



**INTEGRA**  
RESOURCES

# 2022

SUSTAINABILITY  
REPORT

# REPORT OUTLINE

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Integra Resources Corp.'s ("Integra" or the "Company") sustainability report covers Integra's activities on our DeLamar Project ("DeLamar"), located in Owyhee County in southwestern Idaho, USA.

This report describes Integra's activity & performance from January 1 to December 31, 2022.

To find additional information, please visit [www.integrareources.com](http://www.integrareources.com).

Integra Resources seeks to develop, build and operate a gold-silver project in Owyhee County that adheres to the highest standards of environmental, social, and governance ("ESG") monitoring, compliance and reporting. The purpose of this report is to provide transparent communication of Integra's activities and performance in areas deemed material by stakeholders and by international standards. As this is our intended purpose, feedback is a critical feature of helping Integra ensure that future reports best reflect the interests and needs of all interested parties. Please send all feedback, comments and questions to [community@integradelamar.com](mailto:community@integradelamar.com).

## Integra Resources

### Head Office

400 Burrard Street, Suite 1050  
Vancouver, BC  
Canada, V6C 3A6

Email: [ir@integrareources.com](mailto:ir@integrareources.com)

Phone: 604-416-0576

### Idaho Office

225 N. 9th Street, Suite 810  
Boise, ID  
USA, 83702

Email: [community@integradelamar.com](mailto:community@integradelamar.com)

# 2022 AT A GLANCE (MILESTONES)

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## Environment

**1. Pre-NEPA Baseline Work** - in advance of submitting the Mine Plan of Operations and beginning the NEPA process, Integra invested approximately USD \$2.7 million in work programs and field studies to understand baseline conditions at the DeLamar site over the course of 2022.

**2. Zero Reportable Spills** - continuing our strong record of performance in environmental management.

**3. Mine Plan Engineering** - great focus on the proper study and design of our proposed mine plan, including specific focus on water quality, water quantity, biodiversity preservation, and community considerations.



## Social

**1. Stakeholder Outreach** - over the course of 2022, Integra engaged with over 6,200 stakeholders surrounding the DeLamar Project, with the top 3 categories being civic/non-profit organizations, local residents, and educational institutions.

**2. Tribal Nation Consultation** - Integra continues to place great importance on building relationships with Tribal Nations with traditional, ancestral, and contemporary lands surrounding the DeLamar Project. Feedback received expressed a need for increased, early (pre-NEPA) engagement and on-the-ground monitoring, which led to a Tribal Cultural Resource Monitor training held in partnership between Tribal Nations, Integra, the Boise District BLM, and the Idaho National Guard.

**3. Community Investment** - Integra invested approximately \$100,000 into its local communities in donations, sponsorships, and in-kind support, guided by the Community Investment Policy and overseen by the Culture Committee.

**4. Health & Safety** - 2022 saw significant improvement in Health & Safety incident rates, with rates of 0.0 for both the 42,000 employee hours and 20,000 contractor hours worked.



## Governance

**1. Culture Committee** - to further operationalize Integra's core values throughout the day to day experience of our team, the Culture Committee was formed in March of 2022 and held monthly meetings with attendance growing month over month. The Committee serves to foster, monitor, and improve Integra's culture across the board, as well as provide oversight over programs such as the Peer-2-Peer Recognition Program and the Community Investment Program.

**2. Diversity & Inclusion** - Women of Integra quarterly events have been a welcome and consistent action to underscore the Company's commitment to diversity and inclusion, and have regular involvement from site staff, management, and the Board.

# LETTER FROM OUR CEO



In May of this year I was appointed to the role of President and CEO at Integra Resources, and in that short time we have seen firsthand how our team’s approach to responsible resource development is involved in decision making at every level and how it is driving advancement across our portfolio of projects in Idaho and Nevada. Integra has taken a remarkably committed approach to developing a set of core values that have served to strengthen the fabric of our Company as we grow, as well as the fabric of our communities and environments in which we operate.

As we navigate the everchanging landscape of the mining industry, an industry that routinely faces dynamic yet encouraging market conditions, advancements in regulatory frameworks, and evolving social and environmental factors – Integra has focused our corporate strategy on two key elements: resilience, and discipline. These principles, joined by our core values of Integrity, Care, and Innovation, together serve our vision for building a sustainable mining company that stands the test of time and creates enduring value for all stakeholders.

The resilience in Integra’s approach to sustainability is showcased by how we grow our business, how we design our future operations, and the dedication we give to creating resilient relationships with our diverse stakeholders. This year we saw a large development in the Company as we merged with Millennial Precious Metals and created a portfolio of projects that host the largest gold-silver mineral endowment across the Great Basin not owned by a major mining company. Our sole mission centers on increasing value in this portfolio as we advance DeLamar through permitting and work to increase our resource base with focused exploration at Wildcat and Mountain View.

Resilience is front and center in our approach to people and social performance. We have prioritized the importance of cultivating strong relationships with the communities where we operate, and with all stakeholders that have interests in what our Company is setting out to accomplish. By actively engaging with our stakeholders, we have sought to genuinely understand and address their interests while finding creative ways to maximize our positive impacts to the sustainable development and well-being of the regions we serve. These efforts foster a resilient reputation in social performance, enabling us to build enduring relationships with the communities that are the foundation of our success.

Achieving Integra’s vision for the future of our project portfolio will come down to our team’s ability to demonstrate sustained discipline, unwavering resilience, and a relentless commitment to achieving long-term success. As we all navigate through an uncertain macro-economic backdrop, Integra ensures that every member of our team prioritizes long-term value creation, making certain we spend our time, money, and effort in areas that lead to enduring impact. This approach is not only necessary for our immediate fiscal governance, but also fosters a culture of responsible resource utilization that will serve us well now and into the future.

We are immensely proud of the work our team is putting in, doing the necessary hard yards to build value as we advance our projects forwards. Our principled approach will continue to guide our journey forward as we work to build a company that leaves a positive legacy for stakeholders and shareholders alike.

**Jason Kosec**  
President, CEO, & Director  
Integra Resources

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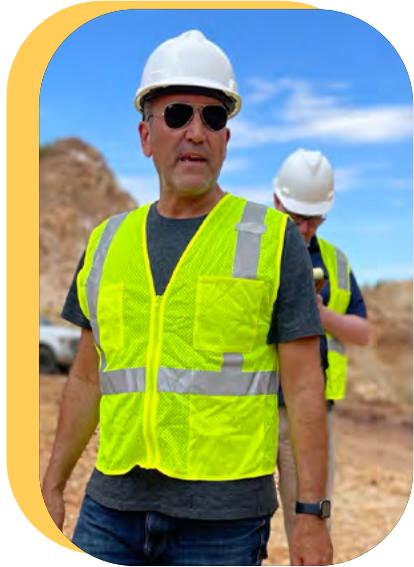
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# LETTER FROM OUR EXECUTIVE CHAIR



Last year, geopolitical and socioeconomic events combined and evolved into what became a uniquely challenging environment. Challenging environments are what mining companies excel in, and it is in such settings that remaining focused on the mission at hand is critical to long term success. I am proud of the work that Integra has accomplished in 2022, remaining steadfast in our desired goal to advance the DeLamar Project forward in the various critical pathways necessary at this stage of the project lifecycle.

This year's Sustainability

Report speaks to the incredible amount of work our various departments have put in, advancing our collective vision for creating a company that generates an enduring positive legacy for our communities and shareholders. Responsible resource development sits front and center in the day to day lives of all our employees, whether it be the equipment operator helping to reclaim past drill pads, the engineering manager designing surface water runoff spillways, the permitting specialist counting raptor species, or the community relations coordinator attending a town council meeting. Across all fronts, an immense amount of data is being collected and analyzed to help objectively inform all aspects of the mine and company we plan to build.

A notable advancement in this year's report comes in the form of public ESG & sustainability goals. Input was sought not only from our employees and management, but also from our board of

directors as well as industry and sector standards. Importantly, our approach began with our stakeholders, and the ranking of material topics that surfaced during our extensive materiality assessment process. Using what matters to our communities and neighbors to drive our goal-setting, links the values and priorities of those around us with our future company performance – an approach we strongly believe in.

During this past year, we made significant progress in our endeavor to advance the DeLamar Project, and our commitment to sustainability is instrumental in our continued path forwards as we advance towards the building of mines that are welcomed and respected in the communities they operate in. We have a lot to accomplish in 2023, and I would like to thank our employees, our neighbors in our host communities, our stakeholders and our shareholders for your trust and support.

**George Salamis,**  
Executive Chair  
Integra Resources

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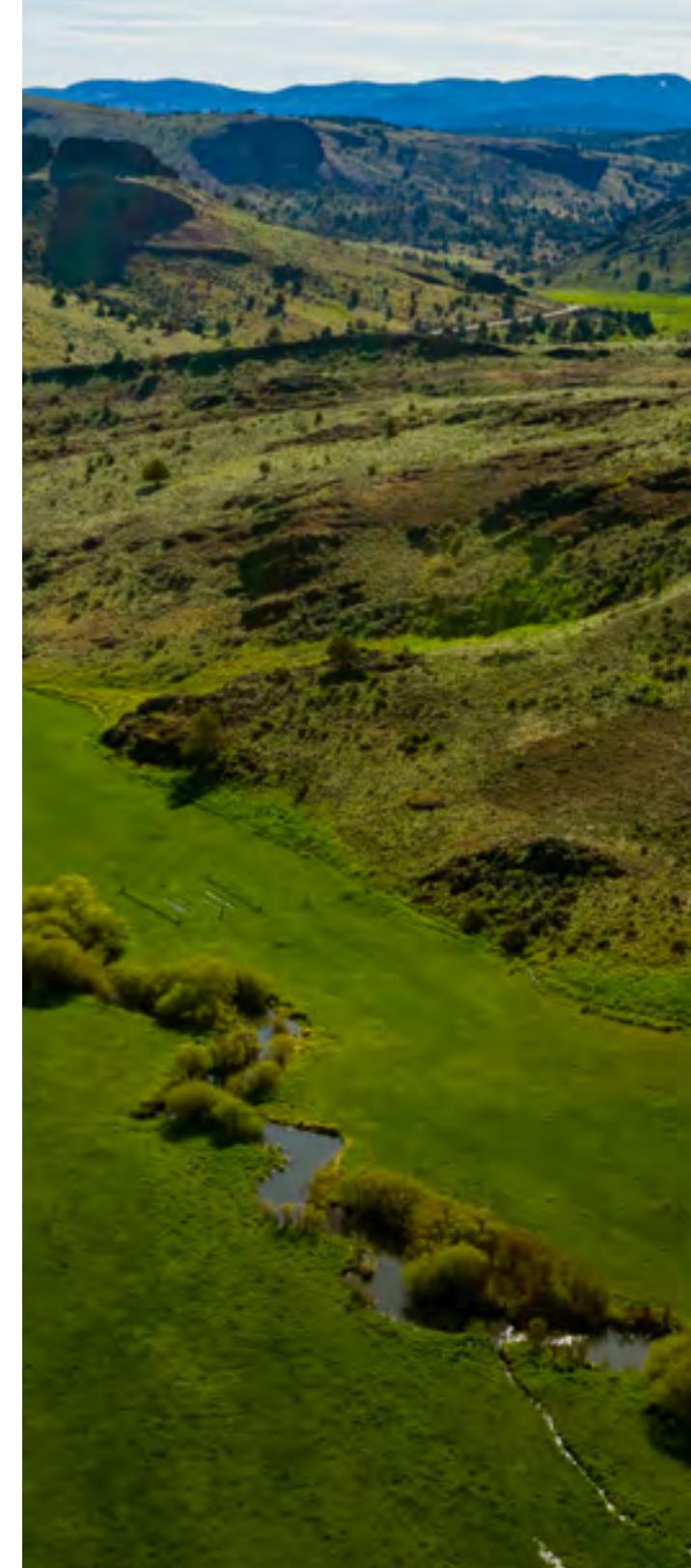
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# Defining Our Sustainability Report Content

*Integra aims to create an informative report that focuses on the most material subjects, those that are highly relevant and of interest to stakeholders and our business.*

In 2021 Integra conducted an inaugural Materiality Assessment. The assessment identifies and validates topics that have significant economic, environmental, and social impacts and influence stakeholder assessments and decisions. Our sustainability team collaborated with an independent consultant for a three-phase process: identification, prioritization, and validation.

For this third annual Sustainability Report, Integra has continued to use the Global Reporting Initiative (“GRI”) as our base framework for disclosure. This report does not meet the standards required to be fully GRI compliant; however, we aim to eventually reach compliance in subsequent years.

