the largest waste product by volume is waste rock generated from the extraction of ore. The bulk of this material is placed on-site in designated waste rock dumps that are engineered for geotechnical stability. The waste rock is predicted to be non-acid forming, with low sulphide contents and variable acid-neutralising capacities. In 2020, we generated 64.12 million tonnes of waste rock of which 20.1% was reused onsite for construction activities, including TSF2. Waste rock is also used for backfilling underground operations, as cemented rock fill (“CRF”), which allows a bottom-up mining method and improves overall efficiency of ore recovery.

In 2020, key initiatives related to the optimisation of raw materials and waste minimisation and re-use included:

- Cyanide consumption:**
 Since 2017 we have achieved a sustained and continued reduction in our cyanide consumption rates by 30% through optimisation of our feed conditions to the process plant, and a corresponding reduction in hazardous waste from cyanide packaging.
- Recycling grinding media:**
 A local forged steel grinding media manufacturer has been identified to recycle the scrap steel balls (steel ‘scat’) used to crush and grind rock in the process plant, thus diverting this material from the waste stream.
- Extended truck tyre-life:**
 We achieved a 20% improvement in the average tyre-life from 2019 to 2020 through better utilisation of our fleet and reducing tyre damage, while also taking advantage of available technology. Different tyre compounds are currently being trialled to confirm which are most suited to our operation.
- Truck productivity:**
 In 2020 we trialled the use of high production trays which demonstrated a 10% gain in truck productivity through larger payload and faster cycle time, leading to a decision for broader roll-out in 2021 across the haul fleet. Furthermore, the tray is designed so the floor can be replaced thus extending overall service life.

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.



HAZARDOUS WASTE DIVERTED FROM DISPOSAL ON-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Incineration (with energy recovery)				
Hydrocarbon waste	838	1,003	856	765
Hydrocarbon contaminated items	72	117	68	44
Recycling				
Batteries	–	–	19	–
Total	910	1,120	943	809

HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Incineration (without energy recovery)				
Medical waste	0.51	0.14	0.16	0.25
Sewerage Treatment				
Effluent	8,736	8,254	6,855	7,560
Total	8,737	8,254	6,855	7,560

HAZARDOUS WASTE DIRECTED TO DISPOSAL ON-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Tailings	11,906,185	12,859,214	12,567,791	12,031,915
Incineration (without energy recovery)				
Cyanide boxes	628	745	830	804
Explosives packaging	222	249	207	235
Stockpile				
Hydrocarbon contaminated soil	–	–	–	–
Total	11,907,036	12,860,208	12,568,828	12,032,953

MATERIALS STEWARDSHIP AND WASTE MANAGEMENT CONTINUED

The primary hazardous waste produced at Sukari includes waste oil, packaging for cyanide and other hazardous reagents, solvents, paints and batteries. Non-hazardous waste includes scrap metal, wood waste, tyres, cardboard, plastic, rubber and food waste.

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

CASE STUDY

REDUCING FOOD WASTE AT SUKARI

It’s estimated that one third of food produced globally is diverted to waste. This has tremendous financial, ethical and environmental costs. When food is wasted, so too are the resources required for its production – water for irrigation, land for planting, fuel for powering harvest and transport vehicles.

In 2018, 50 tonnes of food waste were generated at Sukari. An assessment identified the underlying causes of food waste to include: ordering and receiving poor-quality product or product close to its use by date, poor stock management (storage and inventory control), substandard and repetitive menus, and the over-preparation and over-serving of food.

To address these issues: our food suppliers were provided with strict quality guidelines and food quality closely monitored against these criteria, stock management was improved to reduce time in store, the menu was amended to include healthier options,

and serving portions reduced. These measures were communicated to the workforce – though the serving portions were reduced, there were no restrictions placed on the number of servings that could be had.

Under this new regime, food waste reduced to 23 tonnes in 2020, but was still of sufficient quantity to feed the goats!



NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL ON-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Waste Reused				
Waste rock	12,891,413	4,822,579	3,503,187	3,640,007
Food waste	23	24	49	54
IBCs	168	138	132	86
Waste Recycled				
Plastic	285	270	133	178
Timber	–	227	3,500	–
Cardboard	3.0	2.3	2.2	1.9
Metal	41	3,153	4,007	2,990
Rubber	25	3,154	5.5	–
Total	12,891,958	4,829,547	3,511,016	3,643,317

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL OFF-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Landfill	404	469	375	363
Total	404	469	375	363

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL ON-SITE

Waste Type (tonnes)	2020	2019	2018	2017
Waste rock	51,226,587	59,392,333	61,242,264	51,140,588
Total	51,226,587	59,392,333	61,242,264	51,140,588

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 the use of hazardous chemicals and reagents such as cyanide, 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 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.

