

# POLICIES AND PROCEDURES

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## REPORTING POTENTIAL MISCONDUCT

### Purpose

The purposes of this policy are to further the commitment of Coeur Mining, Inc., and its direct and indirect subsidiaries (the “Company”) to maintaining high ethical standards of conduct and to complying fully with applicable laws and governmental regulations. This policy describes the procedures and mechanisms available for reporting potential misconduct, as well as how such reports will be handled.

### Policy Statement

Any person may communicate a good-faith report of potential misconduct to the Company pursuant to the procedures provided herein without fear of retaliation of any kind. The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate or tolerate discrimination against any employee, supplier, consultant, or other third-party based upon the individual’s good faith reporting of potential misconduct.

### Reporting Potential Misconduct

Reports of potential misconduct may be submitted electronically or by phone.

To report potential misconduct electronically, either by computer or on your mobile device, an individual may go to appropriate link below.

Web Intake Site: <https://coeurhotline.ethicspoint.com/>

Mobile Intake Site: <https://coeurhotlinemobile.ethicspoint.com/>

To report potential misconduct by phone, an individual may call the appropriate whistleblower hotline number listed below.

#### Whistleblower Hotline Phone Numbers by Country:

Mexico:	800-681-8172
United States / Canada:	1-844-979-4935

Reports may be submitted on a confidential and anonymous basis. If an individual chooses to identify themselves, the identity of the person making the report will be maintained in confidence to the maximum extent possible.

Any report should include, to the extent possible:

- A detailed description of the activity or issue;
- Names of the individuals involved;
- Relevant time periods and locations;
- Any immediate or urgent concerns; and
- Any additional information that is important and relevant to the report.

The following are examples of reportable matters:

- Suspected violations of the Company’s Code of Business Conduct and Ethics or other policies;
- Matters that could create a conflict of interest;

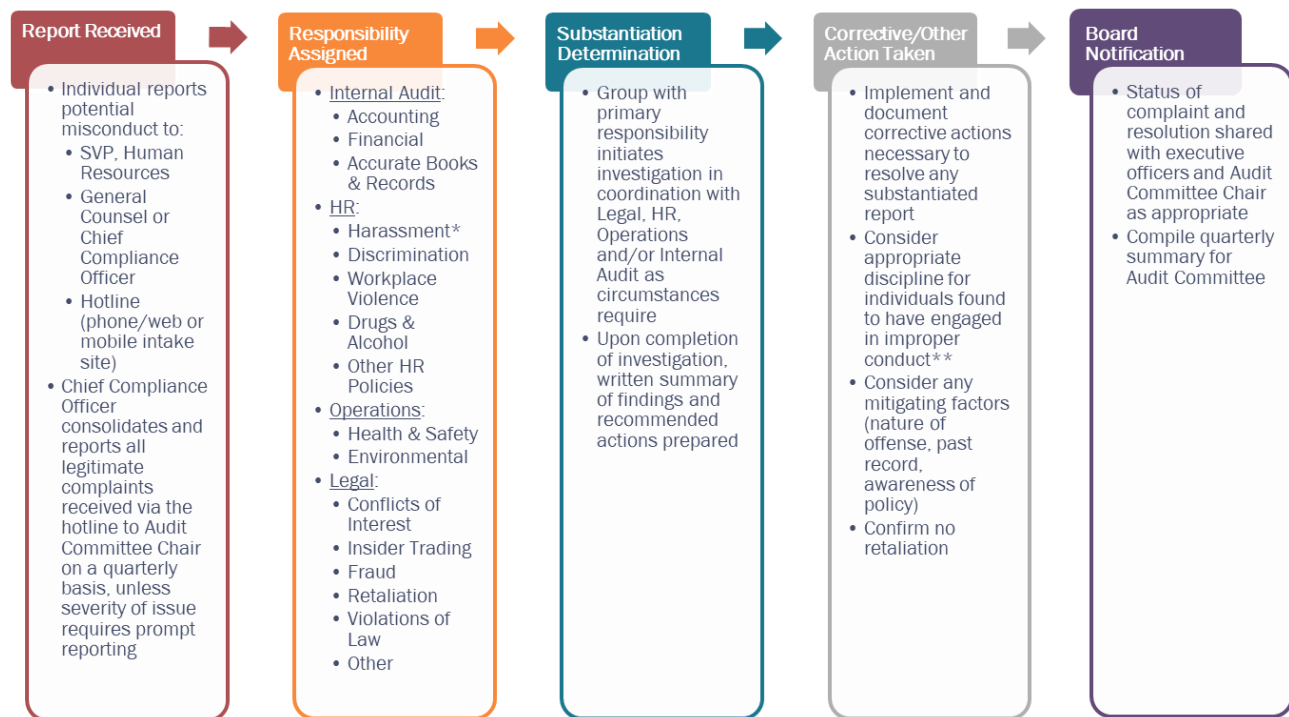
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- Any questionable accounting or auditing matter, including those that may result in noncompliance with internal accounting controls or generally accepted accounting principles;
- Any fraudulent or intentional misrepresentation, omission or false statement in the preparation or audit of the Company's financial statements or in the recording or maintaining of the Company's financial records;
- Other possible violations of applicable law, including but not limited to U.S. federal securities laws, environmental, health and safety laws or the U.S. Foreign Corrupt Practices Act or other applicable anti-bribery laws;
- Matters related to the independence of the Company's Independent Registered Accounting Firm; or
- Allegations involving criminal conduct or potential criminal conduct.

## Treatment of Reports

Credible reports will be investigated under the direction of the Chief Compliance Officer and reported to the Chair of the Audit Committee (except for reports involving the General Counsel, which will be investigated under the direct oversight of the Chair of the Audit Committee and reports about the Chief Compliance Officer will be investigated by direct oversight of the General Counsel).

Generally, the investigation of reports shall follow the process set forth below.



\* In connection with any harassment complaint involving a member of the Company's executive team, the Audit Committee Chair will be informed and will determine whether alternative responsibility for the investigation should be assigned.

\*\*The Board of Directors will receive notice of disciplinary action involving termination of a corporate officer.

In addition to what is described elsewhere in this policy, the Vice President, Internal Audit has the authority

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to promptly communicate any actual and alleged violations of law or the Company's Code of Business Conduct and Ethics, including any reports that involve criminal or potential criminal conduct directly to the Audit Committee.

## **Confidentiality of Reporting**

Confidentiality will be maintained to the maximum extent possible, to the extent that the Company can do so consistent with its obligations to investigate and remedy the matter and, if appropriate, to report the matter to government officials.

## **Retention of Complaints or Concerns and Related Records**

The Legal Department will maintain a record setting forth information regarding the receipt, investigation and final disposition or resolution of all reports and shall submit a periodic summary of such information to the Audit Committee. Copies of reports and the Legal Department's record relating thereto will be maintained in accordance with the Company's document retention policies.

## **Distribution of this Policy**

A copy of this Policy shall be distributed to all employees of the Company. This Policy shall also be posted publicly on the Company's website and referenced in third-party onboarding materials, including the Company's Supplier Code of Business Conduct and Ethics.

## **Questions and Administration**

The Company strongly encourages anyone who has questions about this policy to contact the Company's Vice President, Internal Audit, Chief Compliance Officer or General Counsel. The general supervision and administration of this policy is the responsibility of the Chief Compliance Officer, who must approve any deviations or exceptions.

## **Authorization and Amendments**

This policy has been adopted, and is overseen, by the Audit Committee of the Company's Board of Directors. Material substantive amendments are subject to the further approval of the Audit Committee. Administrative and non-material amendments may be approved by the General Counsel.