Feedback is necessary to help us ensure that future reports best reflect the interests and needs of stakeholders and shareholders alike. Please send all feedback, comments and questions to [community@integradelamar.com](mailto:community@integradelamar.com)

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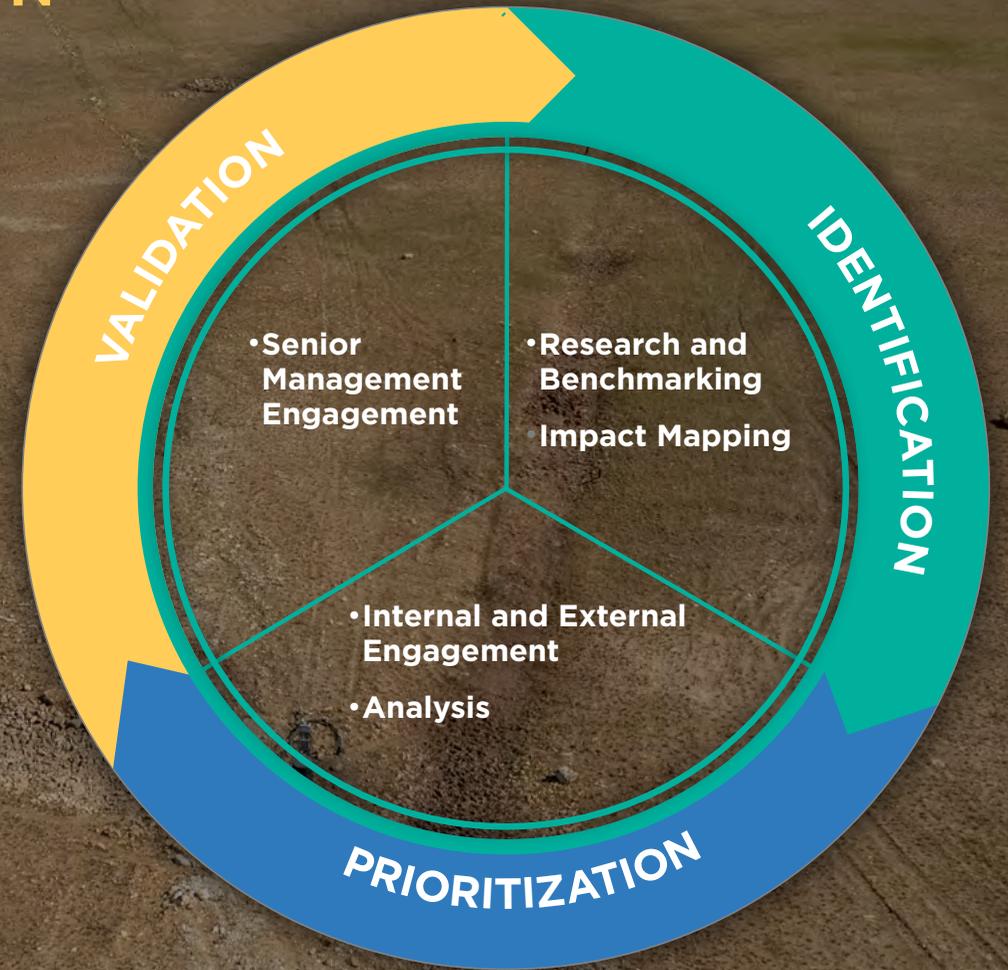
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## PRIORITIZATION & VALIDATION PROCESS

Our sustainability team reviewed interviews and survey responses to assign importance scores to stakeholder topics. Internal and external impact scores were also assessed. A three-dimensional matrix was created based on these assessments. To validate the prioritization, internal consultation was held with Integra's Management team, resulting in no changes. The materiality matrix below presents the outcome.

## IDENTIFICATION PROCESS

In 2021, Integra conducted interviews and surveys with various stakeholders, including local communities, governments, regulators, investors, NGOs, contractors, and suppliers, to identify key sustainability issues, risks, and opportunities. The interviewees represented a diverse range of interests. The interviews explored the importance of GRI topic-specific disclosures. Additionally, we issued a survey to a broader stakeholder audience, including employees, senior management, and operations, to encourage local ownership of the process and gather quantitative insights on internal and external impact.



# MATERIALITY MATRIX

The dimensions of data shown in the materiality matrix, include:

**Horizontal axis:** the impact that a topic can have on Integra as a company

**Vertical axis:** the impact that Integra's management of the topic can have on the external world

**Size of bubble:** the level of importance the topic is to stakeholders

The assessment of material topics at Integra is determined by the combination of the impact on the company (horizontal axis), the impact on the external world (vertical axis), and stakeholder importance (bubble size).

- For the 'high' material topics, Integra aims to create goals to accentuate positive impacts and mitigate negative impacts and disclose results.
- For the 'medium' material topics, Integra aims to disclose status and develop future targets to maintain sustainable operations.
- The 'low' material topics are those that Integra will continue to disclose.

We aim to be transparent and comprehensive in our performance reporting, focusing on material areas. If you have feedback on any material area that should be included in our next report, please send this feedback to [community@integradelamar.com](mailto:community@integradelamar.com).

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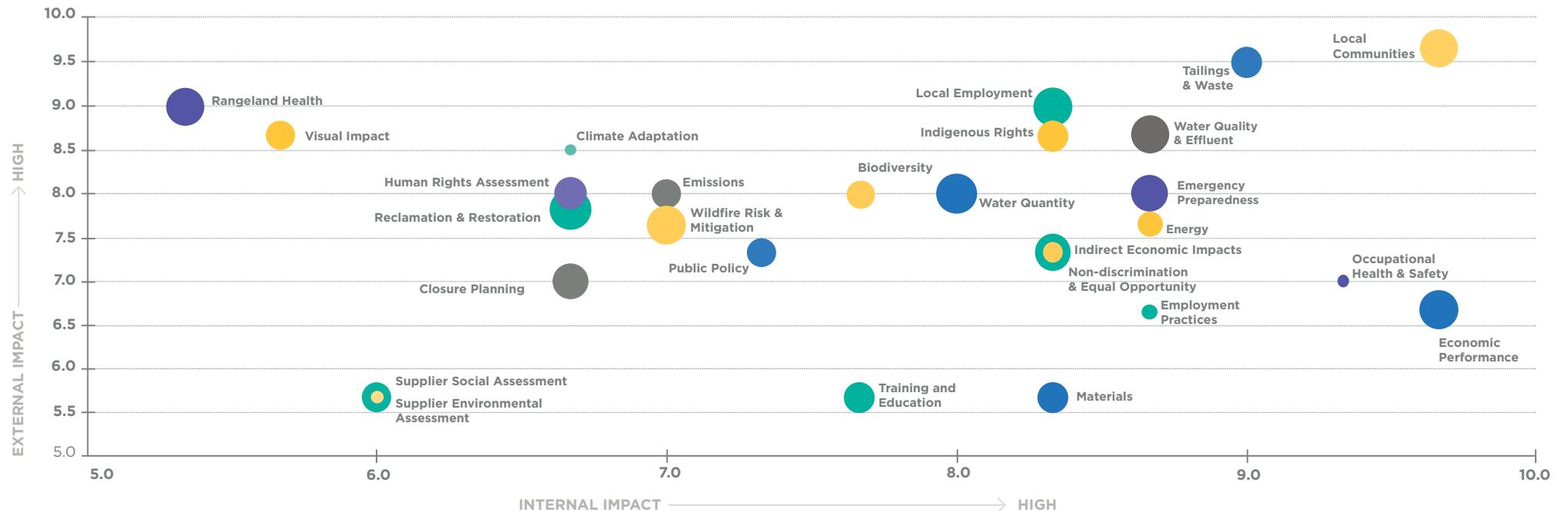
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## INTEGRA MATERIALITY ASSESSMENT



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# INTEGRA RESOURCES – A SNAPSHOT OF OUR COMPANY

## RESPONSIBLE MINING

At its core, Integra's vision for responsible mining is built upon our values of integrity, care, and innovation. We believe strongly in the prosperity generated by the responsible mining of gold and silver when done with high levels of integrity in our actions and performance, care of our surrounding people and habitat, and industry leading innovation and foresight driving the decisions we make. Succeeding in responsible mine development delivers value and prosperity to shareholders, communities, employees, Tribal Nations, local businesses, and many other far-reaching stakeholders, and importantly does not do so with unnecessary costs to the natural environment. Strong ESG performance embedded in Integra's approach to everyday business helps guide our team in the pursuit to revitalize the DeLamar Project in a sustainable way, delivering net positive impacts economically, socially, and environmentally.

Integra's sustainability strategy is operationalized in our current stage of project development by focussing on people, performance, and planning. We view prioritizing sustainability as a key opportunity to add value for shareholders and stakeholders alike – and with our vision for responsible mining we aim to raise the bar and champion the modern era of mining development and exploration companies. We do this not only for the current benefit it provides to a well-run business, but also because we believe this is the responsible thing to do now for future generations of Idahoans.

# INTEGRA'S CORE 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.**

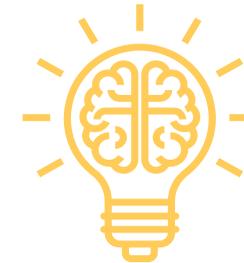


## CARE

**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.**

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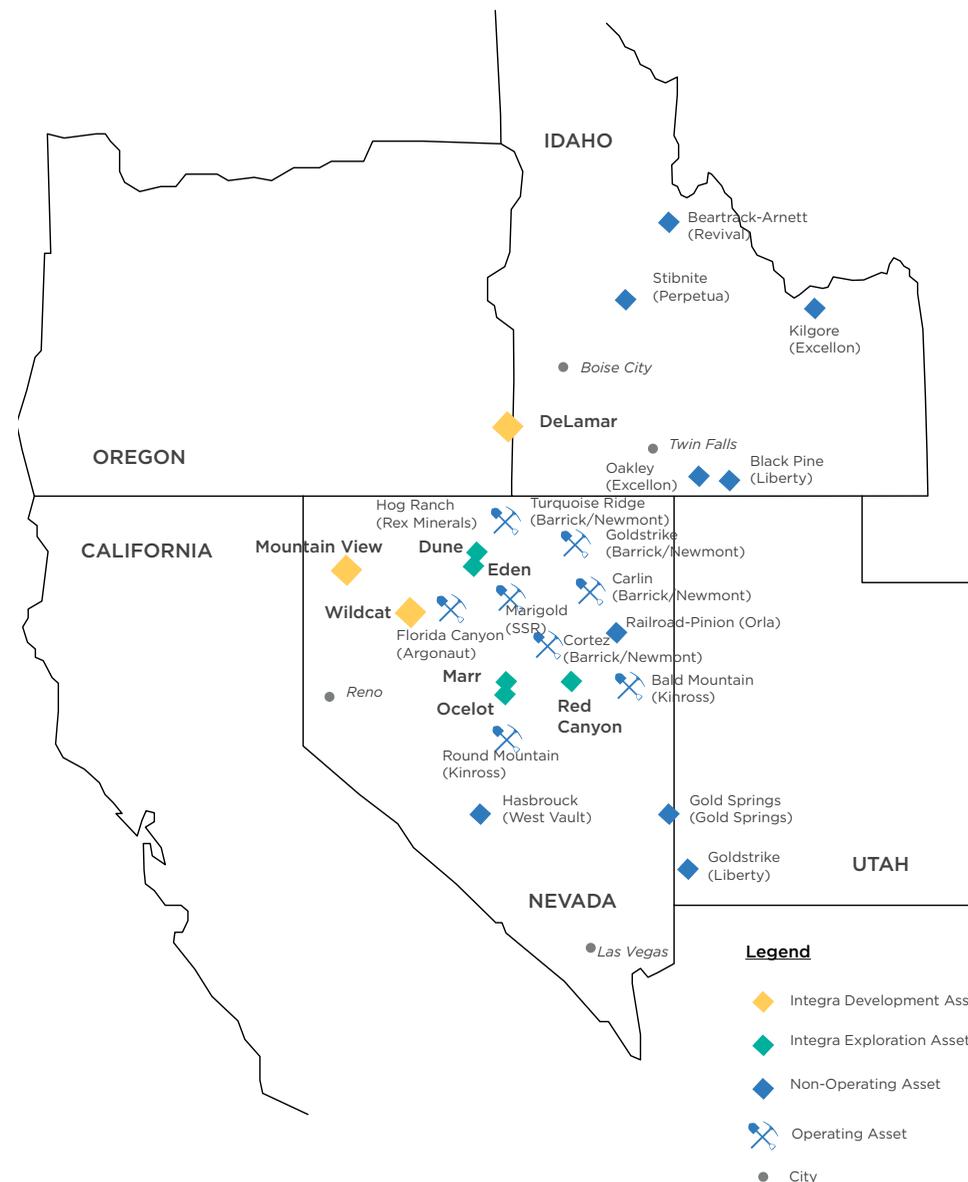
## OUR OPERATIONS

In 2023, Integra Resources merged with Millennial Precious Metals, adding two oxide heap leach projects (Wildcat and Mountain View) and a portfolio of early stage exploration projects. All of Integra’s current projects are outlined in the map to the right, however the content of this report focusses on Integra’s flagship asset in 2022, the DeLamar Project. Sustainability reporting across all of our projects will be captured in our future 2023 report.