In response to several high-profile tailings dam failures, the Investor Mining and Tailings Safety Initiative was established in 2019, and worked collaboratively with the International Council on Mining and Metals ("ICMM") and the UN Environment on the development of a new global standard for the safer management of TSFs, which was released in July 2020. The Global industry Standard on Tailings Management ("GISTM") strives to achieve the ultimate goal of zero harm to people and the environment. Underpinned by an integrated approach to tailings management, the standard aims to prevent catastrophic failure and enhance the safety of mine tailings facilities across the globe. It embodies a step-change in terms of transparency, accountability and safeguarding of the rights of people affected by projects.



TAILINGS GOVERNANCE

Centamin is committed to the highest standard of responsible tailings management and employs a robust governance approach based on good industry practice, risk management, and review and assurance.

In 2020, Sukari developed a suite of Critical Risk standards that define minimum requirements for the management of critical operational risk activities including tailings management. The Tailings Management Standard sets the minimum requirements for the management of tailings to protect human health and the environment through facility design, operation and closure. The standard also covers incident and emergency response, management of change processes, performance reviews and independent audits.

The Sukari operation has a contingency plan to prevent overtopping of the tailings impoundment, as well as early warning systems for slope and foundation failures. Investigations are currently in advanced stages to implement a real-time TSF deformation monitoring system.

In late 2020, we commenced a systematic review of our tailings governance and management framework against the requirements of the GISTM, and the preparation of a roadmap to address any gaps in aligning with the standard. Centamin voluntarily commits to implementing the GISTM and aspires to be in conformance with the Tailings Management Standard by 2023.

In 2020 Centamin responded to the Church of England Pensions Board, which requested nearly 700 mining firms to disclose details on each tailings facility. Our disclosures will be updated in 2021 in accordance with the requirements of the GISTM.

TAILINGS MANAGEMENT CONTINUED

PERFORMANCE

At Sukari, there are now two active TSFs that are designed and operated to provide permanent and secure containment of all solid tailings material over the life of mine.

The 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. There were no incidents associated with the operation of these facilities during the year.

In 2020 various remedial works were performed on TSF1 to extend the operating life as far as practicable and prepare for decommissioning and closure, including buttressing to establish the closure slope and pond construction to increase the surface area for evaporation. These works were completed in November 2020.

In parallel, construction and commissioning was completed on TSF2. TSF2 will provide 150 million tonnes of dry tailings storage over the life of mine. The facility is designed in accordance with the ANCOLD 2012 guidelines and has a dam failure consequence category of High A and an environmental spill consequence category of Low. As the Sukari mine develops and waste dumps are extended, the TSF2 embankment will be further buttressed and the failure consequence category will decrease from High A to High C.

Sukari generated 11.9 million tonnes of tailings in 2020 – a year-on-year decrease of 7.4%. In 2021 we plan to commence beneficial use of tailings paste for structural backfill of our underground operation.

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, an underdrainage collection and return system and a leachate collection and return system.

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

REVIEW AND ASSURANCE

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

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

Performance reviews are routinely conducted by qualified senior geotechnical engineers on an annual basis. Owing to international travel restrictions arising from COVID-19, a formal review was not conducted in 2020. However, Sukari's nominated Engineer of Record, maintained a permanent presence at Sukari for most of 2020 to oversee construction works on TSF1 and TSF2. The Engineer of Record is scheduled to conduct a formal performance review in H1 2021.

The last independent performance review was conducted in November 2019 and confirmed the operational and structural integrity of the TSF1, and the advancement of the TSF2 design. The next independent performance review is scheduled for H2 2021.

CYANIDE MANAGEMENT

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

At Sukari where cyanide is in use, it is mandatory for all workers who work with cyanide, or work in any area where cyanide is present to attend cyanide awareness and emergency response training. Each area is regularly inspected for structural and operational integrity and equipped with the necessary resources to manage any cyanide-related incidents safely and rapidly.

