

2024

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Sustainability Report

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ABOUT THIS REPORT

This comprehensive Sustainability Report reflects Integra Resources Corp.’s (“Integra” or the “Company”) continued dedication to responsible and sustainable practices. Aligned with the International Financial Reporting Standards (IFRS) Sustainability Accounting Standards Board (SASB) Metals & Mining Standard and informed by principles outlined in IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information, this report highlights our sustainability activities and performance from January 1 to December 31, 2024.



■ LETTER FROM OUR CEO



Growth with Purpose

2024 was a transformative year for Integra. With the acquisition of the Florida Canyon Mine in northern Nevada, Integra evolved from a development-stage company into one that is focused on exploration as well as the production of gold and silver. This transition not only introduced an operational workforce and source of cashflow—it redefined our corporate identity. We now actively manage a producing asset, navigating the complex realities of daily operations while concurrently advancing the DeLamar and Nevada North Projects as part of

a long-term strategy designed to deliver financial and societal returns.

At Integra, we believe profitability and sustainability are not competing ideas. Given today’s regulatory and capital environments, they are increasingly one and the same. In this context, sustainability is no longer only a social obligation: It is a strategic imperative. Whether through energy efficiency efforts at DeLamar, process water management at Florida Canyon, or community-centered workforce planning across our projects, the sustainability choices we make now are central to the long-term economic performance of our business. This is especially important at a time when both private capital and a highly engaged public are seeking alignment with responsible operators—those who can demonstrate both performance and purpose, serving the collective interest and accelerating the domestic production of minerals that are the lifeblood of modern society.

Putting Principles into Practice

For years, Integra has worked with a strategy around the idea that strong environmental, social, and governance principles would underpin how we design, permit, and build our future operations. Now, as operators, the test lies in our ability to apply those principles not only to new opportunities but to legacy systems.

For example, Florida Canyon is a mature asset, and like many long-life mines, it faces built-in constraints such as mature infrastructure and embedded practices. The Florida Canyon team made the internal commitment to evolve before Integra entered the equation. Now, together, we are collectively working to fully realize the upside potential at Florida Canyon. By re-investing in the mine in ways that advance our shared strategy and values, Florida Canyon is beginning to show

its potential to create consistent cashflow and be the economic engine that powers Integra through our growth strategy in the Great Basin.

Building Lasting Value Together

As we build our future, we are profoundly aware that Integra, and the mining industry at large, does not operate in a vacuum. The most successful mines are embedded in resilient communities. We are part of the social fabric and believe that value creation is most durable when it includes those who work within and live near our operations. This commitment to a positive, shared legacy is why Integra continues to lead with transparency, with respect for local communities and Tribal Nations, and with a belief that exceptional social and environmental performance is not ancillary to business success—it is a prerequisite.

Integra’s culture remains at the center of our success. As we scale, we are deliberate in preserving the entrepreneurial and collaborative spirit that has defined Integra since our inception. With our competitive-yet-compassionate ethos, we remain nimble enough to adapt to opportunity, disciplined enough to deliver, and bold enough to challenge convention.

Thank you to our employees, communities, partners, and shareholders. Your trust enables us to pursue our vision of building a purpose-driven company where profit, responsibility, and resilience combine to create lasting value for all of our stakeholders, for decades to come.

Sincerely,

George Salamis
President, CEO, and Director
Integra Resources Corp.

2024 AT A GLANCE

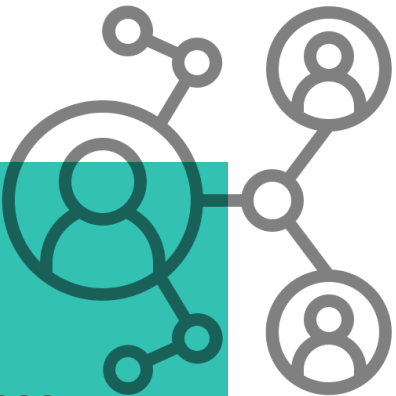
ENVIRONMENT

- Maintained zero reportable spills across our development projects and at operating sites since Integra ownership
- Sustained water management performance across our operations, with no breaches in water discharge permits and strict adherence to environmental standards
- Expanded Integra’s existing MOU with Trout Unlimited to include additional conservation efforts in proximity to Integra’s operations in northern Nevada



SOCIAL

- Contributed over USD \$90,000 to local communities through donations, sponsorships, and in-kind support
- Supported over 22,500 people through community programs and strategic investments
- Connected with more than 12,000 individuals through meaningful outreach and stakeholder engagement efforts
- Florida Canyon displayed exemplary performance in Health & Safety, underlined by 9 team members receiving individual safety awards from the Nevada Mining Association
- Achieved zero lost-time injuries, with a year-over-year improvement in the total incident frequency rate



GOVERNANCE

- Successfully completed the acquisition of the Florida Canyon Mine, strengthening operational capacity and supporting strategic growth
- 30% of corporate objectives are ESG-linked and 100% of these metrics were fulfilled



■ APPROACH TO SUSTAINABILITY

■ OUR ROLE IN SOCIETY

Since the Bronze Age, humanity has relied on metal to improve our quality of life, drive innovation, strengthen defense, enhance self-expression, and so much more. Those needs endure today, yet most easily-accessible surface metal reserves have been exhausted, making exploration critical to ensuring a future supply of precious resources.

Integra excels in this area, and this year made the transition to operating an active mine. Those twin elements of our operations help identify and produce materials that are essential for today’s standard of living and to our collective future. The metal we produce can help filter water, boost the performance of home appliances, and are used in everything from aerospace to textiles. Our metals power electronics, from smartphones that keep us connected to life-saving automotive parts like anti-lock brakes. They are essential to modern medicine and power solar panels that enable a future of greater energy independence.

We believe that what we do matters – and how we do it matters, too. We look after our employees and strive to be a place they can feel proud of. We take seriously our commitment to being a good neighbor, from efforts to promote human and environmental health to the ways we engage with the communities where we live and work. We know that many are long-time custodians of the land with legitimate interests in culture, heritage and conservation for generations to come.

In all of these ways and more, Integra has an essential role to play in contributing to society. Through our approach to responsible mining, we believe we can help set a higher standard and be a profitable force for good.

■ OUR APPROACH TO RESPONSIBLE MINING

At Integra, responsible mining begins with thoughtful planning, meaningful community engagement, and a commitment to creating a lasting, positive legacy. This approach is rooted in transparency, early stakeholder input, and environmental operational diligence — principles that shape every phase of project development.

As we transition into managing active operations, our responsibilities grow. We aim to build a mining company that delivers long-term value for shareholders while supporting local economies, recognizing the rights and interests of Tribal Nations, protecting the environment and the safety of our workforce. Sustainability is central to our business model and informs how we create value. In a world of evolving expectations and interconnected supply chains, we take a holistic view of mining, aligning our practices and partnerships with our core values: Integrity, Care, and Innovation.



A drill rig overlooking the Florida Canyon Mine.

OUR VALUES

INTEGRITY



Doing the right thing and holding ourselves accountable.

We take ownership in our actions, every day, and are committed to transparency, courageous honesty, and ethical behavior.

Integrity is in our name. It means we commit ourselves to doing right by others – building trust in our operations and behaviors through transparency and accountability.

CARE



Acting with a sense of responsibility for our employees, neighbors, local communities, our shared environment, and the world around us.

We look out for one another, treat each other fairly and with respect, and ensure a safe return home for our people. We are all part of something bigger.

Being good people is doing good business.

INNOVATION



Leading a new generation of mining companies, guided by our conviction to be creative and find new solutions to traditional challenges.

We demand a diversity of perspectives to unlock value across the mining industry, and we are continuously improving to deliver beyond what is expected of us.

Raise the bar.

OPERATIONS

Integra is advancing a portfolio of gold and silver assets across the Great Basin region of the Western United States (U.S.), with operations spanning both development-stage and producing assets. Our strategy is centered on a commitment to sustainable practices across all our sites.

Florida Canyon Mine

Acquired in 2024, the Florida Canyon Mine is Integra's first producing asset and a milestone in our transition to operations. Located in Pershing County near the town of Imlay, Nevada, the open-pit, heap-leach gold mine spans approximately 22,000 acres. The site benefits from well-established infrastructure and a dedicated, experienced workforce. Under Integra's management, we will continue to optimize mine performance, maintain strong environmental compliance, and deepen relationships with local communities.