Integra is revitalizing the historic Silver City and DeLamar Mining District in southwest Idaho.

The DeLamar and Florida Mountain Deposits are at the core of the Project, as outlined in the Pre-feasibility Study published in February 2022. The Project is located approximately 100 miles (160 km) from Boise, Idaho, in Owhyee County. The Company’s land package includes a mix of patented claims, Idaho State Lease and Bureau of Land Management land. In total, the Company’s claims encompass approximately 25,000 acres.

The past-producing DeLamar site also includes an active water treatment plant, site offices, exploration drill core shack and a maintenance shop. The site is powered by a 69 KW substation and has year-round road access.



\* Note: Map is not to scale; 1. Integra holds an option to acquire Red Canyon and Cerro Colorado in the future

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# 2022 EXPLORATION

Integra's Exploration team completed a total of approximately 9,400 m of core drilling in 2022, including 1,840 m of exploration and 1,830 m of metallurgical drilling at the Delamar Deposit early in the year. 1,750 m of RC condemnation drilling were completed at Delamar and Florida Mountain to support the permitting of facilities. In the fall, stockpile and backfill drilling commenced, with 1,500 m of RC and 2,490 m of Sonic being drilled at the DeLamar Deposit. Drilling contractors continued to experience labor shortages in 2022, but assay lab turnaround time was much improved.

In the scaled back Exploration drilling in 2022, Integra intersected some of the highest gold and silver grades ever drilled at DeLamar in Sullivan Gulch below current resources. Exploration drilling in 2022 was lower than previous years as the focus instead turned to drilling Metallurgical and Condemnation holes to further the development and permitting of the Project. To support that objective, the backfill and stockpile drilling program commenced. This program was designed to define the oxide ounces left behind by prior operators and bring them into an updated resource estimate with the potential to extend mine life.

# CASE STUDY: STOCKPILE DRILLING



During the era of open pit mining from the 1970s to the 1990s, a substantial amount of mineralized material, totaling 60 million tonnes, was set aside during prior mining activities because it was not economic to process at the time. This material was either stockpiled or used as backfill in the DeLamar and Florida Mountain sites. For many years, these stockpiles remained untouched, until a plan was developed by our team to assess the value of the material. With advancements in mineral processing technology and the increase in the value of gold and silver, it became clear that the stockpiles held immense potential.

The stockpile and backfill drilling was a significant undertaking that involved careful planning for drilling operations, coordinating with drilling contractors, and securing necessary permits. Since our team started drilling in October, the project has required a collaborative effort involving the exploration, permitting, and site operations teams, as well as drilling contractors. The intense winter conditions created difficult drilling conditions. Consistent snow storms and blowing snow required constant road clearing. Freezing temperatures made retrieving sample bags from drill pads a formidable task as samples would freeze, often within hours. Even staking drill roads and locations required staff to snowshoe through drifts to mark out where the operators needed to go to clear snow and build drill pads. The results from this drill program indicate that processing this stockpile and backfill material in our future mine plan likely has the potential to be economically viable. This approach would offer significant environmental and economic benefits. By making a plan to process the stockpiled backfill material that was already blasted/impacted during prior operations, we can reduce the environmental impact associated with mining new

untouched areas while concurrently increasing the economic yield and lifespan of the project. The strategy reduces the amount of new land disturbance and the associated creation of new waste rock and tailings. Utilizing modern industry standards and best practices in how we plan to mine and reclaim the site in our proposed mine plan for all this material will further contribute to a sustainable mining legacy for the site.

Economically, the use of stockpiles reduces future capital expenditures for the Company, which will help make Integra Resources a resilient employer in the region. By leveraging previously blasted mineralized material in the stockpiles, we avoid many of the very expensive costs associated with blasting and haulage of virgin rock. This allows for faster project timelines and quicker production commencement, ultimately increasing operational efficiency. It is also an efficient use of impacted ground – as this material was already impacted, we believe we should process it and extract the value to make that impact worthwhile.

The economic benefits to Integra also extend directly to our local communities. Utilizing stockpiles accelerates production, creating employment opportunities and stimulating resilient economic growth in the region. By processing stockpiles and backfill, it is currently estimated the future life of the mine may be extended by up to 3 or 4 years.

Sarah Clark,  
Senior Exploration Geologist

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# 2022 ENGINEERING AND DEVELOPMENT

# CASE STUDY: ENGINEERING'S ROLE



Our engineering team plays a critical role in implementing sustainable mining practices. From water quality, quantity and biodiversity preservation to local community engagement and hiring, Integra engineering addressed a range of materiality topics in 2022.

Mining operations live and die by water, so much of our team's work in 2022 focused on planning for the availability and quality control of this important resource. To prevent runoff from mixing with the heap leach pad, we designed appropriately sized event storage ponds, diversion channels and drainages around our ore processing facility. These features serve important functions in ensuring safety and environmental management. By leveraging historical data, drain models, load permeability test results, field surveys and industry best practices, we engineered the storage ponds to withstand extreme weather conditions. This proactive approach safeguards the biodiversity within and around our site, promoting the coexistence of Integra's future mining with a healthy and resilient rangeland ecosystem.

The seasonality of water availability also poses water quantity challenges. Our efforts to understand how much we need to store in the wet spring to make it through the dry summer and fall and limiting the need to tap into nearby Jordan Creek will remain a high priority moving forward.

Our dedication to responsible mining extends beyond operational considerations, as we recognize the influence our activities have on local communities. For instance, our assessment of updating cow creek road sheds light on how an update would change traffic accesses to the mine site. On one hand, it would limit congestion in town and divert traffic through the surrounding ranches. On the other hand, this traffic may benefit local businesses, so does the community prefer it? Understanding these elements along with implications for ongoing maintenance and capital expenditures are key engineering tasks that inform our community engagement efforts and how we can best serve as a good neighbor in Jordan Valley and care for our employees.

Moreover, our hiring and purchasing locally when possible directly benefits the region and community. In the summer of 2022, we welcomed Henry Dryden and Ryan Foley, engineering interns from Boise attending the South Dakota School of Mines. Our connection to Henry was made through one of our exploration equipment companies, highlighting the value of community connections.

Our engineering and exploration work has made it clear that we're focused on a small portion of the total resource at the DeLamar site in the initial development. Consequently, our future work will prioritize supporting Idaho and our neighboring communities for many years to come.

Mike Spicher,  
Engineering Manager

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# CASE STUDY: SUPPORTING OUR OPERATIONS



The Site Operations department worked throughout 2022 with DeLamar's future top of mind. We responsibly developed new infrastructure, went above and beyond in reclamation initiatives and made a slight change to water treatment that we expect to have a positive impact.

The Site Operations team led the development of new roads and pads for drilling and exploration. Biodiversity and reclamation and restoration are two materiality topics that our team prioritized during route and pad location planning. We identified the safest paths with the least impact on vegetation, animal habitat and erosion.

With equipment and our experienced team readily available, in addition to making sure our own drill sites were reclaimed to their original topography and reseeded, our team addressed state regulators' interests with legacy areas and roads. These areas were rehabilitated in ways that help the state promote responsible recreation when it comes to activities such as camping and wood-cutting on state-managed land.

Finally, the proactiveness of Jerry Eckroat, our water treatment facility supervisor allowed us to improve our material selection, emissions and operational efficiency. We began sourcing lime that contains a lower percentage of sand from a higher quality lime pit at our current supplier. This means we can treat the same amount of water with less lime. It will also result in less waste and less frequent dredging of our sediment pond, which is currently conducted every 2 years. Jerry's great work is helping reduce Integra's scope 1 and Scope 3 emissions by making our on-site operations and material supply chain more efficient.

Matt Mock,  
Site Operations Manager



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# PERMITTING AND MINE APPROVAL

Integra is unwavering in our commitment to develop and operate the DeLamar mine while complying with environmental regulations and mitigating potential impacts. To achieve this, we engage with regulatory agencies, work closely with stakeholders, and adhere to stringent guidelines that will meet all the required approvals and permits and build trust with our investors, stakeholders, and local communities.

To reach this stage in our mine development process, Integra has successfully conducted exploration, released a preliminary Economic Analysis ("PEA") and a Pre-Feasibility Study ("PFS"). Integra released the PEA in 2019, which assessed the economic viability of the project's mineral resources. Based on positive results, Integra moved forward with a PFS in 2022, which involved a more detailed economic feasibility evaluation, including preliminary engineering to determine how the mineral resource could be mined economically.



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Integra's DeLamar Project is currently underway with the mine approval process, which entails adherence to the U.S. National Environmental Policy Act ("NEPA") and compliance with federal, state, and local permitting requirements, as outlined in the flowchart and table below. Currently, Integra is completing its Mine Plan of Operations ("MPO"), an essential step within the NEPA environmental impact assessment process. The MPO encompasses the proposed mine design and serves as the "proposed action" that will be thoroughly evaluated during the NEPA process. The MPO will include mine engineering and site feature layouts that were selected to minimize environmental impacts as well as potential alternatives that were considered and dismissed, reclamation and post closure site plans, and a compliance monitoring framework. The Bureau of Land Management ("BLM") is the lead federal agency for the NEPA analysis due to portions of the proposed mine being located on BLM lands. During the NEPA process, the BLM and other relevant agencies will conduct a review of the MPO to assess its potential environmental impacts.

Integra conducted comprehensive baseline studies in 2021 and 2022, gathering essential data to develop site baseline conditions and to be used as the basis for proposed impacts. As the MPO nears finalization, Integra has set its sights on submitting the completed MPO to the BLM in the fall of 2023. Once the BLM officially issues a Notice of Intent to prepare an Environmental Impact Statement ("EIS"), the NEPA process, as outlined below, will begin, serving as a comprehensive assessment of the proposed mine's potential environmental impacts on the surrounding ecosystem. Construction and mining operations are contingent upon numerous factors including successfully achieving regulatory compliance and completing the permitting and NEPA process. Through these processes, Integra remains committed to adhering to rigorous environmental standards, fostering a sustainable approach when suitable, and actively engaging stakeholders to ensure a responsible and transparent mining operation.