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

At Sukari we do not treat process effluent to limit the concentration of cyanide before impoundment within our tailings storage facility, as the risk to wildlife is assessed to be very low.



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 monitor and mitigate 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.

The Sukari mine is located 25 kilometres away from Marsa Alam and connected by a bitumen road, hence our operation has negligible impact on the airshed of the town. No community complaints or grievances related to air quality were reported in 2020.

Stack emissions from thermal electricity generators are sampled on a monthly basis for SO₂, CO and NO_x, and all recordings were assessed to be within applicable discharge limits.

PERFORMANCE

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

Commissioning of the solar project in 2021 will reduce our diesel consumption for power generation by approximately 23%, with a corresponding reduction in airborne pollutants from the thermal electricity generators.

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

Ventilation in an underground mine is of critical importance 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.

SUKARI EMISSIONS FROM STACKS AND MOBILE FOSSIL FUEL COMBUSTION (TONNES)

	Sulphur dioxide (SO ₂)	Carbon monoxide (CO)	Nitrogen oxides (NO _x)	Particulate matter
Stationary plant ⁽¹⁾	45	143	1,041	N/R
Mobile plant ⁽²⁾	N/R	298	4,729	30
Total	N/R	441	5,770	N/R

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

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

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

Gases in underground mines are typically the fumes from vehicle exhaust emissions or activities such as blasting and may include methane, CO₂, CO, NO_x, SO₂ and ammonia.

In Q4 2020, Stage 1 of the ventilation upgrade was completed to improve circulation, and extract and dilute contaminants to acceptable levels. Two 110kW fans were installed to allow an increase of fresh air flow by 40% with the ability to improve on this as the Sukari Mine continues to develop.

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.

In 2021, three dust cannons will be purchased and installed on the Run of Mine (“ROM”) pads to reduce the dust related to the operational activities in the area. The water cannons work by generating fine mist that suppresses airborne dust particulates.

BIODIVERSITY

Centamin is committed to contribute to the conservation of biodiversity and integrated approaches to land-use planning.

We recognise our responsibility to care for the bio-physical landscape in which we operate and believe we can be an effective partner for biodiversity conservation.

We strive to 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.

In 2020 we completed the CDP Forests Questionnaire for the first time. Our disclosures describe our business dependence on forest risk commodities, and our actions to reduce forest degradation.

PERFORMANCE

No protected areas are located in or adjacent to the Sukari licence area. Sukari is set amongst the rugged mountains and wadies of the Eastern Desert and is sparsely vegetated. Environmental baseline and impact studies identified 13 reptile species and 13 species of mammals in the landscape. Of these species, three are identified as threatened with habitat potentially affected by the mine. No wildlife mortalities were recorded in 2020.

Due to the arid landscape, low ecological sensitivity, minimal use of biodiversity by the community and relative remoteness from protected areas, a biodiversity management plan is not required for Sukari. We are, however, exploring 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 70km to the south of Sukari, and the coastal resources of the Red Sea.

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

In West Africa, Côte d'Ivoire and Burkina Faso have witnessed significant degradation of natural habitat and loss of biodiversity outside protected areas. Centamin's exploration permit areas in northern Côte d'Ivoire and southern Burkina Faso, largely encompass areas of modified habitat with some residual natural habitat where threatened and/or restricted range species may occur. Subject to the results of strategic reviews for these assets, biodiversity baseline studies will be required to collect and interpret information on the occurrence of biodiversity values, their current condition and trends to inform project development.

At the end of 2020, Centamin had a total footprint of 2,054ha associated with the Sukari licence area. This was an increase of 320ha or 18% from 2019, largely associated with construction of TSF2. While Sukari is designed to meet closure objectives, all components of the mine remained active in 2020 and no reclamation activities have been undertaken. Our conceptual closure and reclamation plan and financial provision for Sukari will be updated in 2021 to align with the LOA review.

SPECIES OF CONSERVATION SIGNIFICANCE IN THE SUKARI LANDSCAPE

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



BIODIVERSITY CONTINUED

PROTECTED AREAS

Centamin’s operations and exploration interests in relation to protected areas:



SUKARI GOLD MINE,
EGYPT

POSITION RELATIVE TO PROTECTED AREA

The Sukari licence area is located outside and 70km to the north of the Wadi El-Gamal National Park. There are no activities, directly or indirectly, related to Sukari that impact on or interact with this area.