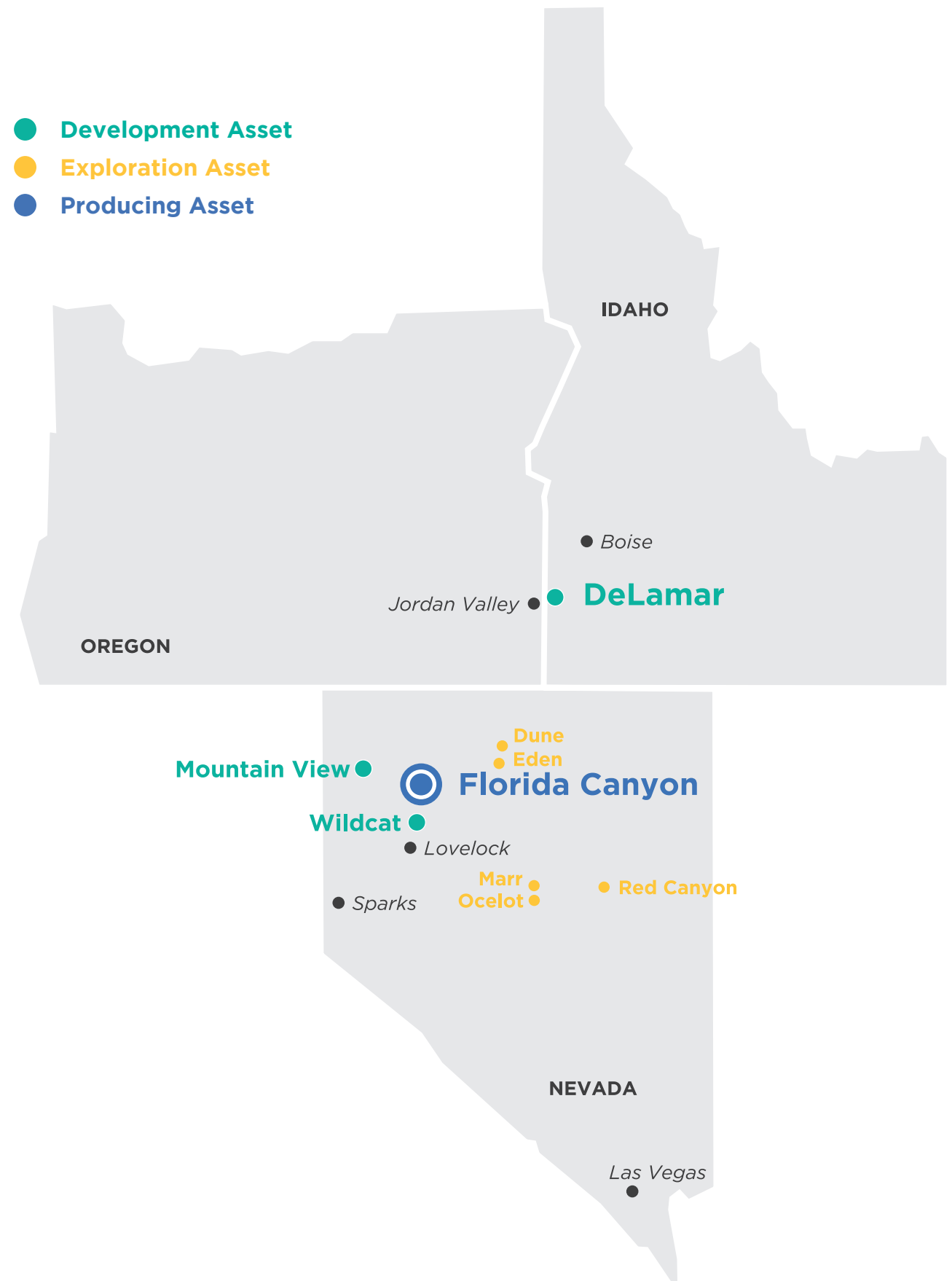
DeLamar Gold and Silver Project

As one of our most advanced projects, DeLamar is a key component of our development pipeline. Located near Jordan Valley in southwestern Idaho, this open-pit gold-silver project has progressed into the advanced permitting phase following several years of technical assessments and environmental baseline studies. The updated Draft Mine Plan of Operations was submitted in the spring of 2025, continuing the formal review process under the National Environmental Policy Act ("NEPA"). Community engagement, environmental baseline studies, and the integration of stakeholder feedback continue to shape the project's development.

Nevada North Gold and Silver Project

Nevada North comprises the Wildcat and Mountain View deposits in northwestern Nevada. Currently in the resource and exploration phase, ongoing geologic studies aim to define and expand the gold-silver resource base. As exploration progresses, we are focused on applying the same responsible practices that guide our other projects.

- Development Asset
- Exploration Asset
- Producing Asset



GOVERNANCE

Integra takes pride in maintaining rigorous governance practices, consistently aiming to meet or exceed standards typically expected of companies our size. The Board of Directors (“Board”) includes directors with a range of professional and personal backgrounds, including experience in issues related to environmental, social, and governance (“ESG”). It plays a central role in guiding our corporate governance framework, recognizing that strong oversight and management accountability are critical to mitigating risks, seizing opportunities, and creating long-term value for all stakeholders.

Our Board is supported by five standing committees, each responsible for overseeing key aspects of our operations:

- Audit Committee
- Compensation Committee
- Nomination and Corporate Governance Committee
- Technical and Safety Committee
- Environment, Social, Governance Committee

The Company’s ESG strategy is led by our CEO and executive committee and is supported by a cross-functional governance structure. Key functions, including Environment, Social Performance, Health and Safety, Legal, Enterprise Risk Management, and Human Resources, collaborate to identify and manage sustainability-related risks and opportunities.

The ESG Committee oversees ESG-related governance, which supports responsible operations and regulatory compliance across all project sites. The Committee’s roles and responsibilities are outlined in its formal [Charter](#) and include oversight of ESG and human resources matters.

Integra reinforces ESG accountability through our executive compensation structure, where 30% of short-term incentive bonuses are tied to performance in health and safety, environmental management, governance, and social responsibility initiatives. These goals are reviewed and approved by the Compensation Committee and Board. In 2024, key ESG targets were met. This structure reflects our belief that responsible business practices drive sustainable performance and long-term shareholder value.



DeLamar Site Operations Superintendent Leo Sanchez points out facility siting locations to stakeholders during a site tour.

POLICIES & PRACTICES

Integra’s approach to governance is built on a strong foundation designed to promote ethical, transparent, and accountable business practices. Since our establishment in 2017, we have prioritized the development of a robust set of policies to guide operations, support sound decision-making, and uphold responsible business practices at all levels.

BUSINESS ETHICS & TRANSPARENCY

SASB: EM-MM-510A.1

We are committed to upholding the highest ethical standards and maintaining a business environment free from corruption and bribery. In alignment with external best practices, including expectations outlined by the United Nations Global Compact, we have implemented a comprehensive approach to mitigate risks both within the Company and throughout the value chain, including:

Risk Identification and Employee Awareness

Internal Risk Assessments: Our leadership team conducts regular assessments to identify and evaluate potential governance risks, including exposure to unethical or illegal behavior.

Annual Acknowledgement: All employees are required to review and affirm their understanding of our [Code of Business Conduct and Ethics](#), which outlines key principles of ethical conduct.

Policies and Regulatory Compliance

Anti-Bribery and Anti-Corruption Policy: This policy outlines expectations regarding the giving and receiving of gifts or improper payments and includes a list of “red flags” to help identify potential risks. Integra maintains a strict zero-tolerance policy against bribery and corruption for all employees, officers, directors, agents, consultants, and contractors.

Regulatory Adherence: Integra is subject to the Canada Extractive Sector Transparency Measures Act (“ESTMA”). In addition, Integra is subject to Rule 13q-1 under the Securities Exchange Act (17 CFR 240.13q-1). All payments to government entities and government officials are subject to possible disclosure; therefore, careful record-keeping is maintained.

Reporting Mechanisms

Whistleblower Policy: The Whistleblower Policy outlines the procedure for the confidential and anonymous submission of concerns that individuals may have regarding violations of our Code of Business Conduct and Ethics. Integra’s Audit Committee receives and investigates any complaints submitted, and as needed, ensures appropriate corrective action is taken.

Incident Management System: We have implemented a structured process for reporting, tracking, and responding to suspected bribery, corruption, or other ethical violations across the organization.



Vice President of Permitting, Dale Kerner, leading a tour of the DeLamar Project with agency officials.



Kim Richardson, now-retired former Mine Superintendent at the DeLamar Mine under previous ownership, waving from Integra's float in the annual Jordan Valley Big Loop parade.

Extractive Industry Transparency Initiative (“EITI”) Standard

Integra’s governance structure incorporates many principles of the [EITI Standard](#), including:

Beneficial Ownership: Our Insider Trading Policy was implemented to prevent improper trading in Integra’s securities. The policy supplements Canadian and U.S. securities laws, which include provisions related to beneficial ownership.

Social Expenditures: Expenditures associated with external affairs and community engagement are guided by our Community Investment Policy and overseen by the Community Investment Committee, which evaluates requests and allocates funds. Details are provided within our [Annual Report](#), as well as the Social Section.

Project-Level Payments and Subnational Payments: We disclose any significant payments to government entities at all levels (national and subnational) in our annual ESTMA report, which is posted to [our website](#), the [Government of Canada’s website](#) and in Form SD (through our issuer profile at [sec.gov](#)).

Data Accessibility: We are committed to transparency, ensuring stakeholders have ready access to a wide range of information, including financial data, production volumes, and ESG initiatives.

Multi-Stakeholder Engagement: We have established processes to identify and engage with stakeholders whose interests may be affected by our activities, ensuring that diverse perspectives are considered in decision-making. Engagement activities include participation in community forums, direct outreach to community leaders, and open dialogue with various stakeholders. These groups include local businesses, landowners and ranchers, Tribal Nations, civic and environmental organizations, recreational groups, educational institutions, and representatives from local and state governments. Insights gained through these engagements are communicated to management and, where relevant, to the Board and its ESG Committee. This structure supports more responsive governance by ensuring that stakeholder priorities inform project planning and risk oversight. For more information on stakeholder engagement, please refer to the Social Section.

RISKS AND OPPORTUNITIES

We actively monitor the external landscape to track, assess, and identify sustainability-related risks and opportunities that could reasonably be expected to affect our strategy and financial outlook. As part of our broader governance and risk management approach, we continuously evaluate regulatory developments, stakeholder expectations, and market trends.

EVOLVING LANDSCAPE OF REGULATORY IMPACTS

The regulatory landscape for mining in the U.S. is evolving in response to shifting federal priorities, budgets, and policy changes. Many recent federal actions have signaled support for expanding domestic mineral production and supply chain resilience, and close monitoring has been implemented to keep track of changes in funding and policies for key permitting agencies such as the Bureau of Land Management, as changes may positively or negatively affect project approvals and environmental review timelines. It is unclear how potential changes at the Environmental Protection Agency may impact the domestic mining industry, including for projects midway through the permitting process.

