

Sustainability Report

2023

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INTEGRA
RESOURCES

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About This Report

Integra Resources Corp. (“Integra” or the “Company”) demonstrates its strong commitment to sustainability in this comprehensive Sustainability Report. Aligned with the [IFRS Foundation](#) SASB Metals and Mining Standard, the report covers Integra’s activities and performance from January 1 to December 31, 2023.

We value open communication and continuous improvement in our environmental, social, and governance (“ESG”) efforts. We welcome feedback to shape future reports and ensure alignment with stakeholder needs. Please send comments and questions to community@integrareources.com

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This report contains forward-looking statements that involve inherent risks and uncertainties. See the cautionary note at the end of the report for more information.





2023 at a Glance

ENVIRONMENT

- Completed robust baseline studies for various environmental resources related to the mine plan design
- Zero reportable spills in 2023 across all projects

SOCIAL

- Invested approximately US\$92,000 into its local communities in donations, sponsorships, and in-kind support, guided by the Community Investment Policy
- Strong focus on increasing engagement with Tribal Nations
- Engaged with over 8,100 stakeholders – a record for Integra engagement efforts

GOVERNANCE

- Zero lost time injuries, and a year-over-year improvement in incident frequency rate
- Successful onboarding of Millennial Precious Metals projects and facilities into Integra ESG disclosure frameworks
- Evolution from Global Reporting Initiative (GRI) framework to SASB framework

Letter From Our CEO

I am pleased to present Integra Resources' Sustainability Report for this year. This report in particular reflects our commitment to social performance and permitting as we advance our project at the DeLamar site in Idaho and our exploration properties in Nevada.



Focus on Social Performance

This year, our primary focus has been on optimizing open lines of communication with all stakeholders surrounding our projects. We have prioritized growing and maintaining robust relationships with the communities, regulatory bodies, and other interested parties. Our efforts are rooted in the fact that active engagement and transparent communication are essential to the future success and sustainability of our operations.

We have implemented the Integrated Feedback Mechanism (“IDFM”) to gather comprehensive feedback from stakeholders. This mechanism allows us to capture and respond to the concerns and suggestions of

our community members, ensuring that their voices are heard and considered in our decision-making processes. Through regular meetings, newsletters, and community events like DeLamar Day, we have strengthened our connection with our community and provided consistent updates on our activities and future plans.

Advancing Permitting

As we set the foundation for the National Environmental Policy Act (“NEPA”) process, we have been diligent in incorporating stakeholder feedback into our mine plan. This collaborative approach ensures that our mine design not only meets regulatory requirements but



also services the interests of the surrounding communities. Early and transparent engagement has been key to building trust and fostering a positive relationship with all stakeholders involved.

Our team has made significant strides in advancing technical studies. These studies inform the basis of our Mine Plan of Operations, which was submitted in its first draft in December of 2023. In all upcoming iterations of our mine plan, Integra is committed to ensuring that our operations are designed to minimize environmental impact and maximize social and economic benefits for the surrounding communities.

Commitment to Sustainable Development

At Integra, we believe that responsible resource development is fundamental to creating long-term value for all stakeholders. Our core values of integrity, care, and innovation guide us in every aspect of our business. We are dedicated

to achieving high standards of environmental stewardship, social responsibility, and economic performance.

This year's report highlights our achievements and the progress we have made in our sustainability journey. It also underscores the importance of resilience and discipline in our approach to corporate strategy, ensuring that we are well-equipped to navigate the dynamic landscape of the mining industry.

In closing, I want to extend my deepest gratitude to our employees, stakeholders, and community members for their continued support and collaboration. Together, we are building operations that benefit all.

Sincerely,

Jason Kosec
President, CEO & Director
Integra Resources

Approach to Sustainability

Our Approach to Responsible Mining

Integra's primary goal is to create a lasting, positive legacy. This includes strengthening the local economy, protecting the environment, respecting Tribal Nations, and delivering shareholder value. Sustainability is woven into the Company's business model, leading to the realization of positive contributions across economic, social, and environmental spheres. We leverage our materiality assessment to ensure our efforts are targeted toward topics of high importance to stakeholders, further solidifying our commitment to responsible and transparent business practices.

Integra aims to set a new standard for mining development. In our current stage of project development, our sustainability strategy is operationalized by focusing on people, performance, and planning. Recognizing the evolving demands of global supply chains, we understand that responsible mining necessitates a holistic examination of operations and interactions, which is guided by our values of integrity, care, and innovation.

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.