ECOLOGICAL SENSITIVITY

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



DOROPO PROJECT,
CÔTE D'IVOIRE

POSITION RELATIVE TO PROTECTED AREA

The Doropo exploration land package is outside but adjacent to the Comoé National Park which is a UNESCO World Heritage Site and biosphere reserve. As currently defined, the mineral resource of interest to Centamin is located approximately 35km to the northeast of the National Park. Our exploration activities have no direct or indirect impacts on the National Park.

ECOLOGICAL SENSITIVITY

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

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



GRI AND SASB CONTENT INDEX

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES				
Organisational Profile				
102-1 Name of the organization	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			Introduction, page 1
102-2 Activities, brands, products, and services	EM-MM-000.A Production of (1) metal ores and (2) finished metal products			Introduction, page 1
102-3 Location of headquarters				Jersey, Channel Islands
102-4 Location of operations				Introduction, page 1
102-5 Ownership and legal form				Centamin is incorporated and domiciled in Jersey and is listed on both the London and Toronto exchanges.
102-6 Markets served				Introduction, page 1
102-7 Scale of the organization				
Total number of employees				Our People, page 27
Total number of operations				Introduction, page 1
Net revenue and total capitalisation				Economic Contributions, page 35 2020 Annual Report, Financial Review, p. 56
Quantity of products				Introduction, page 1
102-8 Information on employees and other workers	EM-MM-000.B Total number of employees, percentage of contractors	8.5		Our People, page 27
102-9 Supply chain				Social and Economic Partnership, page 34
102-10 Significant changes to the organization and its supply chain				Social and Economic Partnership, page 34
102-11 Precautionary Principle or approach				Our Approach to Sustainability, Risk Review, page 14 We address the precautionary principles by conducting full environmental and social impact assessments (ESIAs) before any project commences, through our risk assessments on site, which include sustainability risk, and through our board-level strategic planning.
102-12 External initiatives				Our Approach to Sustainability, Voluntary Commitments and Standards, page 11
102-13 Membership of associations				Centamin is not a member of any industry or advocacy groups
Strategy				
102-14 Statement from senior decision-maker				Introduction, Leadership Statements, CEO Foreword and Sustainability Committee Chair Review, page 6
102-15 Key impacts, risks and opportunities				Our Approach to Sustainability, Risk Review, page 14
Ethics and Integrity				
102-16 Values, principles, standards, and norms of behaviour		16.3	Principle 1, 2	Introduction, page 1
102-17 Mechanisms for advice and concerns about ethics			2.5	Our People, Workforce Engagement, page 32

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES CONTINUED				
Governance				
102-18 Governance structure				Our Approach to Sustainability, Sustainability Governance, page 12
102-19 Delegating authority				Our Approach to Sustainability, Sustainability Governance, page 12
102-20 Executive-level responsibility for economic, environmental and social topics				Our Approach to Sustainability, Sustainability Governance, page 12
102-21 Consulting stakeholders on economic, environmental and social topics				Our Approach to Sustainability, Stakeholder Engagement, page 17
102-22 Composition of the highest governance body and its committees				Our Approach to Sustainability, Sustainability Governance, page 12 2020 Annual Report, Corporate Governance, page 82
102-23 Chair of the highest governance body				2020 Annual Report, Corporate Governance, page 82
102-24 Nominating and selecting the highest governance body				2020 Annual Report, Corporate Governance, page 82
102-26 Role of highest governance body in setting purpose, values and strategy				Our Approach to Sustainability, Sustainability Governance, page 12 2020 Annual Report, Sustainability Committee Report, page 114
102-27 Collective knowledge of highest governance body				Our Approach to Sustainability, Sustainability Governance, page 12 2020 Annual Report, Sustainability Committee Report, page 114
102-29 Identifying and managing economic, environmental and social impacts				Our Approach to Sustainability, Risk Review, page 14 2020 Annual Report, Risk Review, page 66
102-30 Effectiveness of risk management process			2.1	Our Approach to Sustainability, Risk Review, page 14 2020 Annual Report, Risk Review, page 66
102-31 Review of economic, environmental and social topics				Our Approach to Sustainability, Risk Review, page 14 2020 Annual Report, Risk Review, page 66
102-32 Highest governance body's role in sustainability reporting				Our Approach to Sustainability, Sustainability Governance, page 12
102-35 Remuneration policies				2020 Annual Report, Remuneration Committee Report, page 132 Our Approach to Sustainability, Risk Review, page 14
102-36 Process for determining remuneration				2020 Annual Report, Remuneration Committee Report, page 132
102-37 Stakeholder's involvement in remuneration				2020 Annual Report, Remuneration Committee Report, page 132
Stakeholder Engagement				
102-40 List of stakeholder groups				Our Approach to Sustainability, Stakeholder Engagement, page 17
102-41 Collective bargaining agreements	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	8.8	6.4	Our People, Workforce Engagement, page 32
102-42 Identifying and selecting stakeholders			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 17
102-43 Approach to stakeholder engagement			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 17 Our Approach to Sustainability, Materiality Assessment, page 18
102-44 Key topics and concerns raised			2.2	Our Approach to Sustainability, Stakeholder Engagement, page 17 Our Approach to Sustainability, Materiality Assessment, page 18