At the state level, regulations such as California's Climate Accountability Package (SB 219) are increasing disclosure and compliance requirements. Although Idaho and Nevada are not currently subject to similar policies, several other states are pursuing climate-related disclosure laws.

As a public company listed in both Canada and the U.S., our team is monitoring emerging regulatory frameworks, such as the [Canadian Sustainability Disclosure Standards](#), which may shape future disclosure and due diligence requirements for companies listed on Canadian exchanges. To position the Company for future regulatory compliance, we continue to report in alignment with SASB and are exploring the potential to report in alignment with the Task Force on Climate-related Financial Disclosures ("TCFD"). This proactive step reflects our commitment to enhancing transparency while positioning Integra to meet the expectations of investors, regulators, and other stakeholders as global disclosure standards continue to evolve.

CORRUPTION

SASB: EM-MM-510a.2

Integra currently operates only in countries that rate low on corruption indices and where strong legal and cultural mechanisms promote high levels of operating and financial transparency. We have adopted an Anti-Bribery and Anti-Corruption Policy designed to educate and provide guidance to our employees and agents on these matters. We adhere to best practices regarding anti-corruption and maintain a zero-tolerance policy for bribery and corruption by our employees, officers, directors, agents, consultants, and contractors. Additionally, Integra undergoes regular internal fraud risk assessments and external financial audits, further reducing risk.

SHAREHOLDER ACTIVISM

Shareholder activism currently presents a low risk for Integra, primarily due to our stable and supportive shareholder base, consistent and timely disclosures, and strong relationships with key shareholders. Our capital markets team executes a proactive communications strategy to keep shareholders well informed through regular updates. Management remains committed to maintaining transparency and staying attuned to investor sentiment as an essential part of our governance approach.



Integra's President & CEO speaks in Washington, D. C.

GOALS & ACTIONS

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
EM-MM-510a.1	Business Ethics & Transparency	Adhere to best practices in corporate governance	Streamline voluntary ESG disclosure	Complete Transitioned from GRI to SASB-based reporting.
			Conduct site-level climate risk assessment	Underway TCFD roadmap and 3-year implementation strategy underway.
			Monitor regulatory and shareholder recommended requirements and practices	Achieved
			Ensure policies and standards align with Company’s core values through evolution of Company growth	Achieved

SOCIAL

Our long-term success depends on the well-being of our employees and the broader communities in which we operate. We have developed a forward-looking approach that prioritizes employee and community health, safety, and engagement. We work to build lasting relationships with a wide range of stakeholders, including residents near our sites, Tribal Nations, nongovernmental organizations (“NGOs”), and government representatives. This approach reflects our deep commitment to transparency, mutual respect, and shared value.

POLICIES & PRACTICES

SASB: EM-MM-210A.3, EM-MM-210B.1

Integra has implemented policies and practices to manage social issues, including workforce health and safety, community engagement, and human rights, which not only reflect our core values but are financially material social issues. Relevant policies are embedded across our operations and supported by governance structures that promote accountability.

Our current practices apply to exploration, appraisal, and mineral production. As Integra’s structure evolves through new project phases and the potential acquisition of new sites, we will continue to assess our policies and procedures to ensure they remain relevant and adhere to best practices for our business at each stage of our evolution.

COMMUNITY RELATIONS

Social Management Plan

The Integra External Stakeholder Plan (“ESP”) serves as a guiding framework for our approach to stakeholder engagement, designed to reflect the unique needs of each region, stakeholder context, and cultural setting in which we operate.



Logistics Coordinator, Kaila Gooch, helping future miners pan for gold at Murphy Outpost Days in Owyhee County, Idaho.

This ESP follows a structured approach, implemented through a coordinated set of strategies and actions.

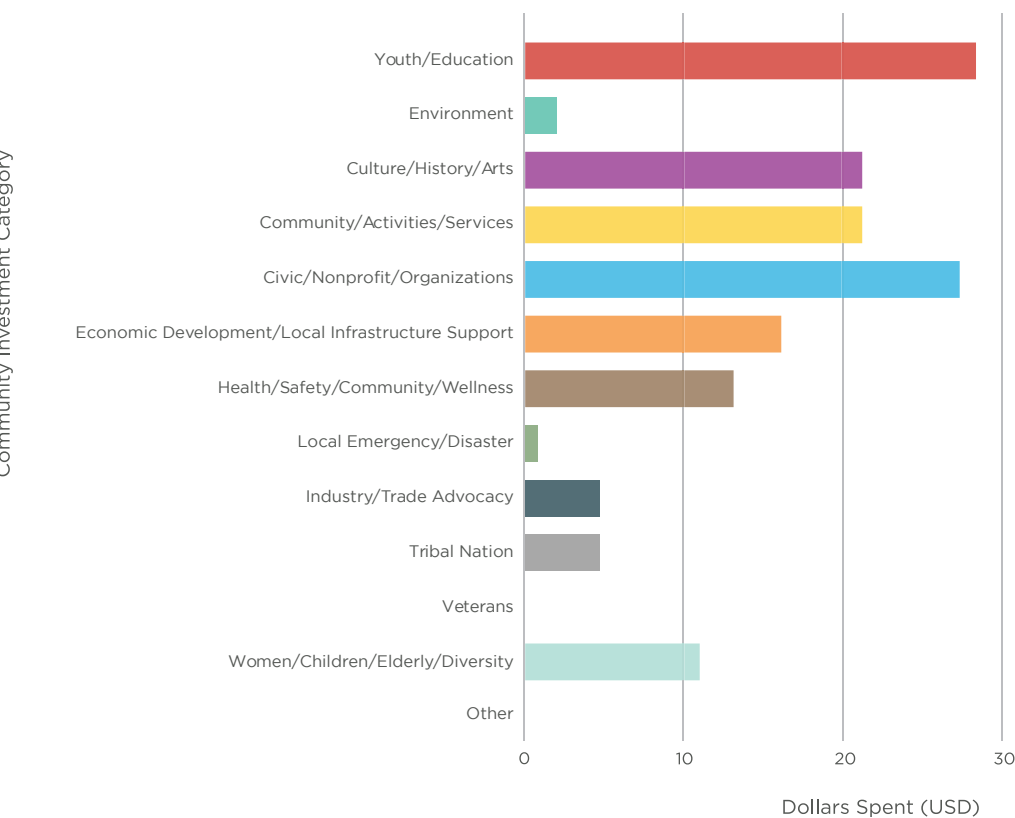
The pillars of our management approach are:

- Stakeholder Engagement
- Communications
- Community Involvement & Support
- Monitoring & Reporting, including social impact and risk assessment, grievance procedure, materiality, and metric tracking

Community Investment

In 2024, Integra contributed more than \$90,000 in direct and in-kind support to local communities where we live and work. In line with Integra’s Community Investment Policy, our giving prioritizes education and community development, as illustrated in Figure 1.

Figure 1. Community Investment



Featured Community Initiatives

DeLamar Day: DeLamar Day is an annual community celebration that brings together more than 200 residents to honor the area’s culture and heritage. The day features cultural demonstrations, DeLamar Project site tours, and family-friendly activities. We proudly partner with local vendors, non-profits, and artists to make the event a true community effort.

Owyhee County Fitness Court: In partnership with the Owyhee Health Coalition, the City of Marsing was awarded a grant to install a community fitness court, promoting community health and wellness. We supported the early planning stages and helped secure sponsorships. After the final funds were raised in 2024, Integra contributed nearly \$5,000 through in-kind donations to help bring the project to life.

University of Idaho Partnership: Integra recognizes the importance of investing in education and workforce development. In 2024, we launched a three-year partnership with the University to fund two student engineering club programs. Beneficiaries include the Society of Women Engineers and the Vandal Motorsports Team, which participates in competitions centered on design, business planning, and the manufacturing of recreational vehicles, focusing on technology that reduces emissions and noise pollution.

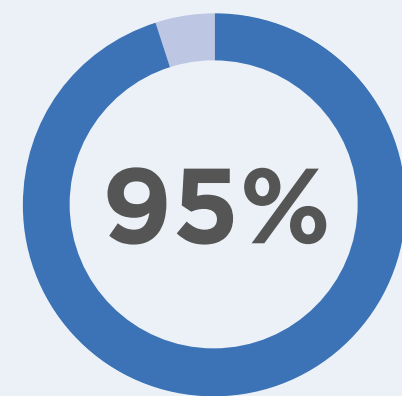


Traditional Basque dancers perform at Integra’s DeLamar Day community appreciation event.

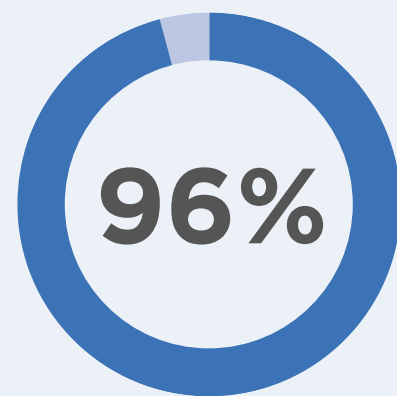
Stakeholder Engagement and Communications

By being present and active within our local communities, we can listen and learn, build consensus, and collaborate on issues of shared concern. We prioritize ongoing community engagement through regular meetings, open dialogues, and events that reflect local interests. We maintain transparency through multiple communication channels, including social media, our website, media outreach, the quarterly DeLamar Download newsletter, and the annual Sustainability Report.

In 2024, Integra engaged with over 12,000 stakeholders, with 76% of interactions occurring in person. The same year, we issued a community report card survey, inviting a wide range of local stakeholders to evaluate our operations and community actions. With input from approximately 100 stakeholders, the results demonstrated strong support for Integra’s communication efforts, environmental stewardship, and alignment with local values.



of respondents support the advancement of the DeLamar Project.



of respondents agree or strongly agree that Integra cares about and listens to our local communities.