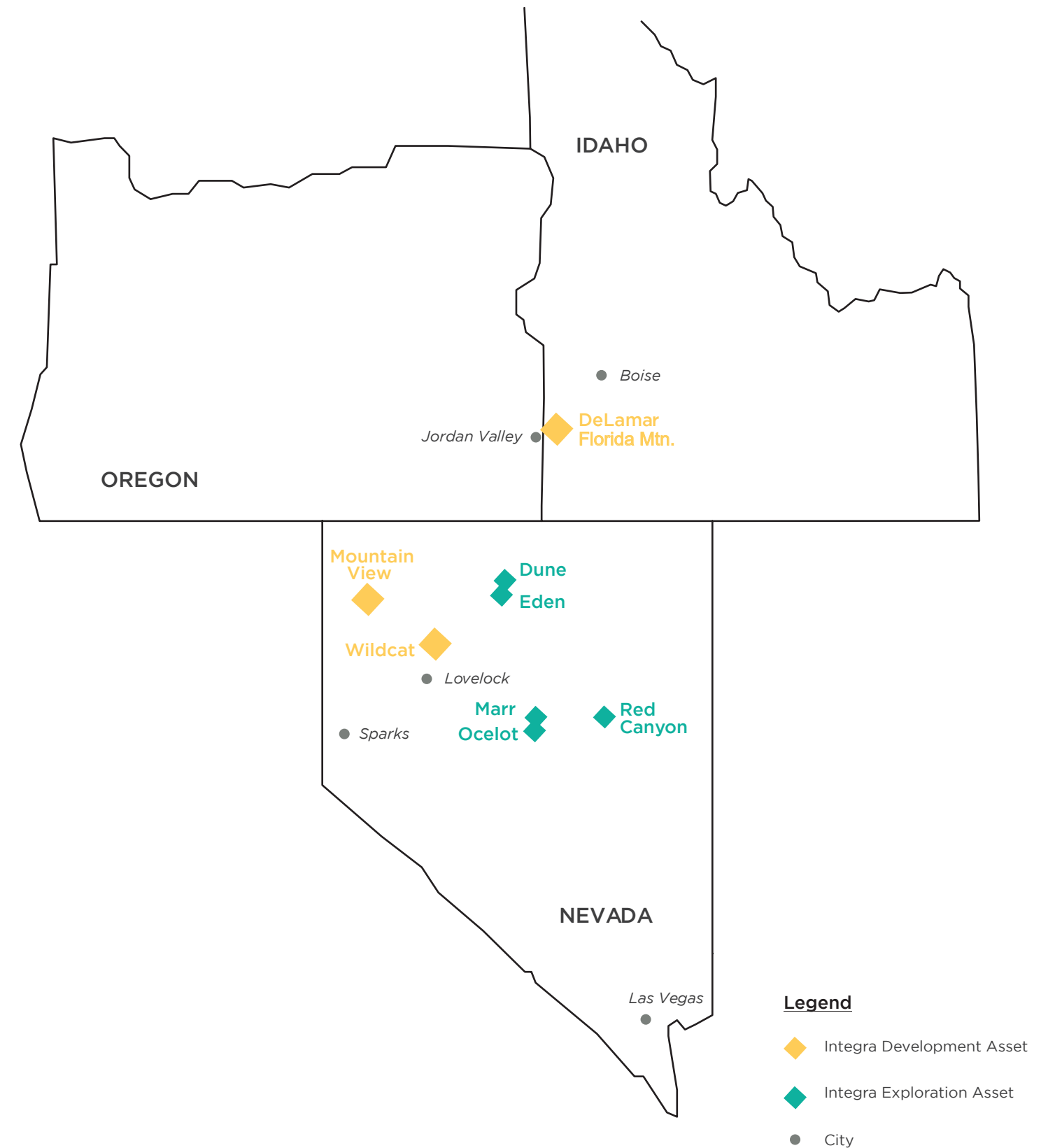
Raise the bar.

Operations

In 2023, Integra Resources merged with Millennial Precious Metals, adding two oxide heap leach projects and a portfolio of early-stage exploration projects. As a Company, we are focused on the advancement of:

The **DeLamar Gold and Silver Project** - consisting of the neighboring DeLamar Deposit and Florida Mountain Deposit in south western Idaho. The past-producing DeLamar site also includes an active water treatment plant, site offices, an exploration drill core shack, and a maintenance shop. A 69 KW substation powers the site and has year-round road access.

The **Nevada North Gold and Silver Project** - consisting of the Wildcat Deposit and Mountain View Deposit in western Nevada. The Nevada sites are composed of large land packages that are the focus of exploration and baseline studies.



Governance

Integra takes pride in its rigorous governance practices, consistently aiming to exceed the standards typically expected of similar-sized companies. Integra's Board of Directors ("Board") plays a vital role in leading the Company, recognizing that robust corporate governance, with management accountability and tangible oversight, is essential for mitigating risks. This serves the best interests of all stakeholders and creates value for shareholders.