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
102 GENERAL DISCLOSURES CONTINUED				
Reporting Practice				
102-45 Entities included in the consolidated financial statements				2020 Annual Report, Notes to the Consolidated Report, page 205
102-46 Defining report content and topic Boundaries				Introduction, About the Report, page 2
102-47 List of material topics				Our Approach to Sustainability, Materiality Assessment, page 18
102-48 Restatements of information				No restatements this year
102-49 Changes in reporting				Our Approach to Sustainability, Materiality Assessment, page 18 No material changes to reporting in 2020
102-50 Reporting period				01 January – 31 December 2020
102-51 Date of most recent report				Tuesday, 23 June 2020
102-52 Reporting cycle				Annual
102-53 Contact point for questions regarding the report				Introduction, About the Report, page 2
102-54 Claims of reporting in accordance with the GRI Standards				Introduction, About the Report, page 2
102-55 GRI content index				Appendix, page 58
102-56 External assurance				This report has not been externally assured. External assurance is being considered for future reports.
MATERIAL TOPICS				
GRI 200 Economic Standard Series				
GRI 201 Economic Performance				
201-1 Direct economic value generated and distributed		1.2 8.5	7.3	Social and Economic Partnership, Economic Contributions, page 35
GRI 202 Market Presence				
202-2 Proportion of senior management hired from the local community		8.5	7.3	Social and Economic Partnership, Local Employment, page 31
GRI 203 Indirect Economic Impacts				
203-1 Infrastructure investments and services supported		9.1 9.4	7.3	Social and Economic Partnership, Local Business Opportunity, page 36 Social and Economic Partnership, Community Investment, page 41
GRI 204 Procurement Practices				
204-1 Proportion of spending on local suppliers		8.3	3.2	Social and Economic Partnership, Local Business Opportunity, page 36

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 200 Economic Standard Series continued				
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 28
	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain			Our People, Our Approach, page 28 Social and Economic Partnership, Supply Chain Management, page 38
205-3 Confirmed incidents of corruption and actions taken			1.2 1.3	Our People, Workforce Engagement, page 32
GRI 300 Environmental Standards Series				
GRI 302 Energy				
302-1 Energy consumption within the organisation	EM-MM-130a.1 (1) Total energy consumed, (3) percentage renewable	7.2	10.4	Environmental Responsibility, Energy and Climate Change, page 45
302-3 Energy intensity		7.3	10.4	Environmental Responsibility, Energy and Climate Change, page 45
GRI 303 Water and Effluents				
303-3 Water withdrawal	EM-MM-140a.1 (1) Total fresh water withdrawn	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 48
303-4 Water discharge		6.3	10.2	Environmental Responsibility, Water Stewardship, page 48
303-5 Water consumption	EM-MM-140a.1 (2) total fresh water consumed	6.4	10.1 10.2	Environmental Responsibility, Water Stewardship, page 48
	EM-MM-140a.1 (3) percentage of each in regions with High or Extremely High Baseline Water Stress			Environmental Responsibility, Water Stewardship, page 48
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations			Environmental Responsibility, Water Stewardship, page 48
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 56
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 56
	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 51