To deepen stakeholder engagement in Nevada, we appointed a Community Programs Specialist in 2024, with responsibilities beginning in 2025. The role focuses on advancing community partnerships, coordinating outreach and events, supporting local initiatives, and helping integrate community feedback into project planning.



Local residents enjoying activities at DeLamar Day.

Community Feedback and Grievance Process

As part of the NEPA review process, Integra has facilitated an assessment of social impacts. We plan to use the NEPA report as a tool to further evaluate, manage, and mitigate risks.

In 2024, Integra completed our third year of collecting stakeholder engagement data through our Integrated Data Feedback Mechanism (“IDFM”). This tool has supported engagement efforts at both the DeLamar and Nevada North Projects. Beginning in 2025, the IDFM will serve as our primary platform for tracking and managing stakeholder engagement across the Company. Key metrics include the number of stakeholders engaged, the communities represented, demographics, stakeholder interests, the tone of interaction, feedback received, and follow-up actions taken by Integra representatives.

Compared to most formal grievance processes, the IDFM enables us to gather more comprehensive feedback from stakeholders. Integra values all feedback received, whether it is positive, negative, or neutral, as candid feedback enables us to understand the priorities, needs, and concerns of stakeholders that matter to our business.

HUMAN RIGHTS

Integra maintains an unwavering commitment to upholding human rights throughout every stage of project development. We respect the rights of workers and local communities, which encompass working conditions, freedom of association, fair wages, equal opportunities, and freedom from discrimination and intimidation.

To support these social commitments, Integra conducts due diligence, such as risk assessments, across our operations and key business relationships. We have also adopted standards and policies to prevent and mitigate the risks of forced labor and child labor (learn more in our [2024 Modern Slavery Report](#)).

- Our Code of Business Conduct and Ethics provides the guiding principles for all Integra employees, officers, and directors. It promotes full, fair, accurate, timely, and understandable disclosure in reports and public communications, compliance with applicable laws and regulations, and prompt internal reporting of suspected violations.
- Our Safety, Environmental, and Social Policy outlines how Integra and covered persons, including directors, officers, employees, consultants, and contractors, will conduct business safely, in an environmentally responsible manner, and to the highest standards of corporate responsibility. Covered persons are expected to comply with the policy as well as applicable safety and employment laws and regulations in the locations where Integra operates. The policy also emphasizes responsible mining and the importance of building trust, making a positive difference, and acknowledging the responsibility to respect human rights.
- Our Whistleblower Policy provides a confidential and anonymous process for employees, officers, directors, consultants, community members, and other stakeholders to report suspected violations of Integra's Code of Business Conduct and Ethics, including concerns related to workplace and employment practices. The policy strictly prohibits retaliation against anyone who raises a concern in good faith.
- The IDFM is used to gather feedback from stakeholders, including concerns related to human rights.

Integra adheres to Canadian and U.S. legislation related to forced labor, child labor, fair wages, and discrimination. Our policies and approach also broadly align with other important frameworks that are not legally applicable to our areas of operation; these include United Nations principles, the [Voluntary Principles on Security and Human Rights](#) and the [OECD Due Diligence Guidance](#). By monitoring and acting on these and other guidelines, we honor our steadfast commitment to upholding human rights in all our endeavors.

COMMUNITY RIGHTS

As outlined in our [Safety, Environmental and Social Responsibility Policy](#), Integra aims to achieve responsible development and resilient operations through:

- Effective management of activities to minimize unnecessary impacts on the environment, and the pursuit of opportunities outside of the impact footprint to improve habitat locally;
- Support for local employment, procurement, and entrepreneurship; and
- Support for the development of infrastructure, healthcare, education, training, and cultural activities in collaboration with the community.

Economic Rights & Interests

As a responsible employer, Integra supports the health, safety, and economic vitality of the communities where it operates. We employ over 300 people, with the majority based in rural areas. Common roles include equipment operators, environmental specialists, geologists, safety personnel, and administrative staff. Integra invests in on-the-job training to help employees grow their skills and reach their full potential, while maintaining a safe, inclusive, and supportive work environment.

Environmental Rights & Interests

Integra regularly monitors air quality, tracking site specific air conditions across its operations. The Company is in the process of developing a dust control and mitigation plan for the DeLamar project.

Access to clean, safe water is a fundamental human right, and reliable water supplies are essential for sustaining livelihoods and preserving human and environmental health. Water is also critical to Integra's current and future operations, which provide economic and community development benefits. Therefore, we act on the need to use water efficiently, protect water resources, and collaborate with stakeholders within our watersheds to manage this important resource.

Social Rights & Interests

Integra helps advance social rights and interests in a range of ways, from direct support of local nonprofit NGOs to serving as an example of an engaged employer committed to ethical business practices. We also utilize our knowledge to help local organizations connect with broader resources. For example, Integra's Community Program Specialists collaborate with local communities to assist them in identifying and securing grant funding from various sources. These grants strengthen current programs and resources throughout our communities and beyond. In 2024, these efforts helped local organizations obtain nearly \$120,000 in grants to advance community priorities.

Funded projects have supported improvements in healthcare, education, infrastructure, and cultural preservation, including:

- **Educator Health and Wellness:** Grant funding supported health and wellness incentive programs for staff in the Jordan Valley School District.
- **Community Social and Mental Wellness:** In rural communities, social connection is critical to mental health outcomes, particularly amongst aging populations. Grant funding enabled the development of free community activities during the winter months, when opportunities for interaction can be limited.
- **Food Security:** With the nearest supermarket more than 60 miles (97 km) from Jordan Valley, access to fresh produce is a challenge. Integra's Specialist secured a grant to provide weekly deliveries of fresh fruit and vegetables, and coordinated pickups from regional farms during harvest season.
- **Local Infrastructure:** Integra helped secure funding to support critical upgrades to the Jordan Valley Lions Hall, the community's only gathering space. Improvements included updates to the kitchen, restrooms, and sound system, creating an even more welcoming and accessible space for community members.
- **History and Cultural Preservation Capacity Support:** In small communities, volunteer burnout is a common challenge. A grant enabled the Owyhee County Museum to hire a paid curator, providing essential staffing support and easing the burden on community volunteers while helping to preserve local heritage.

Community Health and Safety

Among our highest priorities is the physical and environmental health and safety of the Integra team, their families, and surrounding communities, including those near the DeLamar Project and Florida Canyon Mine.

We are committed to growing and maintaining an extremely strong culture of safety and continuously improving our practices and performance. In an industry where safety is essential, Integra's core goal is to achieve zero harm in all aspects of our work.



Indigenous leaders from the Shoshone-Paiute Tribes and the Tahltan Nation, as well as US federal government, Integra, and Newmont representatives tour the Red Chris Mine.

Emergency preparedness is a key part of this commitment. Integra includes detailed emergency response planning in our Mine Plan of Operations and works closely with local emergency response agencies to ensure a coordinated approach to incidents such as spills, fires, or traffic-related events. We conduct annual emergency exercises to support ongoing readiness. Because emergency services in rural communities rely heavily on volunteers, in addition to direct financial contributions, we also support our employees who serve with local emergency services by maintaining their regular pay for any hours missed while responding to emergency calls. This ensures that financial limitations do not prevent employees from contributing to the safety and well-being of their communities.

INDIGENOUS RIGHTS & INTERESTS

Integra engages proactively with host communities, Tribal Nations, and other local stakeholders at every stage of the mine project life cycle. Since 2021, Integra has consistently worked to exceed regulatory requirements by prioritizing early, inclusive, and culturally respectful dialogue as we explore potentially significant activities. We proactively engage with Tribal Nations to build mutual understanding and recognize Tribal interests related to future projects.

Integra acknowledges and respects the ancestral, traditional, and contemporary lands of the Tribal Nations whose territories surround our operations and offices. We also recognize the historical exclusion and limited engagement that Tribal Nations in the U.S. have experienced in mineral exploration and development, and are working collaboratively with Nations to raise the bar and showcase the broad mutual benefit gained by building relationships founded in partnership and respect.

In 2024, Integra initiated the process of developing Tribal-led Cultural and Indigenous Knowledge Studies at the DeLamar Project. These studies empower interested Nations to study and compile culturally relevant information on the project's landscape, cultural resources, oral and written histories, and traditional uses and connections to the land. These studies inform future development and permitting efforts at the DeLamar Project. We also plan for them to lead to opportunities for additional cultural exchange and education, such as the development of Cultural Awareness training programs for Integra staff and contractors.

In partnership with Tribal Nations, Integra continues to explore frameworks and opportunities that support building life-of-mine relationships, thereby bolstering Tribes' interests in sovereignty, economic development, social well-being, cultural preservation, and self-determination. We are committed to co-creating a mutually beneficial approach that advances sustainable economic development in the region, and recognizes Tribal culture, rights, and interests.



Representatives from the Fort McDermitt Paiute and Shoshone Tribe take in views at the DeLamar Project during a tour with the Tribe's Culture & Language program.

WORKFORCE & CULTURE

Integra is committed to creating and maintaining a workplace environment that fosters mutual respect, integrity, and professional conduct. The Company is guided by a comprehensive Code of Business Conduct and Ethics, which promotes honest and ethical behavior, the fair handling of conflicts of interest, and compliance with laws and internal policies. Our commitment to employee well-being is further reinforced by our Workplace Bullying and Harassment Policy, which promotes a safe, respectful, and supportive environment free from intimidation or misconduct.

Integra's workforce, spread across multiple locations, embodies a rich diversity of professional experience, education, culture, community, personal background, geography, age, and other characteristics. We value and believe our business benefits from these diverse strengths, and we actively promote a culture that embraces inclusion to help drive innovation and enhance performance.