Robert Mullner, Permitting Manager



**THE TYPICAL MINING PROCESS INCLUDES THE FOLLOWING EIGHT STEPS:**



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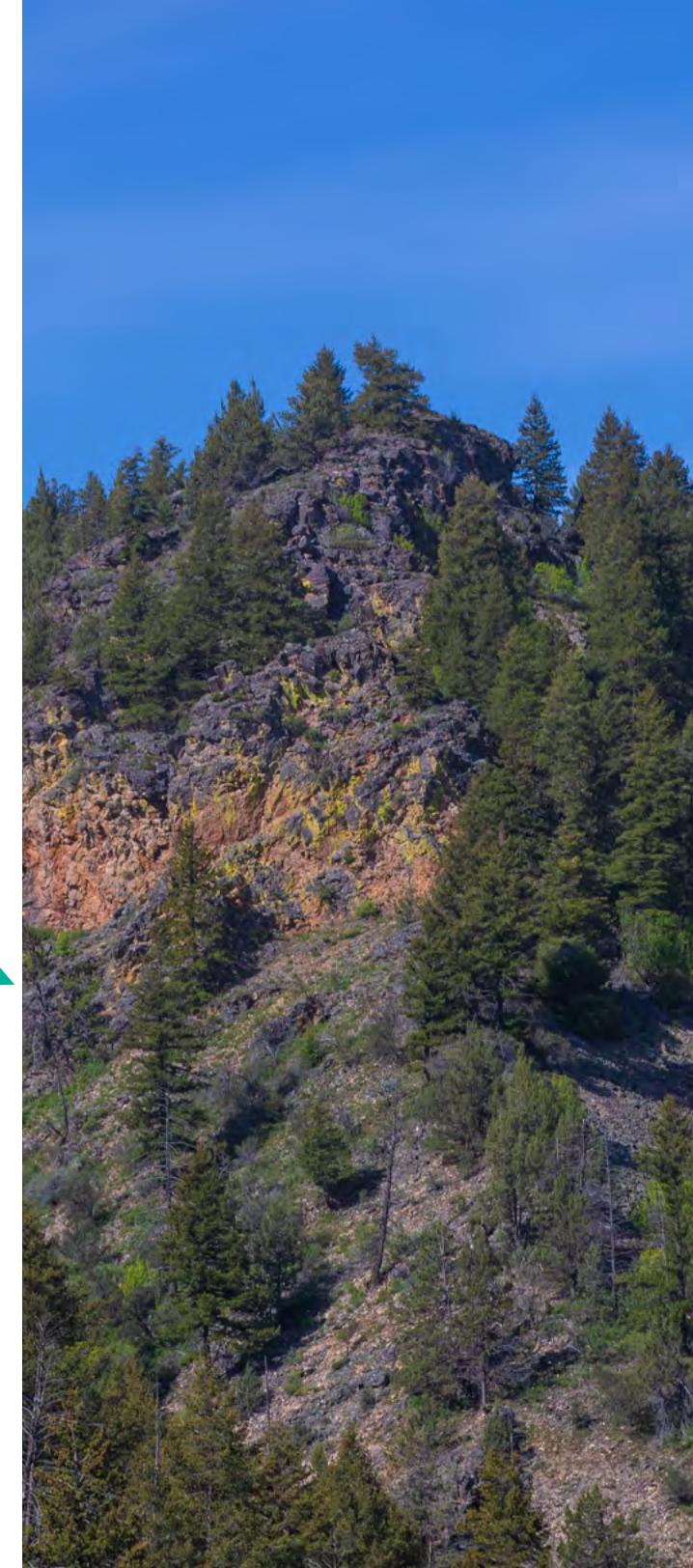
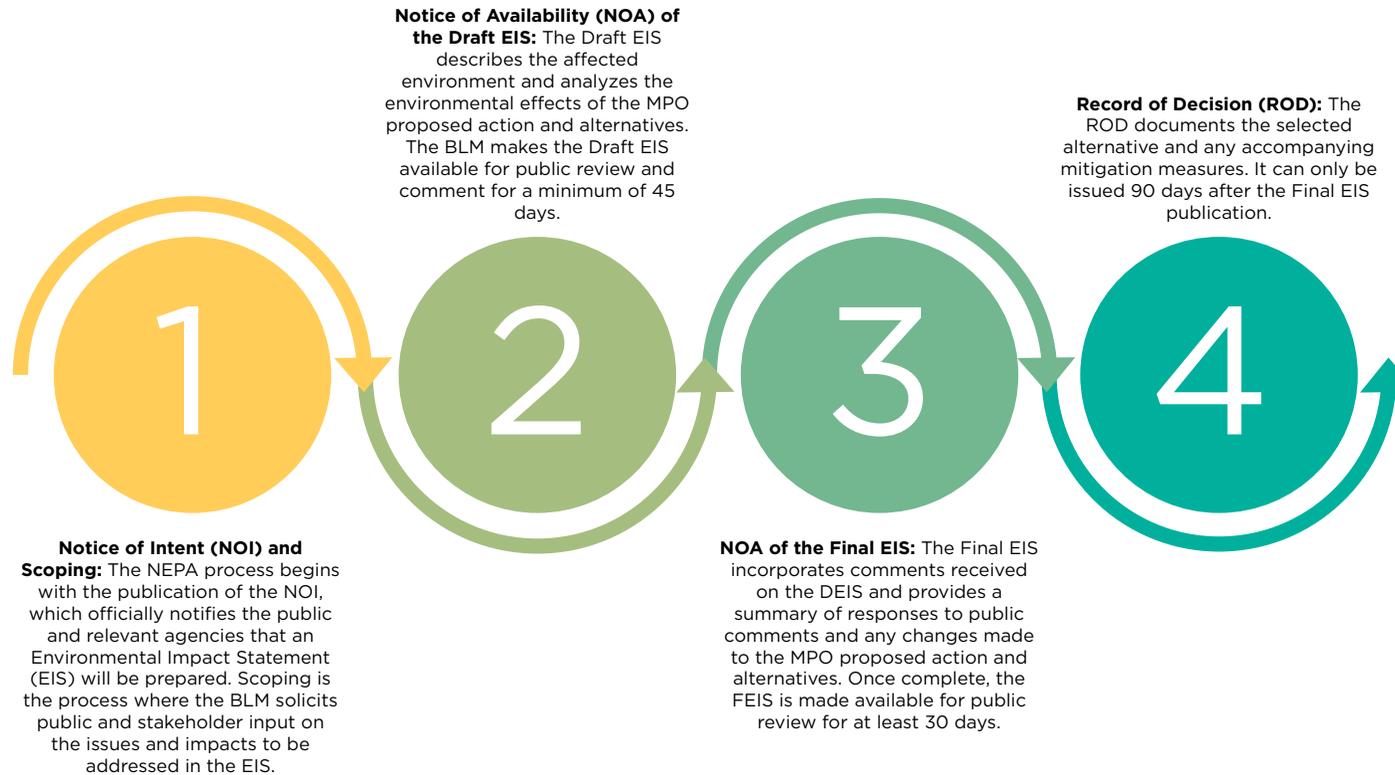
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## NEPA OVERVIEW

NEPA is a federal 'procedural' law that requires federal agencies to assess and disclose the environmental impacts of their proposed actions. The NEPA process is mandatory for any project that requires federal permits or utilizes federal land or funds. The overall purpose of this process is to ensure a comprehensive analysis of the project's proposed environmental impacts, consider alternatives, and meaningful public engagement to ensure that project decisions are well-informed and considerate of the broader ecosystem.

## NEPA OVERVIEW



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PERMITTING OVERVIEW

Permitting is an integral part of the overall process for the DeLamar Project and runs concurrently with the NEPA process to minimize delays between receiving the Record of Decision (ROD) and commencing construction. While the NEPA process evaluates the environmental impacts and considers alternatives, permitting involves obtaining various federal, state, and local permits, approvals, and licenses required to initiate construction and operation of the mine. More specifically, permitting focuses on compliance with specific regulations and requirements related to activities such as land use, water usage, air quality, waste management, and other applicable regulations.

PERMITTING PROCESS & STATUS

Integra has completed the following steps in support of the NEPA analysis

**Baseline Survey Reports:** Integra submitted Baseline Survey Plans of Study that were approved in 2021 and updated and approved in 2023 by the necessary agencies prior to field studies being initiated for: Vegetation, Wildlife, Soils, Fisheries, Cultural Resources, and Surface and Groundwater. Integra collaborated closely with the BLM and associated agencies to focus the 2023 surveys, ensuring site-specific focus on species anticipated to be present on-site. As part of their commitment to environmental stewardship, Integra will conduct 2023 surveys to assess best practices to support and foster pollinators at the site. These reports will form the foundation for the forthcoming DEIS, which follows the submission of the MPO and NOI.

**Agency Coordination:** Integra continued coordination with key agencies, including the U.S. Bureau of Land Management (BLM), Idaho Department of Lands (IDL), Idaho Department of Environmental Quality (IDEQ), Idaho Department of Fish and Game (IDFG), Idaho Department of Water Resources (IDWR), U.S. Army Corps of Engineers, and Office of Energy and Mineral Resources (OEMR).

**Species Conservation:** Integra will continue discussions with the Office of Species Conservation regarding any potential concerns related to the greater sage-grouse.



**Baseline Surveys:** Since 2020, Integra has conducted baseline surveys for the following resources: Fisheries and Aquatic Resources, Cultural Resources, Wildlife, Vegetation, Wetlands, Soils, Noise, Surface Water and Groundwater, Air Quality and Geochemical Characterization. Integra continued geochemical characterization of mine features in 2022 and continued air quality monitoring of PM10 and PM2.5 emissions to monitor site-specific baseline air conditions.

**Surface water and Groundwater Monitoring Network:** Integra continued to sample and monitor surface and groundwater wells that were installed in 2020 and in 2021. The collected baseline data will ultimately be used in support of the establishment of the Point of Compliance which is a specific requirement of mines in the State of Idaho. Additionally, Integra secured a comprehensive land package and needed water rights to support mine operations, through existing Kinross water rights and a private patented mining claim acquisitions, ensuring a water supply for their operations.

**Engagement with Tribal Nations:** Integra is working to build relations with various Tribal Nations, including the Shoshone-Paiute Tribes of the Duck Valley Indian Reservation, Paiute and Shoshone Tribes of the Fort McDermitt Indian Reservation, Shoshone-Bannock Tribes of the Fort Hall Reservation, and the Burns Paiute Tribe.

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# BOARD OF DIRECTORS & COMMITTEES

Integra is proud to govern itself with rigor and strives to achieve standards beyond those expected of companies its size.

Our Board of Directors (the “Board”) helps lead our Company knowing that robust corporate governance, with management accountability and tangible oversight from an active Board, is an essential part of mitigating risks and serving the best interests of all stakeholders while creating value for shareholders. The members of the Board have diverse backgrounds and expertise, and were selected on the belief that the Company and its stakeholders would benefit materially from such a broad range of talent and experience. In 2022, the Board met 5 times, supported by 12 committee meetings over the course of the year.

The Board is supported by five committees:

- [Audit Committee](#)
- [Compensation Committee](#)
- [Nomination and Corporate Governance Committee](#)
- [Technical and Safety Committee](#)
- [Environment, Social, Governance Committee](#)

Please refer to Integra’s website at [www.integrarresources.com](http://www.integrarresources.com) for Board and committee mandates.

## COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES BY:



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## CORPORATE POLICIES

Since our inception in late 2017, Integra's Board and management have worked to build a robust set of policies to help govern and direct how we conduct our business. Each year, these policies are reviewed by the Board and refined by management in order to ensure appropriate guidance of our business and operational activities.

### The following corporate policies were in place in 2022:

• [Code of Business Conduct and Ethics](#)

• [Diversity and Inclusion Policy](#)

• [Equity Ownership Policy](#)

• [Safety, Environmental and Social Responsibility Policy](#)

• [Whistleblower Policy](#)

• [Workplace Bullying and Harassment Policy](#)

• [Workplace Bullying and Harassment Policy Reporting and Investigation Procedures](#)

• Communications and Corporate Disclosure Policy

• Information Technology Policy

• Insider Trading Policy

• Investment Policy

• Records Retention Policy

• Anti-Bribery and Anti-Corruption Policy (adopted in 2021)

• Compensation Recovery Policy (adopted in 2021)

A copy of each non-hyperlinked policies mentioned above can be obtained by emailing [ir@integresources.com](mailto:ir@integresources.com).

## OFFICERS OF THE COMPANY



**George Salamis**  
Executive Chair



**Jason Kosec**  
President, CEO,  
& Director



**Andrée St-Germain**  
CFO



**Tim Arnold**  
COO



**Josh Serfass**  
Executive Vice  
President, Investor  
Relations



**Raphael Dutaut**  
Vice President,  
Exploration



**Mark Stockton**  
Vice President  
External Affairs



**Leanne  
Nakashimada**  
Corporate  
Secretary



**Jason Banducci**  
Vice President  
Corporate  
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## OFFICERS' ROLE

Responsible mining, sustainable practices, and safety are integrated into the Company at all levels of the Company, with key objectives incorporated into our standards, goals, and remuneration plans. Integra's officers hold the primary responsibility for the daily implementation and management of all sustainability-driven matters.

The Company's officers include an Executive Chair, CEO, CFO, Corporate Secretary, COO, VP Exploration, EVP Investor Relations, VP External Affairs & Sustainability and a VP Corporate Development. All have responsibility for economic, environmental, and social topics. The CFO and Corporate Secretary have direct oversight over governance, human resources and economic matters, the COO and the VP Corporate Affairs and Sustainability has oversight over all ESG programs, including government and external relations, and sustainability.

## PERFORMANCE-BASED COMPENSATION LINKED TO ESG

ESG is a core component of our business, and all executives of the business are held to account for achieving our company-wide objectives in Health & Safety, Environmental, Corporate Governance, and Social Responsibility as reviewed and approved by the Compensation Committee and Board of Directors. Performance in these areas accounts for a 30 % weighting for bonuses awarded as part of the Company's short-term incentive plan, and executives of the Company will receive a partial or full incentive bonus payment depending on the targets met, and the Board's assessment of overall performance. This reinforces the belief that our ability to operate successfully is acutely dependent on our ability to deliver long term value to all our stakeholders and to proactively manage and mitigate our impact on the wider environment. For 2022, the ESG key performance indicators used to assess executives performance included:

- Applying industry-leading Health and Safety standards (including COVID-19 guidelines and procedures);
- Continuing stakeholder engagement with continued engagement towards Tribal Nations and other key stakeholders
- Embracing the Company's ESG goals and values, and advancing ESG initiatives at all levels of the organization
- Providing support to the Culture Committee

In early 2023, the Compensation Committee assessed the Company and executives' performance for 2022 and determined that the ESG key performance indicators were achieved.



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# SOCIAL

At Integra, we deeply understand the significant impact individuals have on our company's success, extending from our on-site activities to the wider community. The manner in which we build connections within our team and interact with our diverse range of stakeholders, such as neighboring communities, NGOs, regulatory bodies, and elected officials, is crucial to our business undertakings. As a relatively young mining enterprise, we acknowledge the utmost importance of people in shaping our current and future accomplishments.

Our approach centers around ensuring the safety and well-being of our employees and stakeholders, including those in close proximity to our operations and those beyond. We remain steadfast in fostering a corporate culture that embraces our fundamental values of integrity, care, and innovation. This encompasses nurturing positive relationships with all those impacted by our activities.