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 300 Environmental Standards Series continued				
GRI 305 Emissions				
305-1 Direct (Scope 1) GHG emissions	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	12.4 13.3	10.3 0.4	Environmental Responsibility, Energy and Climate Change, page 45 Centamin does not have operations or exploration sites in jurisdictions with emissions-limiting regulations
	EM-MM-110a.2 (Partial, limited to short-term strategy) Discussion of short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets			Environmental Responsibility, Energy and Climate Change, page 45
305-4 GHG emissions intensity		13.3	10.3 10.4	Environmental Responsibility, Energy and Climate Change, page 45
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	11.6 12.4	8.1 8.5	Environmental Responsibility, Air Quality, page 55
GRI 306 Waste				
306-1 Waste generation and significant waste-related impacts		6.3 11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 50
306-3 Waste generated		11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 50
306-4 Waste diverted from disposal		11.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 50
306-5 Waste directed to disposal	EM-MM-150a.2 (Partial) Total weight of mineral processing waste, percentage recycled	6.3 1.6 12.5 12.6	8.2 8.3	Environmental Responsibility, Materials Stewardship and Waste Management, page 50
GRI 307 Environmental Compliance				
307-1 Non-compliance with environmental laws and regulations		16.3	1.1	Environmental Responsibility, Environmental Incidents, page 44

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
MATERIAL TOPICS CONTINUED				
GRI 400 Social Standards Series				
GRI 403 Occupational Health and Safety				
403-1 Occupational health and safety management system		8.8	4.1 4.2	Health, Safety and Wellbeing, page 19
403-2 Hazard identification, risk assessment, and incident investigation		8.8	4.1 4.2	Health, Safety and Wellbeing, Hazard Identification and Mitigation, page 21
403-4 Worker participation, consultation and communication on OHS		8.8 16.7	4.1 4.2	Health, Safety and Wellbeing, Hazard Identification and Mitigation, page 21
	EM-MM-320a.1 (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	8.8		Health, Safety and Wellbeing, Hazard Identification and Mitigation, page 21
403-6 Promotion of worker health		8.8	4.3	Health, Safety and Wellbeing, Health and Wellbeing, page 25
403-9 Work-related injuries	EM-MM-320a.1. (1) MSHA all-incidence rate, (2) fatality rate, (3) near-miss frequency rate (NMFR)	8.8	4.1 4.2 4.3	Health, Safety and Wellbeing, Safety Performance, page 24 Centamin's equivalent metric to MSHA all-incidence rate is TRIFR
GRI 404 Training and Education				
404-1 Average hours of training per year per employee		4.4 8.5		Our People, Training and Professional Development, page 29
404-3 Percentage of employees receiving regular performance and career development reviews		8.5		Our People, Training and Professional Development, page 29
GRI 405 Diversity and Equal Opportunity				
405-1 Diversity of governance bodies and employees			6.6	2020 Annual Report, Board Diversity, page 100 Our People, Workforce Demographic, page 28
GRI 412 Human Rights Assessments				
412-1 Operations that have been subject to human rights reviews or impact assessments	EM-MM-210a.3 Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict		3.1 5.1 5.2	Our People, Human Rights, page 33 Social and Economic Partnership, Supply Chain Management, page 38
412-2 Employee training on human rights policies or procedures			5.1	Our People, Our Approach, page 28
GRI 413 Local Communities				
413-1 Operations with local community engagement, impact assessments, and development programmes			2.4 7.2	Social and Economic Partnership, Community Relations, page 39

GRI AND SASB CONTENT INDEXCONTINUED

GRI Standard Disclosure	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018–10	Alignment with the UN Sustainable Development Goals (SDGs)	Alignment with WGC Responsible Gold Mining Principles (RGMPs)	Page number(s)
METALS AND MINING SUPPLEMENT				
MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		6.6 15.1 15.2 15.5	9.3	Environmental Responsibility, Biodiversity, page 56
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 56
MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	EM-MM-150a.1 Total weight of tailings waste, percentage recycled EM-MM-150a.2 Total weight of mineral processing waste		8.2	Environmental Responsibility, Material Stewardship and Waste Management, page 50 Environmental Responsibility, Tailings Management, page 53
	EM-MM-150a.3 Number of tailings impoundments, broken down by MSHA hazard potential			Environmental Responsibility, Tailings Management, page 53
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 32
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		1.4	7.1 7.4 7.6	Social and Economic Partnership, Community Relations, page 39
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 39
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 39
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 39
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 39
MM10 Number and percentage of operations with closure plans		6.6 15.1 15.2 15.5	9.4	Environmental Responsibility, Biodiversity, page 56
MM11 Programmes and progress relating to materials stewardship		8.4 12.4 12.5	8.1	Environmental Responsibility, Materials Stewardship and Waste Management, page 50