The Board is supported by five committees:

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

The following section outlines potential governance risks

Governance Risks and Opportunities

The Evolving Landscape of U.S. Federal Regulations

The United States ("U.S.") has been undergoing a number of regulatory shifts that may impact corporate governance in the mining sector. Some of these regulatory shifts are



uncertain due to the political landscape in the U.S. In particular, the results of the upcoming 2024 presidential election could potentially impact the mining sector.

Changes in federal administration may lead to changes in administrative staff at federal land agencies, which can affect agency efficiency as the Company advances through permitting. Current administrative efforts infer that the mining sector may face stricter reporting regulations with respect to greenhouse gas ("GHG") emissions. These regulations could expand on the existing requirement for operators exceeding 25,000 metric tons of CO₂e annually to report Scope 1 emissions.

Broadly consistent with global geopolitics, trends towards stricter environmental laws, regulations, and permits related to mining operations and reclamation could have impacts on mining companies like Integra. The effects of these trends may include increased capital expenditures, higher production costs, and / or delays in the permitting process.

In contrast, the recent focus on minerals for renewable energy and supply chain resilience may lead to increased demand for those minerals and a more efficient and improved permitting process.

Regulatory Impacts Outside of Operating Areas

While not directly impacting Integra's operations, regulatory changes outside its operational areas could still affect the Company. These include ESG regulations in neighboring states, like California ([SB 253](#) and [SB 261](#)), and international regulations such as Europe's [Corporate Sustainability Reporting Directive](#), which can influence banking and supply chain decisions.

Corruption

SASB: EM-MM-510a.2

Integra currently only operates in countries with low corruption indexes, where strong legal and cultural mechanisms ensure high operating and financial transparency. The Company has adopted an Anti-Bribery and Anti-Corruption Policy that is designed to educate and provide guidance to the Company's employees and agents with respect to such matters. The Company adheres to best practices with respect to anti-corruption behavior, and therefore it has a zero-tolerance policy for bribery and corruption by employees, officers, directors, agents, consultants, and contractors of the Company. Additionally, Integra undergoes regular internal fraud risk assessments and external financial audits, further reducing the risk of corruption or fraud.

Shareholder Activism

Shareholder activism is currently a low risk for Integra. This is mainly due to the Company's well-established shareholder base, accurate and timely disclosures, and its strong relationships with its key shareholders. The Company employs a robust capital markets team and strategy to ensure its shareholders are well informed and are updated regularly. Management recognizes the critical importance of fostering transparent relationships and remaining receptive to investor sentiment.

Governance Policies & Practices

Since its establishment in late 2017, Integra has prioritized developing a comprehensive set of policies to guide and direct its business operations. This commitment to robust governance is reflected in the annual review and refinement of these policies by the Board and management, ensuring that they remain aligned with the Company's evolving business and operational activities.

Governance

The Environment, Social, Governance Committee provides oversight with respect to ESG matters, ensuring the Company conducts operations at all mining project sites in an environmentally and socially responsible manner and in compliance with all applicable laws and regulations. The Committee assists the Board in fulfilling its responsibilities relating to ESG and human resources issues. The [Environment, Social, Governance Committee Charter](#) outlines composition and operation, responsibilities and duties, authority and accountability.

All executives are held accountable for achieving Company-wide objectives related to health & safety, environmental, corporate governance, and social responsibility. These objectives, reviewed and approved by the Compensation Committee and Board, constitute 30% of the executives' short-term incentive plan bonuses. This approach underscores Integra's belief that long-term success is inextricably linked to delivering value to all stakeholders and proactively managing its broader environmental impact. The Board's Compensation Committee assessed the Company and executives' performance for 2023 and determined that key ESG performance indicators were achieved, as outlined in the Management Information Circular hosted on the [Integra website](#).



Business Ethics & Transparency

SASB: EM-MM-510A.1

Integra is committed to upholding the highest ethical standards and maintaining a business environment free from corruption and bribery. The Company has implemented a comprehensive approach to mitigate risks both within the Company and throughout the value chain, including:

- Risk Assessment: The Integra leadership team conducts annual internal assessments to identify and evaluate potential governance risks.
- Awareness Programs: Integra conducts anti-bribery and anti-corruption training on a regular basis and has adopted an Anti-Bribery and Anti-Corruption Policy. Anti-bribery and anti-corruption is also addressed in the Company’s [Code of Business Conduct and Ethics](#), which is reviewed by all employees on an annual basis. The Company may also conduct training more frequently when there are changes to the applicable laws or when deemed that such interim training is necessary.
- Management Systems: Integra has implemented a robust management system to report and follow-up on suspected corruption and bribery violations.

In alignment with the tenth principle of the [UN Global Compact](#), Integra has implemented proactive policies and programs designed to fight bribery, extortion, and other forms of corruption in the Company’s operations and supply chain.