# HUMAN RESOURCES- OUR TEAM

Integra is dedicated to cultivating a company culture rooted in our core values, recognizing that the success of our business relies on a skilled and motivated team. We prioritize creating a workplace environment that emphasizes respect, transparency, and active employee engagement. As we grow, we adapt our approach to address emerging challenges and meet the needs of our employees. We strive to be an employer of choice by fostering a safe, inclusive work environment that supports employees in reaching their full potential. Our full-time employees receive competitive pay and comprehensive benefits. We value employee recognition and provide support for employee development and advancement.

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## DIVERSITY & INCLUSION

Integra's employees are spread across multiple locations, including Vancouver (BC), Boise, the DeLamar Project site, and remote areas throughout the United States. Our workforce represents a rich tapestry of cultures, communities, backgrounds, geographic settings, ages, and characteristics. We are dedicated to fostering and preserving a culture that embraces workplace diversity, along with skill and experience. A diverse workforce ensures that our team encompasses a broad range of perspectives, experiences, and expertise needed to accomplish our corporate objectives.

## 2022 D&I HIGHLIGHTS

Underlying Integra's core value of innovation is a push to continually improve, which is why the internal training and development of our workforce is such an important driver of our current and future performance. To remain an employer of choice in the region, we know we must offer our employees not only sufficient training to perform their current roles, but we must also provide opportunities for driven members of our team to advance their careers.

In 2022, training in health & safety, diversity & inclusion, as well as professional development for staff in various technical roles was undertaken. 100% of all executives, management, and middle management underwent annual performance reviews, in addition to all full-time staff. During annual performance reviews, strengths and areas for improvement are discussed, and plans are laid for the year ahead that incorporate any challenges and goals.



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# HEALTH & SAFETY

Ensuring the health and safety of our team, their families, and the community surrounding the DeLamar Project is our paramount objective at Integra, as we strive to achieve a workplace free from harm. We maintain an unwavering commitment to establishing a robust health and safety culture, with an ongoing dedication to improving our practices and performance. In the dynamic mining industry, where safety is of utmost importance, our fundamental goal remains achieving zero harm in every activity we undertake.



# CASE STUDY: A CULTURE OF SAFETY



As the Health and Safety Superintendent at Integra, I am proud to witness the remarkable progress we have made in the field of health and safety. Over the years, and particularly in the last five, mining has successfully transformed this part of the job from a mere requirement into an ingrained behavioral expectation for every individual in the workplace. Since joining Integra, I am pleased to report that we have not encountered any emergencies or injuries under my watch. This strong track record can be attributed to our robust employee training programs and enhanced

accountability measures that we have in place.

Our dedication to maintaining a safe and healthy environment has a profound impact on Integra as a whole. We have made significant strides in addressing many of the materiality topics identified in our 2021 report. Directly affected areas such as occupational health and safety and emergency preparedness have seen notable improvements, while topics like local communities, economic performance, and wildfire risk and mitigation have indirectly benefited from our efforts.

At Integra, our health and safety team shoulders a significant responsibility, primarily due to our commitment to recruiting team members from the local community. Although the DeLamar mine operated a decade ago, few individuals in the Jordan Valley area possess prior mining industry experience. Consequently, we provide extensive training to our new team members to ensure their comfort and confidence at the mine site. This fresh start has given me the opportunity to build a strong foundation based on the collective contributions and accountability of everyone, fostering a culture of good safety habits.

There is no question that the well-being of our Integra team is paramount to our overall company performance. The way every

single team member is directly linked to our company's successful economic performance exemplifies one of the core principles of sustainability as a strategic advantage. We understand that maintaining the health and safety of our people, equipment, site, and surroundings is not only ethically imperative but also the most cost-effective approach. Our inclusion of Railveyors in our preliminary mine plan stands as a testament to how investments in innovative technologies can create a future work environment with numerous health and safety benefits, such as low noise, low emissions, and minimal physical contact. These advancements truly showcase the positive impact that advanced mining technology can offer our industry.

Given the unique geographical characteristics of our site, surrounded by juniper, sagebrush, and cheatgrass rangelands, wildfire risk, and mitigation require special attention at Integra. We have been fortunate to leverage the expertise of Doug Rutan, an Operator/Maintainer who not only proudly works with Integra but also sits on the Owyhee Rangeland Fire Protection Association. By reaching beyond our formal health and safety team, we demonstrate a community-minded, creative, and collaborative approach to preparedness. Drawing on Doug's knowledge, we have developed a comprehensive strategy to mitigate wildfire risks. As a result, in 2023, we are exploring the option of having a tilt deck dozer trailer ready to be deployed by our Integra team, assisting the regional rangeland fire team in fighting fires within a 20 or 30-mile radius.

As the Health and Safety Superintendent at Integra, I am proud of the progress we have made in cultivating a culture of health and safety excellence. I remain committed to driving continuous improvement, ensuring the well-being of our team, and furthering our positive impact on our local communities and the environment.

Leo Sanchez,  
Health & Safety Superintendent

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# LOCAL AND INDIGENOUS COMMUNITIES

At Integra, we are dedicated to fostering collaborative and trusted connections with local communities and Tribal Nations. We firmly believe that resilient relationships are integral to the sustainable success of a business, and we acknowledge our responsibility to uphold human rights across all aspects of our operations. Our approach to engaging stakeholders centers around actively listening to their feedback and incorporating it into our decision-making processes. Integra views stakeholder engagement as a cornerstone of our business practices, recognizing its fundamental importance in our operations. Rooted in our core value, care, Integra believes being good people is doing good business.



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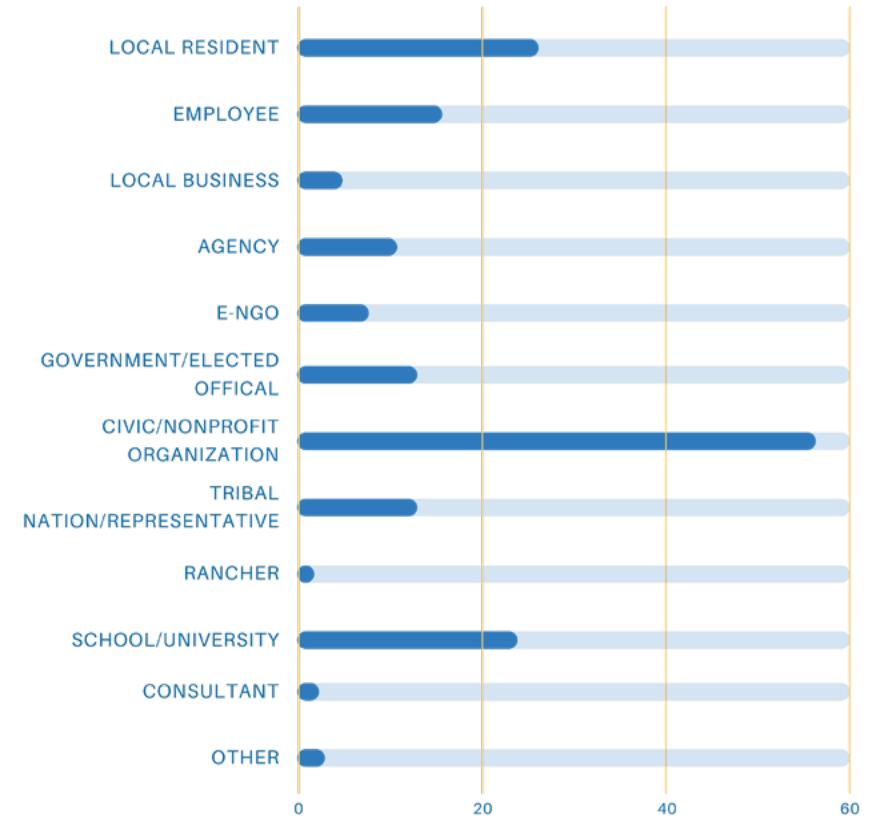
# LISTENING TO OUR STAKEHOLDERS

In my role as the Community Affairs Manager, I am proud to share that 2022 marked the first full year of data collection for Integra’s stakeholder engagement metrics. The previous year, we worked hard to establish formal policies, procedures, and metric tracking mechanisms. This work provided us with the solid foundation necessary to implement the integrated feedback mechanism (IDFM) in 2022. We value all feedback we receive, whether it is positive, negative, or neutral, as it helps us comprehend the priorities, needs, and concerns of our stakeholders. While most mining companies have implemented formal grievance processes, we view our IDFM as an opportunity to gather more comprehensive feedback from stakeholders.

To optimize IDFM, we use Integra’s GIS tool to gather and manage information related to stakeholder engagement. Metrics we track include number of stakeholders engaged, communities represented, demographics, stakeholder interests, tone of interaction, feedback received, and any follow up tasks for the company. This program is integral to our organization, helping us track and manage community engagement activities and stakeholder input. It supports our team in analyzing trends and making well-informed strategic decisions based on the data. Through IDFM and the GIS tool, we are able to strengthen relationships with stakeholders based on transparency and responsiveness.

Emily Hendrickson,  
External Affairs Manager

## STAKEHOLDER CATEGORY



\*FIG. 1 this chart demonstrates the different categories of stakeholder engaged, and the number of engagement events/meetings with each stakeholder category (not the number of the individual stakeholders engaged).



# INTEGRA DELAMAR FEEDBACK MECHANISM IN ACTION

In 2022, a grievance was received from a local landowner regarding work that the company did on a road. The landowner expressed concern about a road that had been damaged when a contractor had driven across it while the road was muddy. In response, Integra demonstrated our core value of integrity in accepting responsibility and activated the grievance mechanism. Through collaboration and consistent communication with the landowner during the grievance resolution process, we were able to build a positive relationship with a stakeholder. After a visit to the landowner's property to view the road, he determined that Integra's immediate and dedicated response to his concern was satisfactory, and stated, "Mother nature will repair the road, I just appreciate that Integra took accountability." The grievance was closed and positive relationships continue with the landowner today.



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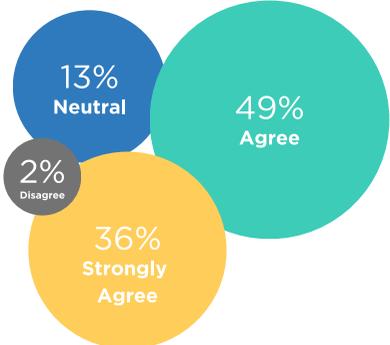
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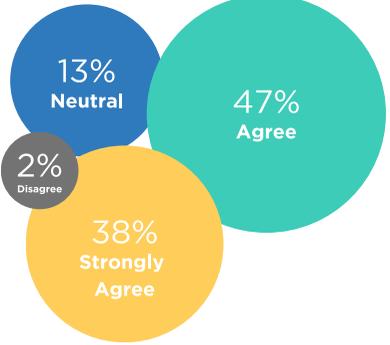
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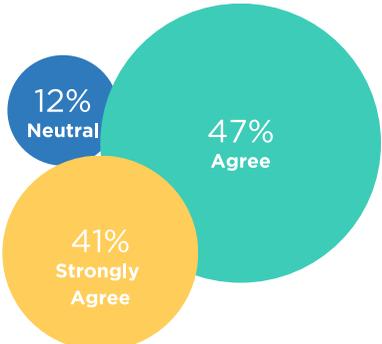
**INTEGRA DELAMAR COMMUNICATES ADEQUATELY WITH ME AND MY COMMUNITY. I FEEL INFORMED ABOUT WHAT IS HAPPENING AT THE DELAMAR PROJECT**



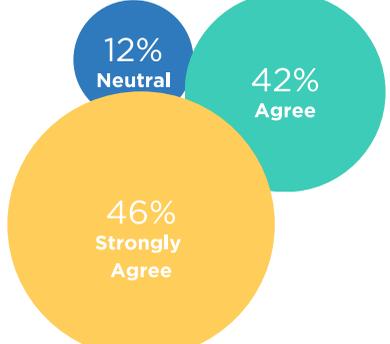
**WHEN I HAVE A QUESTION OR COMMENT ABOUT THE DELAMAR PROJECT, I KNOW HOW TO GET IN TOUCH WITH INTEGRA**



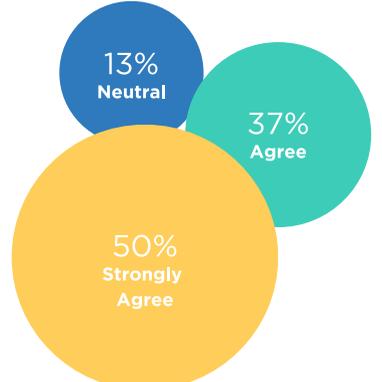
**INTEGRA CARES ABOUT AND LISTENS TO ITS LOCAL COMMUNITIES**



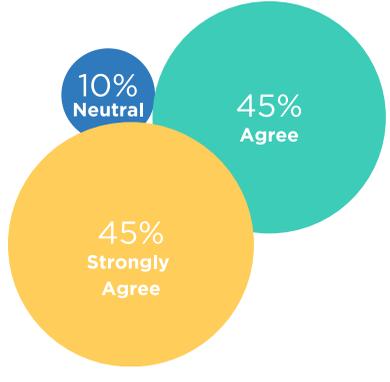
**INTEGRA CARES ABOUT THE ENVIRONMENT**



**THE ACTIONS OF INTEGRA AND ITS EMPLOYEES EXHIBIT THE COMPANY'S CORE VALUES: INTEGRITY, CARE, AND INNOVATION**



**OVERALL, I SUPPORT THE ADVANCEMENT OF THE DELAMAR PROJECT**



# 2022 ENGAGEMENT HIGHLIGHTS

At Integra, early and ongoing engagement with diverse stakeholders is a fundamental element of our External Stakeholder Plan. We recognize that those who live, work, raise their families, and have ancestral connections to the areas surrounding our Project have a deep care and vested interest in the local community and natural environment. Throughout the year, we actively integrate ourselves into the existing fabric of the community, participating in regular community dialogue and group meetings, posting our quarterly newsletter in community gathering spaces, and hosting our own events in line with the interests of the community. The following activities highlight our engagement within the community and demonstrate our commitment to transparency, inclusion, economic development, and education.