GLOSSARY

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

ISO	International Organisation for Standardisation
LNG	liquefied natural gas
LOA	Life of Asset Review
LTIs	lost time injury
LTIFR	lost time injury frequency rate
MINERAL RESERVE	That part of a Mineral Resource which has been demonstrated to be economically exploitable
OEM	Original Equipment Manufacturer
PPE	personal, protective equipment
RGMPs	World Gold Council Responsible Gold Mining Principles
SASB	Sustainability Accounting Standards Board
SDGS	United Nations Sustainable Development Goals
SUKARI	Sukari Gold Mine
SUSCO	The Sustainability Committee of the Company
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	total recordable injury frequency rate
TSF1	tailings storage facility number 1
TSF2	tailings storage facility number 2
UNGP	United Nations Guiding Principles on Business and Human Rights
VPSHR	Voluntary Principles on Security and Human Rights

FORWARD-LOOKING STATEMENTS

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

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

There are risks associated with an investment in the shares of Centamin. Recipients of this presentation should review the risk factors and other disclosures regarding Centamin contained in the preliminary prospectus and subsequent Annual Reports and Management Discussion and Analysis reports of Centamin that have been filed with Canadian securities regulators and are available at www.sedar.com.

This report contains “forward-looking information” (or “forward-looking statements”) which may include, but are not limited to, statements with respect to the future financial or operating performance of the Company, its subsidiaries and its projects (including the Sukari Gold Mine), the future price of gold, the estimation of mineral reserves and resources, the realisation of mineral reserve estimates, the timing and amount of estimated future production, revenues, margins, costs of production, capital, operating and exploration expenditures, costs and timing of the development of new deposits, costs and timing of construction, costs and timing of future exploration, the timing for delivery of plant and equipment, requirements for additional capital, foreign exchange risk, government regulation of mining and exploration operations, environmental risks, reclamation expenses, title disputes or claims, insurance coverage and the timing and possible outcome of pending litigation and regulatory matters. Often, but not always, forward-looking statements can be identified by the use of words such as “plans”, “hopes”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, or “believes” or variations (including negative variations) of such words and phrases, or state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved.

Forward-looking information involves and is subject to known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of the Company and/or its subsidiaries to be materially different from any future results, performance or achievements expressed or implied by the forward-looking information. Such factors include, among others, general business, economic, competitive, political and social uncertainties; the actual results of current exploration activities and feasibility studies; assumptions in economic evaluations which prove to be inaccurate; fluctuations in the value of the United States dollar and the Canadian dollar relative to each other, to the Australian dollar and to other local currencies in the jurisdictions in which the Company operates; changes in project parameters as plans continue to be refined; future prices of gold and other metals; possible variations of ore grade or recovery rates; failure of plant, equipment or processes to operate as anticipated; accidents, labour disputes or slow downs and other risks of the mining industry; climatic conditions; political instability, insurrection or war; arbitrary decisions by governmental authorities; delays in obtaining governmental approvals or financing or in the completion of development or construction activities. Discovery of archaeological ruins of historical value could lead to uncertain delays in the development of the mine at Sukari.

In addition, there are a number of factors that could cause actual results, performance, achievements or developments to differ materially from those expressed or implied by such forward-looking statements; the risks and uncertainties associated with the ongoing impacts of COVID-19 or other pandemic, general business, economic, competitive, political and social uncertainties; the results of exploration activities and feasibility studies; assumptions in economic evaluations which prove to be inaccurate; currency fluctuations; changes in project parameters; future prices of gold and other metals; possible variations of ore grade or recovery rates; accidents, labour disputes and other risks of the mining industry; climatic conditions; political instability; decisions and regulatory changes enacted by governmental authorities; delays in obtaining approvals or financing or completing development or construction activities; and discovery of archaeological ruins. There can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information or statements, particularly in light of the current economic climate and the significant volatility, uncertainty and disruption caused by the outbreak of COVID-19.

Although the Company has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in forward-looking information, there may be other factors that cause actions, events or results to differ from those anticipated, estimated or intended. Forward-looking information contained herein is made as of the date of this report and the Company disclaims any obligation to update any forward-looking information, whether as a result of new information, future events or results or otherwise. There can be no assurance that forward-looking information or statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information or statements. Accordingly, readers should not place undue reliance on forward-looking statements.

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