Featured Workforce & Culture Initiatives

Our **Employee Culture Committee** includes representatives from both Idaho and Nevada teams. The Committee meets monthly to design and lead employee engagement initiatives, review Community Investment Requests, and help embed Integra's values into all areas of the organization. It was established as a continuation of Integra's 2022 Core Values development process.

Led by Integra's CFO, Andrée St-Germain, **Women of Integra** is a quarterly gathering that brings together women from across the Company to build community and foster professional growth. Open to every employee, the program offers development and cross-functional learning opportunities to support female employees throughout the organization.

In 2025, we will continue working with the leadership team at Florida Canyon to align existing workforce and culture initiatives and identify opportunities for greater integration across the Company.

RISKS & OPPORTUNITIES

SASB: EM-MM-210b.1.

Addressing social risks and opportunities is an essential part of our approach to responsible business practices. This approach considers impacts across our value chain, relationships with stakeholders, and long-term strategic goals. Our focus includes maintaining strong community relationships, ensuring workforce health and safety, and supporting local economic development.

HEALTH AND SAFETY

Health and safety are fundamental to Integra's operational philosophy. We understand that mining carries inherent risks, and we are committed to fostering a work environment where those risks are proactively identified, managed, and mitigated.

We believe that all incidents and accidents can be prevented through training, the implementation of strong safety protocols, integrated management systems, signage, clearly defined procedures, and more. These efforts involve detailed task planning, proactive hazard identification, and consistent risk evaluation and mitigation.

Florida Canyon Mine is building an industry-leading safety culture where safe production is foundational to success. Our approach emphasizes accountability, continuous improvement, and open communication. Key elements of this culture include:

Care to Lead Program: All employees participate in workshops focused on safety culture maturity. Modules address risk behaviors, beliefs and norms, and communication and coaching. The program empowers individuals to take ownership of safety issues and become active safety leaders.

Site Safety Committee: Meeting monthly, the Site Safety Committee provides an ongoing forum for identifying and addressing safety concerns with a team-based approach. The committee, comprised of hourly employees, facilitates direct communication among the team, enabling a timely review of issues and implementation of improvement actions. The committee has been instrumental in enhancing site conditions and promoting safe behaviors across operations.

Regulatory Oversight: At Florida Canyon Mine, safety oversight is provided by both the Nevada State Mine Inspector and the Mine Safety and Health Administration ("MSHA"). The State of Nevada and MSHA conduct regular inspections and may issue orders or citations if significant and substantial ("S&S") violations are identified. In 2024, no orders or S&S citations were issued at Florida Canyon, reflecting an ongoing commitment to maintaining a safe and compliant work environment.



In 2024, nine team members from Florida Canyon Mine were honored with individual safety awards from the Nevada Mining Association, recognizing their commitment to maintaining a safe and responsible work environment. In addition, the site's Safety & Health Manager, Steve Chambliss, received the "Distinguished Safety Professional" award at the 2024 Mine Safety & Health Conference, reflecting outstanding leadership and dedication to advancing health and safety performance across the operation.

COMMUNITY STAKEHOLDER ENGAGEMENT

Integra values engagement with our immediate local communities, regional leaders who share an interest in the areas where we operate, and broader stakeholders. This includes meaningful, early, and ongoing engagement with Indigenous communities, which reflects our respect for Indigenous rights, knowledge, and connection to the land. Ineffective community engagement can lead to risks, including project delays, litigation, or restricted access to critical resources. Strong relationships, grounded in transparency and responsiveness, help secure a social license to operate and provide access to skilled labor, local suppliers, and valuable community insight, which promotes mutual benefit and improves overall project outcomes.



Geologist Atticus Proctor discusses the Wildcat Project during a tour with Pershing County elected officials and community members.

COMMUNITY PARTNERSHIPS & CAPACITY BUILDING

We view capacity building as a means to support the long-term strength and well-being of the communities in which we operate. We work closely with local groups and community members to identify and support the priorities that matter most to them, such as workforce development, small business growth, cultural preservation, and infrastructure planning. By doing so, we help build local skills and promote longer-term economic independence. These investments also create business value by reducing operating risk, fostering local support, and creating a market and community context that can increase project stability.

WORKFORCE ATTRACTION & RETENTION

In rural communities surrounding the Florida Canyon Mine and the DeLamar Project, attracting and retaining the necessary workforce presents both challenges and opportunities. These areas are home to residents who are invested in their communities and bring a range of experience, particularly in mining, agriculture, and construction. However, companies operating in these smaller communities often face labor shortages, particularly in technical and specialized roles. Our approach to workforce development focuses on stable employment, competitive compensation and benefits, and opportunities for on-the-job training and advancement to grow and retain valued employees while also helping to build a more robust talent pipeline.

SOCIAL RISK CLASSIFICATION

[The Organization for Economic Cooperation and Development \(“OECD”\)](#) has developed a ‘Prevailing Risk Classification’ that categorizes countries based on their level of political, economic, and social stability. The U.S., where 100% of Integra’s mining operations are located, is classified as a low-risk country due to its relatively high degree of economic, political, and social stability.

GOALS & ACTIONS

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
Community				
EM-MM-210a.3	Security, Human Rights & Rights of Indigenous Peoples	Integrate human rights considerations into all aspects of the Company's activities	Increase in-person engagement between Tribal Nations and Integra	Achieved Increased the number of engagement events with Tribal Nations / Representatives by 45% YOY.
			Prioritize learning of Tribal Nations' values and perspectives	Underway Initiated Tribal-led Cultural and Indigenous Knowledge Studies for the DeLamar Project to inform project development and HR practices.
			Seek opportunities to collaborate on culturally important projects	Achieved Funded projects supporting cultural preservation and revitalization.
			Maintain project grievance mechanism	Achieved No unresolved concerns in 2024.
EM-MM-210b.1	Community Relations	Promote economic growth in the community	Maintain high level of investment in local communities	Achieved Florida Canyon: Increased community involvement and participation with primary stakeholders (workforce, regulators, etc). Development projects: Invested approximately \$90,000 in direct and in-kind support to local communities, prioritizing education and community development.
			Provide reliable jobs and prioritize local employment	Achieved With acquisition of Florida Canyon Mine, Integra has increased employee count, has begun facilitating employee development opportunities across sites, and has increased productivity 5.7% above target.

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
Community				
EM-MM-210b.1	Community Relations	Promote economic growth in the community	Support the responsible management of tourism/ recreational impacts on local communities	Underway Discussions directly informed adjustments made in the Mine Plan of Operations.
		Understand community needs and concerns	Increase frequency of transparent engagement with stakeholder groups	Achieved Engaged with over 12,000 stakeholders surrounding the DeLamar Project and Nevada North Project in 2024, with 76% of interactions occurring in person.
			Increase public input on potential project impacts with respect to local population growth	Underway Incorporated feedback regarding site access route selection and employee transportation plans into the draft Mine Plan of Operations. Further baseline data shared with stakeholders to help continue informing community planning.
		Strengthen community services	Support the development of infrastructure and healthcare programs	Achieved Integra donated labor, equipment, and material towards the installation of a community fitness court in Marsing; contributed to Idaho Food Bank “Beef Counts” program; provided fresh fruit and vegetable deliveries to Jordan Valley through cooperative with local farms; and, facilitated assistance to local organizations in obtaining and managing grants in support of: new community center in Jordan Valley, childcare/preschool care in Jordan Valley, new bleachers at Jordan Valley rodeo grounds, and local fire and EMS services.
				Achieved Hosted a mining career and health fair in Jordan Valley; hired local student intern through Treasure Valley Community College internship program; provided 3-year funding commitment to support engineering programs at the University of Idaho; and, submitted a letter of commitment to the Idaho State Board of Education in support of a new College of Western Idaho geotechnical training program.
			Support education and training initiatives	

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
 Workforce				
EM-MM-320a.1	Workforce Health & Safety	Nurture a robust safety culture	Increase quantity, quality, and variety of training	Achieved Florida Canyon: Reported zero fatalities, zero lost time injuries, three reportable incidents, YOY improvement in incident frequency rate. DeLamar: Reported zero fatalities, an all incident rate of 0, and a near miss frequency rate of 86.29. Nevada North: Reported zero fatalities, an all incident rate of 0, and a near miss frequency rate of 88.52.
			Update the emergency plan to make it appropriate for the current stage of the project	Current at Florida Canyon Mine Underway at DeLamar and Nevada North Further development and standardization taking place with collaboration between sites.
			Create collaborative wildfire action plans in consultation with community wildfire group	Current at Florida Canyon Mine Underway at DeLamar and Nevada North Formalizing internal processes to support employee volunteerism, and discussing MOU's amongst communities and agencies involved.
N/A	Labour Relations	Foster a company culture of mutual respect and trust	Internally develop and promote employees	Achieved Florida Canyon: Recorded 282 Visual Felt Leadership (VFL) interactions; 18 more than VFL target; 13% voluntary turnover. Integra began workforce and culture integration initiatives following the acquisition of the Florida Canyon Mine. Development projects: Culture Committee saw increased involvement with Peer-2-Peer Recognition Program and continued to successfully manage the Community Investment Program.

ENVIRONMENT

Integra's commitment to environmental sustainability is reflected in a set of guiding practices that focus on responsible resource management and long-term environmental stewardship. Our approach reflects our values, stakeholder priorities, and our belief that environmental awareness contributes to a well-run business. Our focus includes:

- Mitigating negative impacts: Avoiding unwanted environmental impacts where possible and minimizing unavoidable ones.
- Protecting and enhancing habitat: Striving for net positive impact by offsetting impacts and improving habitat outside our footprint.
- Minimizing water use and impacts: Carefully managing water consumption and proactively ensuring treated and discharged water meets quality standards.
- Maximizing energy efficiency: Using energy as efficiently as possible throughout our operations.
- Collaborating with stakeholders: Partnering with our stakeholders to support sustainable management of shared environmental resources and developing operational plans informed by stakeholder priorities.