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In Q2 2022, Integra published the first issue of the **“DeLamar Download,”** a locally-facing company newsletter. The Download is published on a quarterly basis and provides news about the most relevant projects. The Download is distributed through the company’s electronic mailing list, shared on social media, and is also posted in public spaces throughout our communities. To join our electronic mailing list, send an email to [community@integradelamar.com](mailto:community@integradelamar.com)



**DeLamar Day** was held on August 19, 2022 in Jordan Valley, Oregon. This free, one-day event kicked off with site tours of the DeLamar Project, in which approximately 50 local community members, local government officials, ranchers, and more participated. Integra provided attendees with dinner and sponsored a “goat roping” competition, which celebrates the ranching culture that is prevalent in our nearest communities. Approximately 250 people attended the engagement event.

We view DeLamar Day as an opportunity to connect with our neighbors and share important project updates, and also provide economic opportunities to local communities by utilizing local vendors wherever possible.



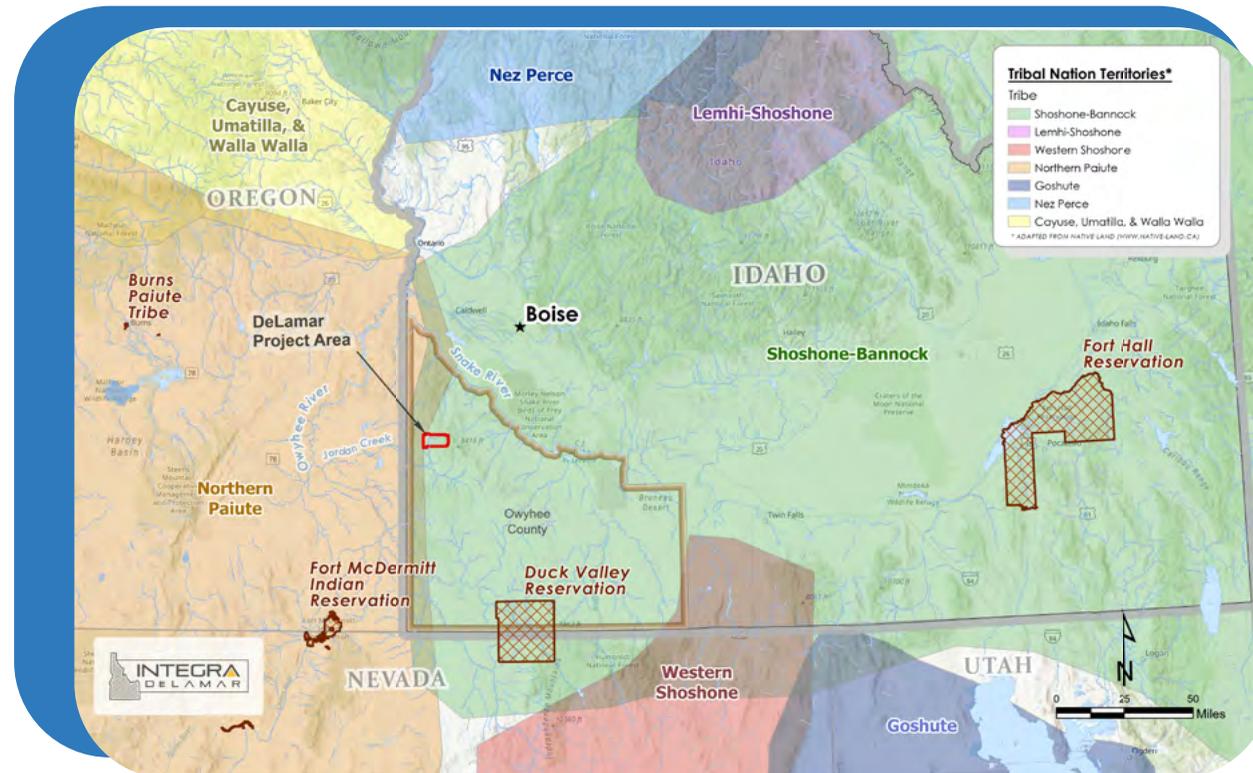
First introduced in 2021, the **Integra DeLamar Community Christmas Dinner** has become an important gathering opportunity for our local communities. In 2022, we partnered with a local rancher and the Jordan Valley High School senior class to provide free hot meals to 200 local residents and made meal deliveries to over a dozen households in the Jordan Valley area. Integra’s very own Santa Claus even makes an appearance at this event, and the “Integra Season of Giving” program granted holiday wishes to over 30 local households.

# TRIBAL NATIONS

Integra acknowledges and respects ancestral, traditional, and contemporary lands of the Shoshone-Paiute Tribes of the Duck Valley Indian Reservation, the Fort McDermitt Paiute and Shoshone Tribes, The Burns Paiute Tribe, and the Shoshone-Bannock Tribes of the Fort Hall Reservation. We recognize the historical exclusion and limited engagement that Tribal Nations in the U.S. have faced in the context of mineral exploration and development.

Throughout 2021 and 2022, Integra engaged in meaningful consultations with Tribal Nations, actively seeking their input and feedback. From these consultations, three key pieces of feedback consistently emerged:

1. Early engagement with Tribal Nations is crucial, ideally occurring prior to the National Environmental Policy Act (NEPA) process and in parallel with government-to-government consultations.
2. Some Tribes face challenges in fully participating in the current NEPA process due to limited resources and capacity.
3. There is a strong desire for Tribal Cultural Resource Monitor/Archaeology Technician training, which empowers Tribal members to act as cultural monitors during pre-construction and future mine construction



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In response to this valuable feedback, Integra partnered with the Boise District BLM, Idaho National Guard, and the four aforementioned Tribal Nations to conduct a first-of-its-kind Tribal Cultural Resource Monitor/Archaeology Technician. This week-long training was developed and led by Tribal leaders and elders from the Burns Paiute Tribe and Shoshone-Paiute Tribe. Approximately 30 tribal members representing each of the four tribal nations with traditional territories in and around the DeLamar Project area participated in the training, which included both classroom lessons and hands-on field activities. Representatives from Integra, BLM, and consulting firms (working with Integra on Cultural Resource baseline studies) also attended the training, gaining a deeper understanding of Indigenous Cultural and Intellectual Property that is not adequately addressed in modern archaeology practices.

Upon completion of the training, each tribal participant received a certificate from the Boise District BLM, officially recognizing them as Cultural Resource Monitors/Archaeology Technicians. This certification establishes a pool of qualified individuals who can actively engage in future pre-construction and construction cultural monitoring at the DeLamar Project. In October 2022, two of these monitors participated in a cultural resources baseline study at the DeLamar Project, working alongside the archaeology team and providing valuable indigenous knowledge. This experience not only enriched the study but also provided an opportunity for tribal members to reconnect with their ancestral lands.

For more information about the four tribal nations with traditional territories in and around the DeLamar Project area, visit:

[uppersnakerivertribes.org](https://uppersnakerivertribes.org)



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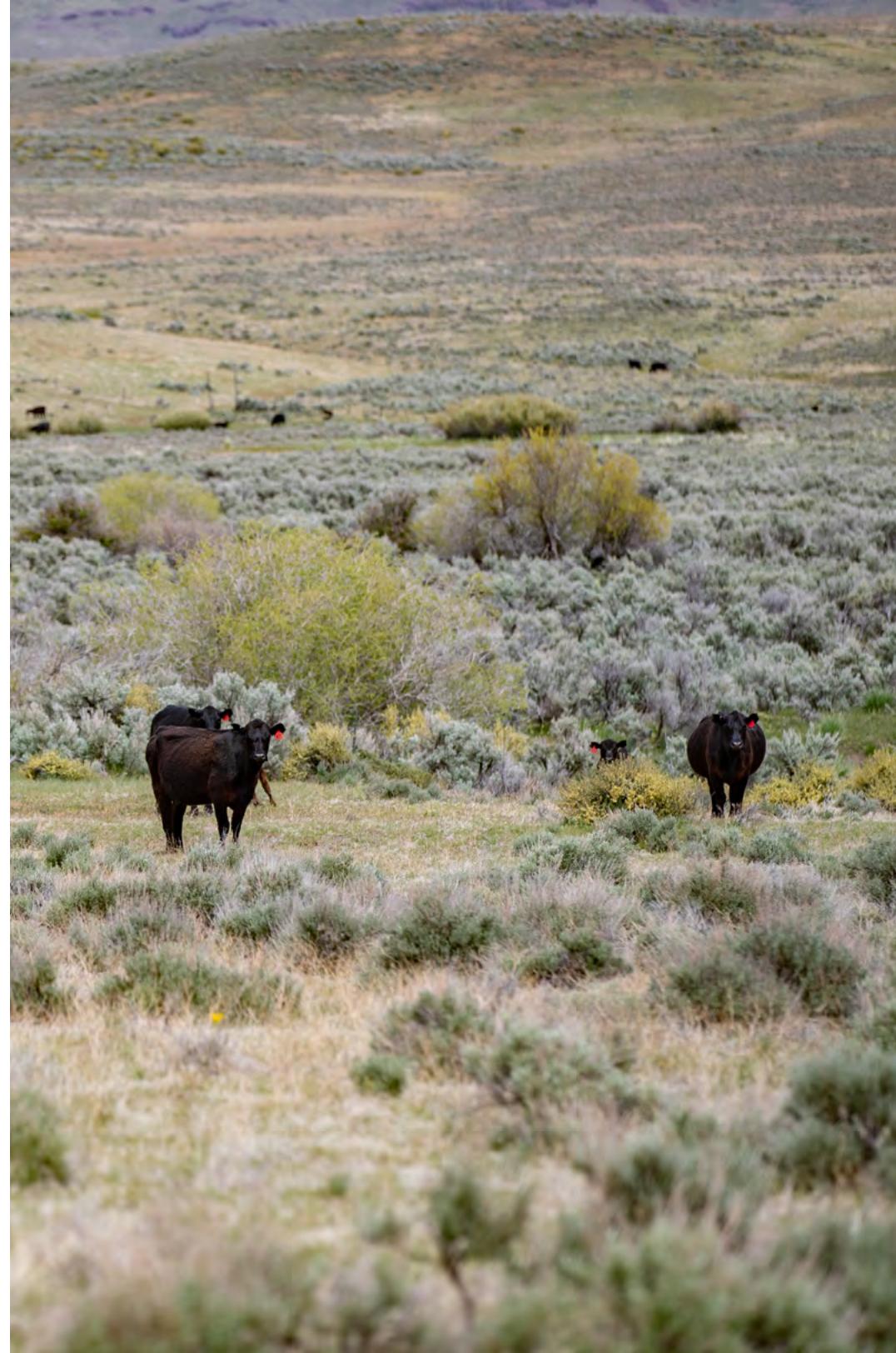
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Although the DeLamar Project is not yet an active mine, our commitment to environmental stewardship has extended, and will continue to extend, beyond minimum requirements in our current state of operation. We recognize and embrace our role as land stewards and we approach our responsibility with utmost seriousness. Our commitment is evident in our adherence to industry-leading practices, rigorous compliance with safety and environmental regulations, and proactive efforts to assess and mitigate potential impacts.

Operating responsibly takes careful planning, commitment, implementation, and most importantly - follow through. At Integra, we strive to demonstrate that mining can be done responsibly and we place environmental stewardship as a core criterion to be met for our right to operate.

### Key elements of our approach to environmental stewardship include:

- Manage our negative environmental impacts by avoiding these impacts where possible, and minimize any impacts that are not avoidable;
- Protect our habitat as much as feasibly possible, and aim for net positive impact by offsetting it and seeking ways to improve habitat outside of our footprint;
- Minimize our use of water, and closely manage our impacts on water quality;
- Collaborate and partner with stakeholders to support the sustainable management of our shared environmental resources, and include stakeholder priorities in how we plan to develop our future operation;
- Use energy as efficiently as possible.



# WATER MANAGEMENT

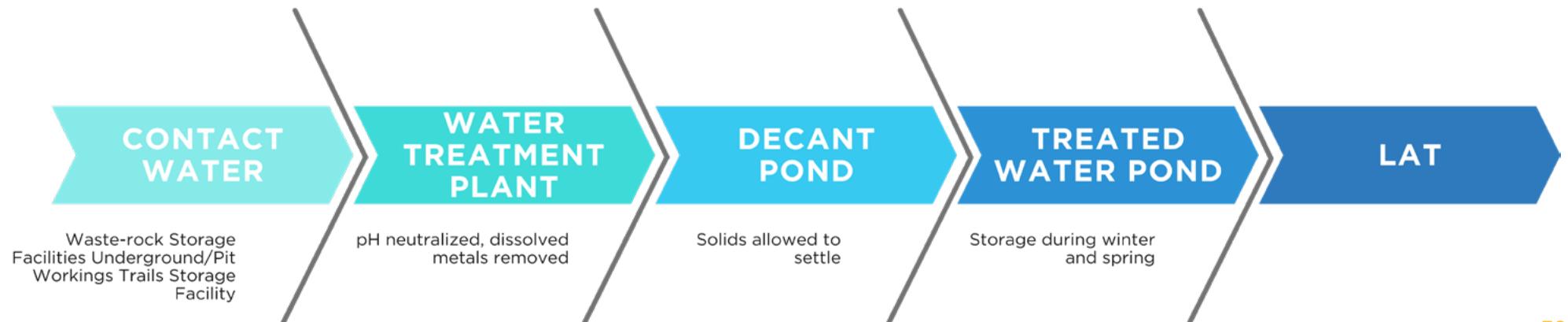
Access to clean, safe water is a human right, and reliable water supplies are vital for livelihoods and the health of the environment. Because water is also critical to our current and future operation at DeLamar, we recognize the need to use water efficiently, protect water resources, and collaborate with our stakeholders within the watershed where we operate to effectively manage this shared resource.

Activity	Source	Quantity	Treatment
Exploration Drilling	Surface water	0.37 acre feet	Natural settlement
Water Treatment Plant	Ground water and runoff water	206 acre feet	pH neutralization with lime, settling pond

At the DeLamar Project, our interactions with water primarily involve using surface water for exploration drilling and treating mine water and runoff from the historic DeLamar Mine. During exploration drilling, we utilize surface water and ensure that drilling waste water is settled in excavated sumps to remove sediment before it is released back into the environment.

To address water treatment, we have a dedicated plant designed to treat water from the historic mine workings on-site. Collected water is directed to a lime treatment facility where its pH is neutralized using hydrated lime slurry, and dissolved metals are removed. The treated water then proceeds to a decantation pond, allowing suspended solids to settle out. From there, barge pumps transfer the water to a treated water-holding pond where it is stored during winter and spring. During the summer and early fall, the treated water is applied through a land application treatment (LAT) system, serving as irrigation water for a local rancher’s grazing pasture. In return, the pasture is more productive, resulting in higher quality and quantity of feed for their cattle, and greater socio-economic benefit overall.

Valley High School senior class to provide free hot meals to 200 local residents and made meal deliveries to over a dozen households in the Jordan Valley area. Integra’s very own Santa Claus even makes an appearance at this event, and the “Integra Season of Giving” program granted holiday wishes to over 30 local households.



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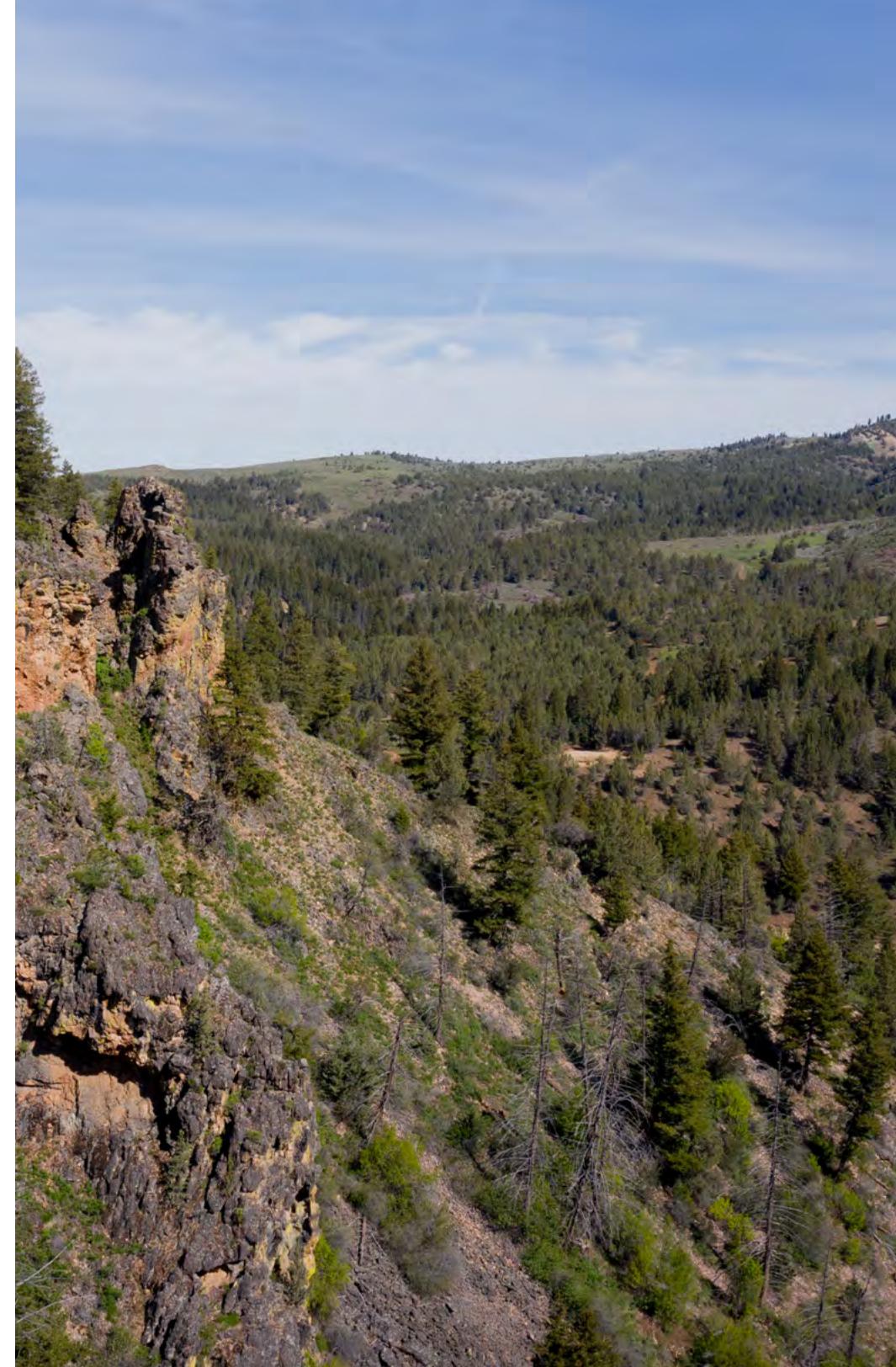
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# ENVIRONMENTAL STEWARDSHIP

At the DeLamar Project, Integra is committed to the mindful reclamation of surface disturbances caused by our exploration activities. Before drilling, approved drill pad locations are marked, and boundaries are closely monitored during construction. Once drilling is complete, we fill in the sumps, contour the pads and roads, and scatter natural logs and rocks to aid in the land's restoration. We sow a blend of approved seeds over the disturbed area, monitoring the growth for two years to ensure successful plant establishment. When the plants have sprouted and been monitored, regulatory agencies release our bonds, signifying successful reclamation.

To support ongoing water treatment, site maintenance, and exploration activities, Integra maintains financial assurance bonds with relevant agencies. These bonds, placed before obtaining permits, set aside funds for proper site reclamation. A reclamation bond of \$2,778,929 remains with the Idaho Department of Lands ("IDL") and \$100,000 bond remains with the Idaho Department of Environmental Quality ("IDEQ") for ongoing reclamation activities. In addition, \$631,400 bond remains with the United States Bureau of Land Management ("BLM") for exploration activities and groundwater well installation on public lands. There are also reclamation bonds with the IDL in the total amount of \$139,900 exploration activities on IDL leased lands.



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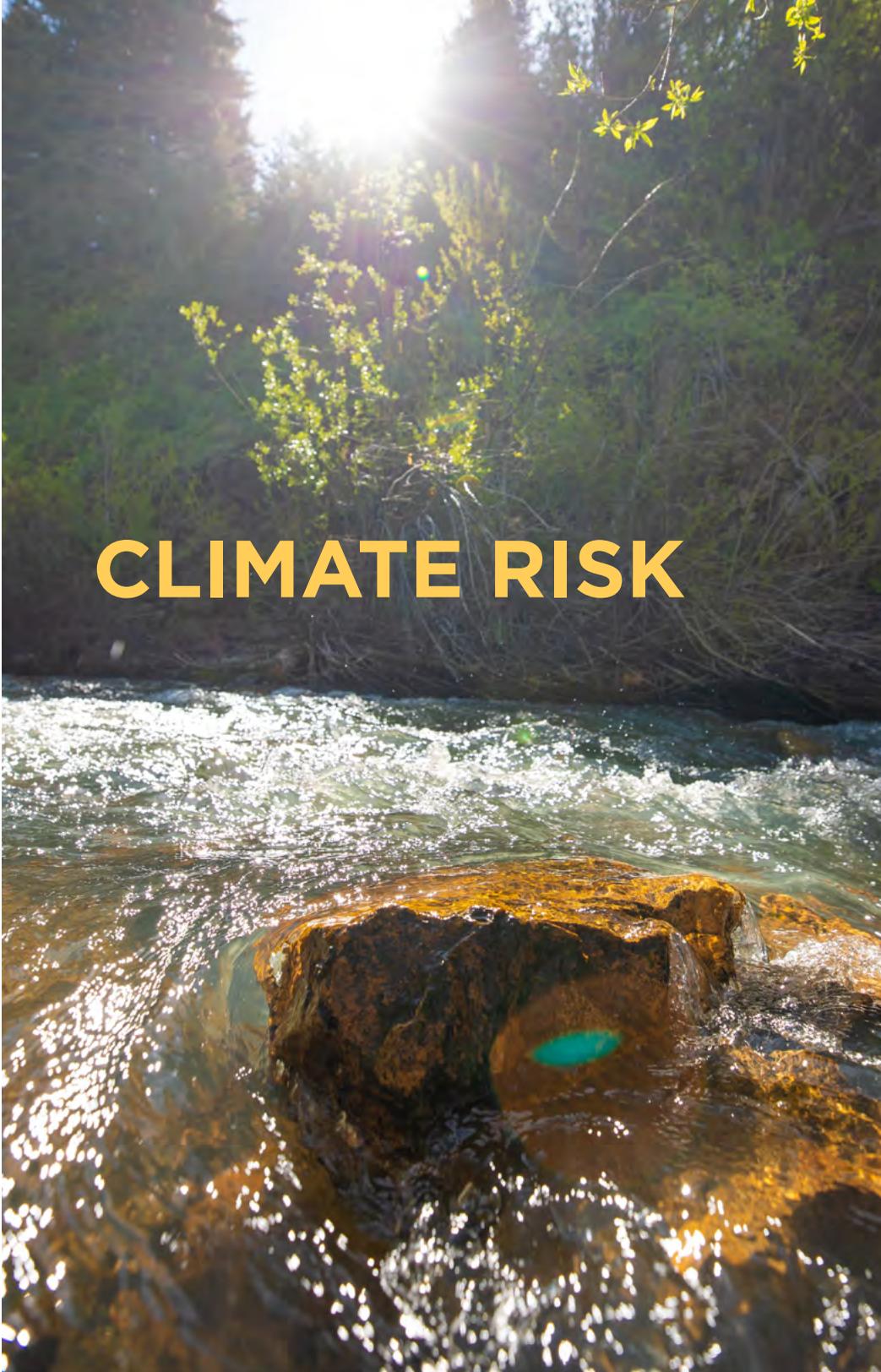
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Climate risk poses very real threats to businesses around the world. The potential for higher temperatures, changes in seasonal precipitation and overall increased aridity in the mountain west region are environmental shifts that Integra needs to plan and prepare for. With one of Integra's stated goals being to have a net-positive legacy with respect to habitat, understanding the relationship between biodiversity and climate risk is a key area for us to understand as we evaluate effective climate change mitigation and adaptation strategies. Protecting and restoring biodiversity not only helps preserve the unique species on our planet but also contributes to building resilient ecosystems that can better withstand climate risks.