Our management team is responsible for identifying, evaluating, and directing our approach to environment-related topics. Management reports regularly to the Board's ESG Committee on:

- Environmental incidents and responses
- Compliance with environmental laws and policies
- Emerging climate-related issues that may impact operations, local communities, and/or the natural resources upon which we all rely

The management team develops relevant strategies, oversees the creation and execution of employee training programs focused on environmental safety and hazard prevention, ensures internal reporting mechanisms are available for environmental concerns, and integrates sustainability considerations into operational planning.



The reclaimed Sommercamp pit at the DeLamar Project.

POLICIES & PRACTICES

Integra's environmental policies and practices not only reflect our overall commitment and strategy but are also tailored to reflect the current lifecycle stages of each project, from early exploration at DeLamar and Nevada North to active production at the Florida Canyon Mine. As projects progress, we review and update our procedures to keep them aligned with evolving operational needs and environmental expectations.

WASTE AND HAZARDOUS MATERIALS MANAGEMENT

SASB: EM-MM-150A.10

Committed to sustainable development and continuous environmental improvement, we promote the efficient use of resources and implement practices that support waste minimization, reuse, and recycling. Our goals are outlined in our Safety, Environment, and Social Responsibility Policy and include efforts to minimize the potential for adverse environmental impacts and enhance site conditions through initiatives such as habitat restoration and the removal of historic mine waste.

We have established clear policies and procedures to avoid and mitigate risks related to spills, seepage, contamination, and other potential environmental incidents. Spills or releases of hazardous substances are defined as any discharges not expressly allowed by permit or regulation, and include spills or releases of chemicals, reagents, process solutions or other materials that may be harmful to human health and/or the environment. We carefully follow guidelines for reportable incidents, with thresholds set by relevant regulatory authorities.

Our operations comply with hazardous waste management regulations at both the U.S. federal and state levels, including those set by the U.S. Environmental Protection Agency, the Clean Water Act, the Nevada Division of Environmental Protection, and the Idaho Department of Environmental Quality. Our Waste Stream Analyses and Waste Management Plans are aligned with 40 CFR Part 261 under the Resource Conservation and Recovery Act, which governs the classification and handling of hazardous waste.

At the DeLamar Project, our Waste Management Program includes strict protocols for the handling and disposal of waste, as well as collection and recycling of materials such as used oil, fluorescent bulbs, scrap metal, and batteries. We encourage teams to evaluate all materials scheduled for disposal to assess reuse or recycling opportunities before final disposal. Similarly, at Florida Canyon Mine, our Solid and Hazardous Waste Management Plan includes a detailed mine waste analysis and outlines waste minimization procedures.

Integra requires all employees to understand and comply with our policies and procedures regarding waste and hazardous materials management. This encompasses mandatory training, record-keeping, and other clearly defined responsibilities. As described in the DeLamar Environmental Management Plan ("EMP"), all onsite contractors are contractually required to comply with all applicable environmental regulations and site procedures. A similar plan is currently in progress for the Florida Canyon Mine.

At the DeLamar Project, the Site Operations Manager is responsible for overseeing facility inspections, managing surface and groundwater sampling, and leading hazardous waste and materials programs. At Florida Canyon Mine, the Environmental Coordinator and Environmental Technician oversee and execute waste management activities, promoting compliance and safe practices throughout the site.

The access road to the Wildcat deposit.



WATER MANAGEMENT

Integra recognizes water as both a fundamental human right and a critical resource for communities, ecosystems, and our operations. Given its importance, we are committed to using water efficiently, protecting local water resources, and engaging with stakeholders across the watershed. Our EMP includes water management policies that guide our approach. We adapt our practices to reflect each site's operational requirements, local environmental conditions, and water availability. Current uses and sources of water are outlined here.



Jordan Creek during high-flow spring run-off.

Florida Canyon Mine

Water Use

- Mining and milling
- Heap leach pad processing
- Dust suppression for fugitive dust from the excavation and processing of ore
- Evaporation

Water Sources

- Primary: Groundwater
- Secondary: Surface water (used minimally)

DeLamar Project

Water Use

- Metallurgical drilling
- Dust suppression from operations supporting drilling and transportation

Water Sources

- Primary: Runoff from snowpack (collected in on-site ponds)
- Secondary: Jordan Creek (used as needed under permitted water rights)

Other Integra Locations: Water withdrawn and consumed at the corporate office locations accounts for a very minimal portion of water compared to the DeLamar and Florida Canyon sites, representing just 0.02% of total water withdrawn.

To address water quality issues from legacy mining at DeLamar, we operate a dedicated treatment plant that processes water from historic mine workings. Collected water is treated in a lime system where the pH level is neutralized using hydrated lime slurry, and dissolved metals are removed. The water then flows to a decantation pond where suspended solids are allowed to settle before being pumped to a holding pond for seasonal storage. In the summer and early fall, the treated water is applied through a Land Application Treatment system to irrigate a local rancher's grazing pasture. Before land application, the water is tested to ensure it meets safety criteria for nutrient and metal concentrations, as well as pH and salinity levels. This approach supports responsible water management, reduces pressure on the watershed, and improves pasture productivity.

During the permitting and planning process, we conduct sensitivity analyses to model water use under conditions of extreme supply pressure. This approach advances our commitment to responsible water management throughout the life of mine. At the DeLamar Project, we plan to use reclaimed water to support reseeding and revegetation, helping to prevent soil erosion and restore ecosystem balance over time. Florida Canyon Mine follows a similar reclamation and closure approach. However, current plans do not include using water to support revegetation; the native vegetation and climate in the region are well suited to natural regeneration without additional irrigation.

BIODIVERSITY IMPACTS

SASB: EM-MM-160A.1

As part of our values of integrity and care, we are committed to active environmental stewardship and the thoughtful management of on-site resources, with a strong focus on minimizing and mitigating impacts on local ecosystems. This commitment is embedded in our Safety, Environment, and Social Responsibility Policy and informs our approach at every stage of the project lifecycle. Integra's EMP addresses identified species and their habitats, and ensuring their protection is an integral part of our environmental and resource management strategy. We take additional measures to minimize and reverse nature loss, including:

Monitoring Biodiversity: We conduct groundwater, surface water, wetland, vegetation, and wildlife surveys to assess and track biodiversity impacts.

Collaborative Conservation: We collaborate with local stakeholders, governmental agencies and others, learning, sharing best practices and taking joint action. For example, Integra has entered into a Memorandum of Understanding with Trout Unlimited to explore and prioritize future habitat reclamation projects in the Jordan Creek watershed area, as well as more regional efforts in northern Nevada across several stakeholder groups. This partnership reflects a shared commitment to enhance fish habitat, restore degraded lands, and address legacy impacts from historic mining.

Habitat Rehabilitation: Exploration roads and drill pads are rehabilitated with native habitats, mitigating the impact of temporary infrastructure development and replacing fire-prone non-native grasses with native species seed mixes prioritized by state and federal agencies.

Florida Canyon Mine

Environmental surveys: To inform our strategies and comply with requirements, baseline environmental studies have been conducted in accordance with permitting and operational requirements established by the Nevada Division of Environmental Protection and the Bureau of Land Management.

Biodiversity considerations: While the presence of several sensitive species has been documented in the area, the overall impact of mine operations has been assessed as negligible. Nonetheless, we maintain mitigation plans that comply with state and federal regulations and are routinely monitored by our team and regulatory agencies.

Two plant species identified near the site (*Penstemon palmeri* and *Opuntia pulchella*) are listed as “least concern” by the International Union for Conservation of Nature but classified as “near threatened” by the State of Nevada. These species were transplanted to alternative locations before nearby construction in 2020, during previous ownership.

The Florida Canyon Mine may also affect habitat and foraging areas used by certain sensitive bird and animal species. While these potential impacts are considered regionally insignificant, we take a precautionary approach. Prior to any land disturbance, comprehensive surveys are conducted to identify sensitive species and critical habitats, including those of migratory birds. We use the findings to develop and implement appropriate mitigation strategies that help minimize potential ecological disruption.

DeLamar and Nevada North Projects

Environmental surveys: Since 2020, we have conducted comprehensive baseline environmental surveys at our development sites, complying with federal and state permitting requirements and helping to inform our proactive strategies. These assessments cover key resources, including fisheries and aquatic habitats, cultural resources, wildlife, vegetation, wetlands, soils, surface water and groundwater, air quality, noise, and geochemical conditions.

Biodiversity considerations: The Biological Baseline Reports for Integra's Mountain View and Wildcat sites identified monarch butterflies as a potentially affected endangered species due to the presence of milkweed at both sites. Our EMP includes practices related to threatened and endangered species and specifies Integra's approach for monitoring wildlife activities around the site and mitigating any potential impacts.

GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT

SASB: EM-MM-110A.1, EM-MM-110A.2

Integra is committed to taking part in the mining industry's collective shift towards more sustainable and efficient practices, prioritizing transparency and accountability regarding our greenhouse gas (GHG) emissions. We have been measuring and analyzing Scope 1 and Scope 2 emissions since 2020, which helps us identify trends and inform relevant strategies. Figure 2 shows GHG emissions since 2020. In 2024, Integra generated approximately 7,000 metric tonnes of CO₂e (MT CO₂e), reflecting our operational activities, including activities from the Florida Canyon Mine, which was acquired in November, 2024. Scope 1 emissions accounted for 83% of the total, estimated at 5,787 MT CO₂e, while Scope 2 emissions comprised 17%, or approximately 1,216 MT CO₂e.