One may consider that nature loss is inherent in mining due to the process often involving clearing large areas of natural habitats before restoration at the end of the mine life. While beginning with a brownfield site like DeLamar is an excellent starting point, companies like Integra must find ways to become "nature positive" so that the habitat surrounding our operations are not worse off for us having been there. At current time, Integra assesses the biodiversity impacts of our impacts and avoids or minimizes negative impacts where possible in our planning. We also focus on reclamation excellence, and are seeking out opportunities to create partnerships that work to conserve, protect, and improve habitat. Our collective efforts towards building a net-positive legacy in terms of biodiversity and nature are vitally important, and reflect the passion of our employees for caring for the land where they live and work.

Synergies exist between biodiversity conservation and addressing climate risk. To deal with higher temperatures and changes in precipitation Integra must work to ensure that our legacy enhances the capacity of ecosystems to adapt to climate change impacts.

# CLIMATE RISK



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### The additional actions our team takes to minimize and reverse nature loss include:

1. Monitoring biodiversity levels by surveying ground water, surface water, vegetation and all species present
2. Early collaborative work with Trout Unlimited looking at redbanded trout habitat within our watershed
3. The rehabilitation of exploration roads and drill pads with native habitats. Invasive annual cheat grass is widespread in this region so while removal of vegetation for temporary infrastructure development does affect the environment in the short term, it removes fire prone non-native grasses and replaces them with native species seed mix prioritized by state or federal agencies.
4. Participating in a monthly grant funded weed management cooperative meetings and annual workshops with entities like the university extension system who are involved in furthering education on weed management and ecosystem improvement.
5. The addition of intermediate wheat to private and Idaho Department of Lands reseeding mix in order to establish a faster root base so that native seeds have improved soil stability in the years it takes to establish.



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# EMISSIONS & CLIMATE CHANGE

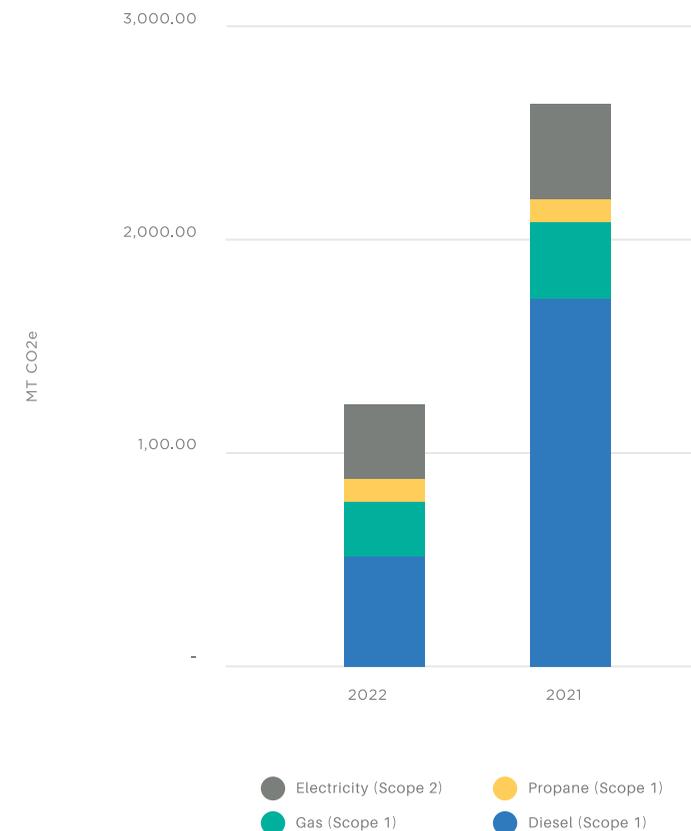
As part of our efforts to help lead the mining industry to better practices, Integra Resources is committed to transparency and accountability in regards to our greenhouse gas (“GHG”) emissions.

Climate change poses a risk to our environment and global economy - it also poses a variety of risks to our company. With increased risk of extreme wildfire, increased summer temperatures, unusual snow events and drought, we acknowledge that climate change may likely impact our operations. We are and will continue to measure that risk and take steps to hedge against those risks and ensure our operational success for the life of mine and beyond restoration. As climate policies, disclosure mandates, and shareholder demands continue to become a central part of doing business, it is more important than ever for companies like ours to take the necessary steps to mitigate climate risk.

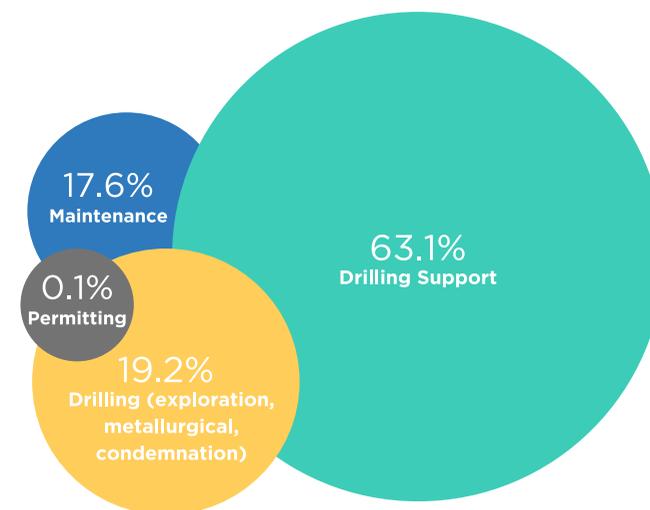
Integra Resources is beginning to take those steps to not only mitigate climate risk, but to continue to improve our emissions performance as new technologies become available. By designating 2020 as our base year we will be able to compare data, set targets, and identify opportunities for reducing GHG emissions throughout the life of the company.

In 2022 Integra Resources emitted a total of 1,762 metric tons of CO2 equivalent; 1189 of which were Scope 1 emissions, and 573 from Scope 2. The total emissions in 2022 decreased from 2021 largely because of a reduction in the amount of drilling. Integra is committed to continued evaluation of opportunities to reduce both Scope 1 & 2 emissions as we shift from exploration to productive operations at the DeLamar Project.

## ANNUAL GHG EMISSIONS COMPARISON



## 2022 DIESEL CONSUMPTION BREAKDOWN



# GROSS DIRECT (SCOPE 1) AND MARKET BASED INDIRECT (SCOPE 2) GHG EMISSIONS IN METRIC TONS OF CO2 EQUIVALENT

Integra’s current Scope 1 GHG emissions are largely produced by the combustion of fossil fuels by our light vehicles (eg, work trucks), heavy vehicles (eg, loaders, haulers, graders and dozers), and exploration drill rigs, and by the use of propane at the DeLamar site.

Integra’s current Scope 2 emissions are a result of the electric grid power we consume in our operations at the DeLamar Project. The emissions factors used in our calculation were sourced from the Idaho Power Company’s regional emissions factors provided by Idaho Power Company. The figures presented here have been calculated in accordance with the market-based method. Our emissions performance is summarized in the table below.

<b>Gross direct (Scope 1) and indirect (Scope 2) emissions in metric tons of CO2 equivalent (MTCO2e)</b>				
		<b>2020<sup>1</sup></b>	<b>2021</b>	<b>2022</b>
<b>Gross direct emissions</b>				
	Scope 1	1188.6	2,115.0	615.7
	Biogenic CO2	0	0	0
<b>Gross indirect emissions</b>				
	Market-based Scope 2	561.6	533.3	573.2
<b>Total GHG Emissions</b>		<b>1750.2</b>	<b>2,648.3</b>	<b>1762.0</b>

<sup>1</sup> The 2020 GHG Emissions listed in this table are corrected from those reported in the 2020 ESG Report, after an error in unit measurement was discovered in the emissions calculations.

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# ESG GOALS

This year's Sustainability Report showcases the following ESG Goals to enhance our materiality assessment and elevate our performance in the areas that hold the highest significance for our stakeholders. Integral to the development was input from all managers, which played a pivotal role in shaping concrete and attainable objectives. The process also leveraged industry trends and insights from peers to identify crucial goal areas. Ultimately, the approval of these goals was secured through the engagement of Integra's Board of Directors, underscoring our commitment to a collaborative and comprehensive approach.



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Goal Setting Bucket	Overarching Objective	Materiality Topic	Goal / Objective
<b>People and our Communities</b>	Sustain local and regional support, have Integra be known for its values	Indigenous Rights	Increase in-person engagement between Tribal Nations and Integra
			Prioritize learning of Tribal Nations' values and perspectives, seek opportunities to collaborate on culturally important projects
		Local Community Support	Maintain high level of investment in local communities, integrate Culture Committee in management of Community Investment Policy
			Increase engagement with recreational activity groups & clubs
		Population Growth / Tourism	Increase public input on potential Project impacts with respect to local population growth
			Support the responsible management of tourism/recreational impacts on local community
		Transparency	Increase level of voluntary disclosure in annual Sustainability Report
			Increase frequency of transparent engagement with neutral stakeholder groups
		Non-discrimination and equal opportunity	Make workplace feel welcome to diverse employees
		Education & workforce development	Introduce youth to mining, and implement programs to support future workforce development
Employment Practices	Internally develop and promote our employees		



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Environmental	Progress towards a pre-construction environmental management plan	Energy, emissions & air quality	Prioritize evaluation of energy and design plans for our projects that prioritize opportunities for renewable/sustainable operations
			Create dust-control and mitigation plan
		Water quantity	Update site water management plan to ensure consistent access to water for pre-construction site needs
			Continue to collaborate with Silver City Water Board to support their needs and goals
		Water quality	Update site water management plan to better reflect expected site activity as project approaches pre-construction/construction phases
			Spills - zero reportable spills, continuous improvement on internal non-reportable spills
		Rangeland health and invasive species	Implement noxious weed protocols and enhance coordination with Jordan Valley Cooperative Weed Management Association
		Biodiversity	Seek out collaborative opportunities to support/improve local biodiversity
Waste Management	Implement site-level recycling programs		
Closure Planning	Seek extensive stakeholder input in collaborative development of social and environmental reclamation/closure plans		



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INTEGRA RESOURCES - A SNAPSHOT OF OUR COMPANY

2022 Exploration

2022 Engineering & Development

GOVERNANCE

SOCIAL

ENVIRONMENT

ESG Goals

People and our Communities

Environmental

- ▶ Health and Safety, Economic Development and Financial Performance, and Governance

GRI REPORTING: 2021 PERFORMANCE DATA TABLES

Goal Setting Bucket	Overarching Objective	Materiality Topic	Goal / Objective
<b>Health and Safety</b>	Nurture a robust safety culture	Occupational health and safety	Zero fatalities. Zero LTI, YOY improvement in incident frequency rate.
		Training and education	Increase quantity, quality, and variety of training
		Emergency preparedness / response plan	Update the emergency plan to make it appropriate for the current stage of the project
		Wildfire risk mitigation	Create collaborative wildfire action plans in consultation with community wildfire group
<b>Economic Development and Financial Performance</b>	Demand fiscal discipline across the Company to best serve the long term success of the Company and project	Indirect economic impacts	Ensure clear communication to stakeholders highlighting the project's overall economic impacts
		Materials	Develop procurement policy in collaboration with appropriate local and regional stakeholders/vendors
		Supplier Social Assessment	
		Supplier Environmental Assessment	
		Local Employment	Prioritize local employment and be regarded as a preferred employer in the region
		Climate Adaptation, resilience, and transition	Be known as a resilient employer who has reliable jobs for local people
	Conduct site-level climate risk assessment		
	Continue to evaluate economically and environmentally advantageous alternatives		
<b>Governance</b>	Gold level governance setting the standard for companies our size	Public policy	Continue to monitor regulatory and shareholder recommended requirements and practices to ensure our policies and standards align, meet our core values, and push the bounds of transparent disclosure for companies our size.



AT A GLANCE (MILESTONES)

LETTER FROM OUR CEO

LETTER FROM OUR  
EXECUTIVE CHAIR

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▶ GRI REPORTING: 2021  
PERFORMANCE DATA TABLES

# GRI REPORTING: 2022 PERFORMANCE DATA TABLES

The performance data reflects the third annual disclosure of our sustainability performance at the DeLamar Project. Data presented in this report covers our performance for the 2022 calendar year, which corresponds to our fiscal year. The performance data tables are organized according to the Global Reporting Initiative (“GRI”) framework. It is important to note that the data reporting contained in this 2022 report is not GRI compliant. Integra aims to reach compliance as we improve our ability to capture and report more information in subsequent years. To view the 2022 GRI-inspired performance data, please click the following link, or find it on Integra’s website under the ESG section.

- [GRI 100 Universal Data](#)
- [GRI 200 Economic Data](#)
- [GRI 300 Environmental Data](#)
- [GRI 400 Social Data](#)