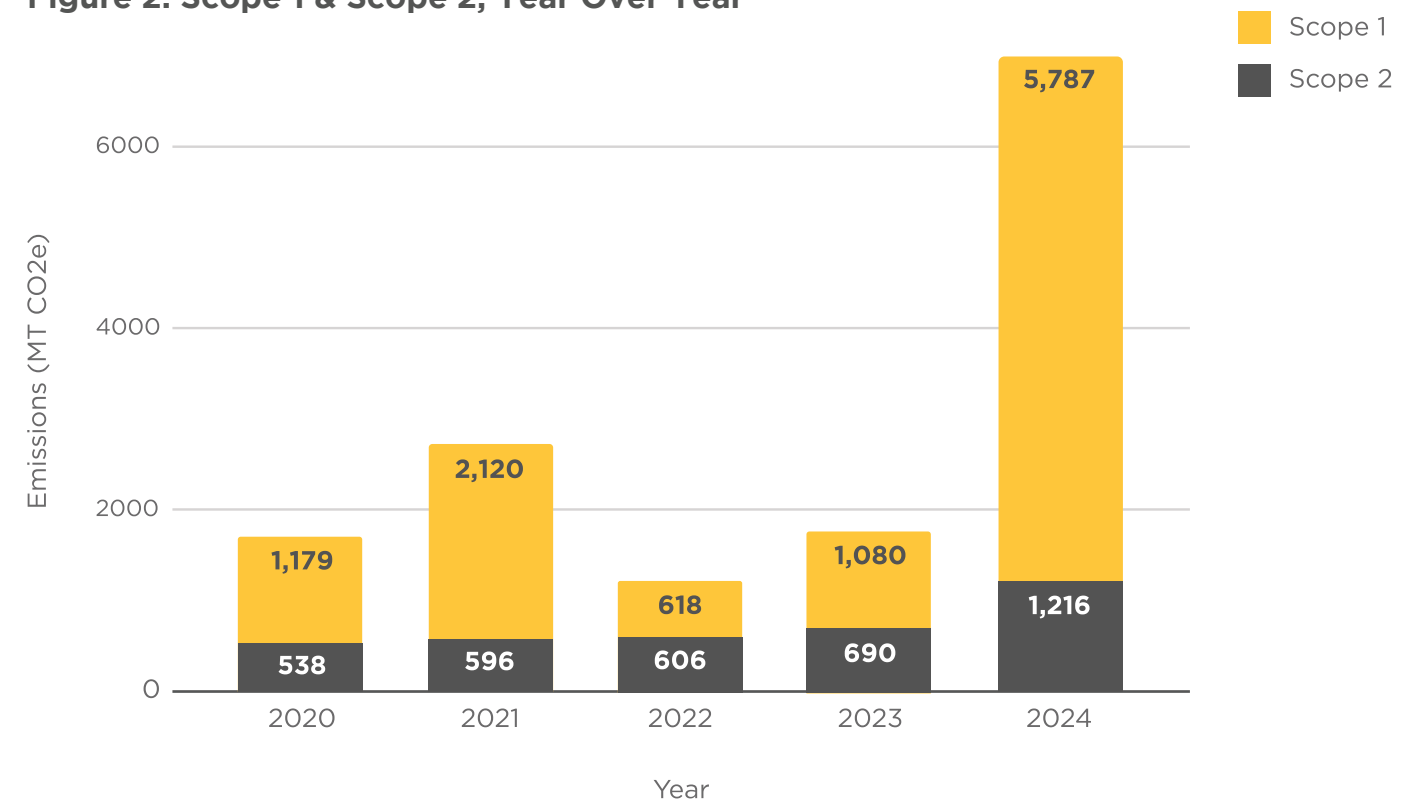


Equipment Operator, Doug Rutan, viewing core samples with a stakeholder during a tour of the DeLamar Project.



Caterpillar haul trucks at Florida Canyon.

Figure 2. Scope 1 & Scope 2, Year Over Year



Note: Increased emissions in 2024 are mainly attributed to the acquisition of the Florida Canyon Mine and its production-phase operations.

Scope 1 emissions sources and their corresponding calculation methodologies are summarized in Figure 3. Emissions included in this report refer to the full year for DeLamar and Nevada North and emissions from Florida Canyon Mine under Integra ownership for the period of November and December, 2024.

Figure 3. Emissions Calculation Methodology

Emissions Source/Category	Data Source	% Primary Data	% Secondary Data	Calculation Method
▲ Scope 1				
Refrigerants	1. Office locations, based on size 2. Intergovernmental Panel on Climate Change Fifth Assessment Report for refrigerant global warming potential	0%	100%	Screening Method
Propane	Consumption data	100%	0%	Mass-balance
Gasoline	Consumption data	100%	0%	Mass-balance
Diesel	Consumption data	100%	0%	Mass-balance
Natural Gas	1. Utility bills for DeLamar, Nevada North 2. EIA consumption estimate based on office locations and square footage	50%	50%	Mass-balance & screening method
▲ Scope 2				
Electricity	1. Utility bills for DeLamar, Nevada North, and Florida Canyon 2. EIA consumption estimate based on office locations and square footage	50%	50%	Market-based estimate

Tailings Storage Facilities Management

SASB: EM-MM-540A.2, EM-MM-540A.3

Integra does not currently generate tailings and has no plans to develop or operate facilities that produce tailings. As such, tailings storage facilities are not part of current or future project designs, and associated risks related to tailings management do not apply.

RISKS & OPPORTUNITIES

Environmental risks and opportunities help shape our operational planning, approach to regulatory compliance, efforts to build long-term resilience, and advance disclosures. While we are not yet fully aligned with the Task Force on Climate-related Financial Disclosures, we have begun evaluating both physical and transition risks as part of our climate strategy.

This section of the report focuses on environmental management topics assessed through the lens of financial materiality. We take a conservative, site-specific approach to managing these risks across project design, operations, and closure planning. These considerations also inform how we evaluate potential acquisitions.



The DeLamar Project's water treatment facilities.

EXTREME WEATHER

Across the regions in which we operate, climate projections suggest increasing frequency and severity of extreme weather events, such as heatwaves, wildfires, unusual snow events, and droughts. These conditions may drive up operational and reclamation costs, disrupt production, and require investment in resilient infrastructure, climate-adapted equipment, and enhanced worker safety measures.

To mitigate these risks, Integra evaluates weather-related risks throughout the lifecycle of each project, from design through closure, to guide infrastructure planning and operational decision-making. We use model stress testing and sensitivity analysis to develop infrastructure, such as heap leach pads and water treatment systems, that is more resilient in the face of extreme weather events. Adaptive management strategies are built into our plans to help maintain operational flexibility under changing conditions.

We also incorporate climate considerations into our corporate risk assessments and long-term asset strategies. As part of this approach, we plan for the replacement of aging infrastructure with energy-efficient, climate-resilient alternatives that support both operational continuity and cost control. Climate adaptation efforts support stronger relationships with local communities and build trust among investors who are increasingly focused on risk management and resilience.



Snow blankets the historic haul road on Florida Mountain at the DeLamar Project.

WATER

Water is essential to mining operations, from early site development through reclamation and closure. We recognize that, over the long term, changing precipitation patterns and rising temperatures may increase uncertainty around water availability, requiring enhanced approaches to resource management.

At the DeLamar Project, we use hydrological modeling and climate forecasting during project planning to evaluate how shifts in precipitation and temperature may impact water access over the life of the mine. The site is currently located in an area of low to medium water stress; however, we anticipate that long-term changes could increase seasonal variability, potentially leading to both shortages and excesses.

At Florida Canyon Mine, we source water from aquifers that are not expected to be affected by drought in the short to medium term. However, we recognize the risks posed by more extreme weather events. We've invested in permanent stormwater diversion systems to redirect rain and snowmelt away from key infrastructure. These systems are updated with each expansion and help protect heap leach pads, waste dumps, and processing ponds from erosion and overflow.

As part of our long-term strategy to reduce water-related risks, we continue to invest in water efficiency through enhanced reuse, recycling, and conservation initiatives. These efforts help reduce environmental impact, lower costs, and support our license to operate. We also engage with local communities, including Indigenous groups, to support shared watershed stewardship and ensure our practices are informed by regional priorities.

ENERGY

In the global mining sector, access to affordable and reliable energy is a key success factor. Purchased fuels and electricity often represent a significant portion of production costs, and even small fluctuations in fuel prices can have a meaningful impact on financial performance. While Idaho and Nevada offer access to diverse energy sources, such as wind, solar, geothermal, and natural gas, both states remain net importers of energy. This reliance on external markets can create exposure to price volatility and supply disruptions.

To manage these risks and enhance long-term energy resilience, we are evaluating the feasibility of various renewable and low-carbon energy options, including solar power, natural gas, and energy storage solutions. These efforts aim to reduce exposure to future energy cost increases, improve supply consistency, and support the transition to more sustainable energy systems across our operations.

HAZARDOUS MATERIAL AND WASTE

While all mining activities involve some level of hazardous material use, our focus remains on strong containment practices, continuous monitoring, and safe handling procedures to minimize impact and support responsible, lower-impact gold and silver recovery. At Florida Canyon, we manage active heap leach operations using established systems to handle and contain process materials safely. At DeLamar, we are proposing a heap leach process that uses less energy and water than conventional milling and generates no tailings, which helps reduce long-term environmental risk.

GOALS & ACTIONS

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
EM-MM-140a.1	Water Management	Conserve and protect water resources	Update site water management plan to ensure consistent access to water for pre-construction site needs	Complete
			Collaborate with Silver City Water Board to support their needs and goals	Achieved Integra and Silver City made progress on Phase 1 of the Silver City Water Project, improving access to well water for the Winter Watchman's Hut.
			Explore water storage systems for capturing stormwater	Underway Options included in draft Mine Plan of Operations.
			Update site water management plan to better reflect expected site activity as project approaches pre- construction/construction phases	Underway
EM-MM-140a.2			Comply with all relevant legislation, guidelines, standards, and laws in Canada and the U.S.	Achieved Florida Canyon: Reported one immediately reportable spill (prior to acquisition). Development projects: Reported zero immediately reportable spills.

SASB Code	SASB Topic	Integra Goal	Actions	2024 Results and Outcomes
EM-MM-150a.9, EM-MM-150a.10	Waste & Hazardous Materials Management	Ensure safe handling and disposal of waste and hazardous materials	• Implement site-level recycling programs • Explore long-term compost options for topsoil creation	Underway The DeLamar site has shifted from using bottled water to providing reusable metal containers.
			Develop policies and procedures to support progress towards a pre-construction environmental management plan	Underway
			Comply with all relevant legislation, guidelines, standards, and laws in Canada and the U.S.	Achieved Florida Canyon: Reported zero notice of violations (NOV) and achieved successful resolution on Ph II in coordination with state agencies (prior to acquisition). Development projects: Reported zero reportable incidents associated with handling, storage, transportation, or disposal of hazardous materials used in mineral processing activities.
EM-MM-160a.1	Biodiversity Impacts	Preserve and improve local biodiversity	Implement noxious weed protocols	Achieved Noxious weed management was conducted by site staff in accordance with the local Cooperative Weed Management Plan in 2024.
			• Assess potential environmental impacts • Maintain Trout unlimited partnership	Underway Baseline studies and refinements to the Mine Plan of Operations continued throughout 2024. Integra renewed the MOU with Trout Unlimited in 2024, with the scope of the memorandum broadening to include northern Nevada watersheds as well.

■ CAUTIONARY NOTE

Certain information set forth in this Sustainability Report contains “forward looking statements” and “forward looking information” within the meaning of applicable Canadian securities legislation and in applicable United States securities law (referred to herein as forward looking statements). Except for statements of historical fact, certain information contained herein constitutes forward looking statements which includes, but is not limited to, statements with respect to: the Company’s sustainability strategy, its sustainability goals, including the timing and anticipated achievement of its goals and targets, and the economic and social benefits to be derived from the Company’s operations and its community programs. Forward-looking statements are often identified by the use of words such as “may”, “will”, “could”, “would”, “anticipate”, “believe”, “expect”, “intend”, “potential”, “estimate”, “budget”, “scheduled”, “plans”, “planned”, “forecasts”, “goals” and similar expressions.

Forward-looking statements are based on a number of factors and assumptions made by management and considered reasonable at the time such statement was made. Although the Company has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in the forward-looking statements, there may be other factors that cause actions, events or results not to be as anticipated, estimated or intended. Readers are advised to study and consider risk factors disclosed in Integra’s Annual Information Form dated March 26, 2025 for the fiscal year ended December 31, 2024, which is available on the SEDAR+ issuer profile for the Company at www.sedarplus.ca and available as Exhibit 99.1 to Integra’s Form 40-F, which is available on the EDGAR profile for the Company at www.sec.gov.

Investors are cautioned not to put undue reliance on forward-looking statements. The forward-looking statements contained herein are made as of the date of this Sustainability Report and, accordingly, are subject to change after such date. The Company disclaims any intent or obligation to update publicly or otherwise revise any forward-looking statements or the foregoing list of assumptions or factors, whether as a result of new information, future events or otherwise, except in accordance with applicable securities laws.

Cautionary Note for U.S. Investors Concerning Mineral Resources and Reserves

NI 43-101 is a rule of the Canadian Securities Administrators which establishes standards for all public disclosure an issuer makes of scientific and technical information concerning mineral projects. Technical disclosure contained in this Sustainability Report has been prepared in accordance with NI 43-101 and the Canadian Institute of Mining, Metallurgy and Petroleum Classification System. These standards differ from the requirements of the U.S. Securities and Exchange Commission (“SEC”) and resource information contained in this Sustainability Report may not be comparable to similar information disclosed by domestic United States companies subject to the SEC’s reporting and disclosure requirements.

SASB QUANTITATIVE TABLE

* Metrics include data from Florida Canyon Mine for November and December 2024.

SASB Code	Disclosure	2024 Data	Unit of Measure	Note
⚠️ Activity Metrics				
EM-MM-000.A	Production of metal ores	1,752,000	Metric tonnes (t) saleable	Production at Florida Canyon Mine reflects the post-acquisition period (November 8 to December 31, 2024). For full-year production data, refer to the Discussion & Analysis for the year ended December 31, 2024 .
	Production of finished metal products: Gold	10,984	Ounce (oz)	
	Production of finished metal products: Silver	12,228	Ounce (oz)	
EM-MM-000.B	Total number of employees	307	Number	The figure reflects the average total number of employees per month for the post-acquisition period, inclusive of Florida Canyon Mine personnel.
EM-MM-000.B	Percentage of contractors	11%	Percentage (%)	
⚠️ Greenhouse Gas Emissions*				
EM-MM-110a.1	Gross global Scope 1 emissions	5,787	Metric tons (t) CO ₂ -e	Reference report for more details (page 27).
⚠️ Air Quality*				
EM-MM-120a.1	Carbon monoxide (CO)	34	Metric tons (t)	Since 2020, Integra has continued air quality monitoring of PM10 and PM2.5 emissions to monitor site-specific baseline air conditions.
	Oxides of nitrogen (NO _x), excluding N2O	148	Metric tons (t)	
	Oxides of sulphur (SO _x)	10	Metric tons (t)	Air emissions are estimated based on fuel consumption, applying emission factors from the U.S. Environmental Protection Agency’s Compilation of Air Pollutant Emissions Factors from Stationary Sources (AP-42).
	Particulate matter (PM ₁₀)	10	Metric tons (t)	
	Volatile organic compounds (VOCs)	17	Metric tons (t)	
⚠️ Energy Management*				
EM-MM-130a.1	Total energy consumed	97,785	Gigajoules (GJ)	
	Percentage grid electricity	100%	Percentage (%)	
	Percentage renewable	0%	Percentage (%)	

SASB Code	Disclosure	2024 Data	Unit of Measure	Note
 Water Management*				
EM-MM-140a.1	Total water withdrawn	489	Thousand cubic meters (m3)	Reference report for more details (page 25).
	Total water consumed	489	Thousand cubic meters (m3)	
	List of facilities or operations which are located in areas of high or extremely high baseline water stress	See note	List	According to the World Resources Institute Water Risk Atlas , Wildcat and Mountain View sites, Florida Canyon Mine, as well as the Boise office, are located in high or extremely high baseline water stress areas.
	Percent of water withdrawn in areas of high or extremely high baseline water stress	28%	Percentage (%)	The majority of water withdrawals from areas of high baseline water stress occur at the Florida Canyon Mine.
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	Number	
 Waste & Hazardous Materials Management*				
EM-MM-150a.4	Total weight of non-mineral waste generated	35	Metric tons (t)	Non-mineral waste has been estimated at a rate of ~3.2 lbs of waste/person/day per the EPA . These estimates reflect waste created by everyday functions in the workplace, separate from the waste created in mining operations.
EM-MM-150a.5	Total weight of tailings produced	0	Metric tons (t)	
EM-MM-150a.6	Total weight of waste rock generated	788,000	Metric tons (t)	For full-year production data, refer to the Discussion & Analysis for the year ended December 31, 2024 .
EM-MM-150a.7	Total weight of hazardous waste generated	38.0	Metric tons (t)	Florida Canyon Mine generated a total of 38 metric tons of hazardous waste during 2024 operations, consisting of lead-acid batteries, used oil, and mercury-contaminated waste. Of the 38 metric tons of hazardous waste produced by Florida Canyon Mine, 36.6 metric tons were recycled, including 34.8 tons of used oil and 1.8 tons of lead-acid batteries.
EM-MM-150a.8	Total weight of hazardous waste recycled	36.6	Metric tons (t)	
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	0	Number	

SASB Code	Disclosure	2024 Data	Unit of Measure	Note
🚧 Biodiversity Impacts				
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	0%	Percentage (%)	
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	0%	Percentage (%)	
🚧 Security, Human Rights & Rights of Indigenous Peoples				
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	0%	Percentage (%)	
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	0%	Percentage (%)	Reference report (page 16-17)
🚧 Community Relations				
EM-MM-210b.2	Number of non-technical delays	0	Number	
	Duration of non-technical delays	0	Days	
🚧 Labor Practices				
EM-MM-310a.1	Percentage of active workforce employed under collective agreements	0%	Percentage (%)	
EM-MM-310a.2	Number of strikes and lockouts	0	Number	
	Duration of strikes and lockouts	0	Days	
🚧 Workforce Health & Safety				
EM-MM-320a.1	All-incidence rate	Florida Canyon: 0.76	Rate	The all-incidence rate reflects incidents reported across all sites for the year.
		DeLamar: 0.0		
		Nevada North: 0		
	Fatality Rate	Florida Canyon: 0	Rate	
		DeLamar: 0		
		Nevada North: 0		
	Average hours of health, safety, and emergency response training for direct employees	Florida Canyon: 16	Rate	The average reflects the total hours of health, safety, and emergency response training provided across all sites throughout the year.
		DeLamar: 15		
		Nevada North: 22		
🚧 Business Ethics & Transparency				
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0	Metric tons (t) saleable	
🚧 Tailings Storage Facilities Management				
EM-MM-540a.1	Tailings storage facility management	N/A	Table	Reference report (page 28)

We value open communication and continuous improvement in our ESG efforts. We welcome feedback to shape future reports and ensure alignment with stakeholder needs.

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