The [Whistle Blower Policy](#) outlines the procedure for the confidential, anonymous submission of concerns which individuals may have regarding questionable accounting or auditing matters or violations of the Company’s Code of Business Conduct and Ethics. Promptly following the receipt of any complaints submitted to it, the Audit Committee will investigate each complaint and take appropriate corrective actions. The Audit Committee has the authority to conduct any investigation which it considers appropriate.

Integra’s Anti-Bribery and Anti-Corruption Policy is designed to educate and provide knowledge and guidance to Company personnel and agents on the giving or receiving of bribes. The Company adheres to best practices with respect to anti-corruption behavior, and therefore it has a ZERO tolerance policy for bribery and corruption by employees, officers, directors, agents, consultants, and contractors of the Company. The Anti-Bribery and Anti-Corruption Policy includes a list of “red flags” that may indicate the possible existence of bribery or other corrupt practices.

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). Any and all payments to government entities and government officials are subject to possible disclosure and, therefore, careful record keeping is performed.

Extractive Industry Transparency Initiative (EITI) Standard

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

Beneficial Ownership: The Insider Trading Policy was implemented in order to prevent improper trading in the securities of Integra. The policy supplements Canadian and United States securities laws, which include provisions related to beneficial ownership.

Social Expenditures: Expenditures associated with external affairs and community engagement are listed within the Company’s [Annual Report](#), as well as the Social Section within this report. These expenditures are guided by Integra’s Investment Policy and overseen by the Community Investment Committee, which evaluates requests and allocates funds.

Project-Level Payments and Subnational Payments: Integra discloses significant payments to government entities at all levels (national and subnational) in its annual ESTMA reports, which are posted to the [Company’s website](#), the [Government of Canada’s website](#) and in Form SD (through the Company’s issuer profile at [sec.gov](#)).

Data Accessibility: Integra is committed to comprehensive data accessibility, ensuring stakeholders have ready access to a wide range of information including financial data, production volumes, and ESG initiatives.

Multi-Stakeholder Engagement: Integra’s approach to stakeholder engagement involves identifying and communicating with key stakeholders and community leaders, integrating into existing community dialogue meetings, and listening to feedback from stakeholders. Integra has identified a diverse set of stakeholder groups which represent a broad range of community interests including, but not limited to local businesses, local landowners and ranchers, local and state government officials, civic organizations, environmental organizations, educational institutions, Tribal Nations, and recreation organizations. More information regarding stakeholder engagement can be found in the Social Section.



Governance Goals & Actions

SASB Code	SASB Topic	Integra Goal	Actions	Results and 2023 Outcomes
EM-MM-510a.1	Business Ethics & Transparency	Adhere to best practices in corporate governance	Streamline voluntary ESG disclosure	Utilized SASB framework to focus on financially material ESG topics
			Conduct site-level climate risk assessment	Underway, not yet complete
			Monitor regulatory and shareholder recommended requirements and practices	Underway
			Ensure policies and standards align with Company’s core values	Underway

Social

Integra recognizes that its success is deeply interconnected with the well-being of its employees and the wider community. The Company values the relationships it builds with its diverse stakeholders, including neighboring communities, NGOs, regulatory bodies, and elected officials. The Company's approach prioritizes the safety and well-being of its employees and all stakeholders, both within and beyond its immediate operational areas.

The following section outlines potential social risks and opportunities, along with strategic responses designed to address them through policies, practices, and goals.

Social Risks & Opportunities

Social Risk Classification

[The Organisation for Economic Co-operation and Development \(OECD\)](#) has developed a 'Prevailing Risk Classification' that categorizes countries based on their level of political, economic, and social stability.

According to this classification, the U.S., where 100% of Integra's mining operations are located, is considered a low-risk country due to a relatively high degree of economic, political, and social stability.



Community Stakeholder Engagement

SASB: EM-MM-210b.1.

Integra values engagement with both the immediate local community and the broader regional community that shares an interest in the areas where it operates. Unsuccessful community engagement can lead to risks such as non-technical delays, lack of essential support resources, restricted site access, or even litigation related to permitting. Establishing strong community relationships extends beyond obtaining a social license. It facilitates access to vital resources such as skilled labor, local vendors, and community expertise, significantly enhancing project outcomes and overall success.

Health and Safety

Mining operations inherently entail risk, thus health and safety are critical for Integra. At this point in the Company’s operations, road safety presents the most significant risk to the Company’s operations. This includes both traveling on publicly maintained roads and private roads near the sites. The Company believes that every incident and accident can be prevented by implementing robust safety protocols, comprehensive management systems, and well-defined procedures. This involves meticulous task planning, proactive hazard identification, and a diligent approach to risk evaluation and mitigation.



Social Policies & Practices

Community Relations

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

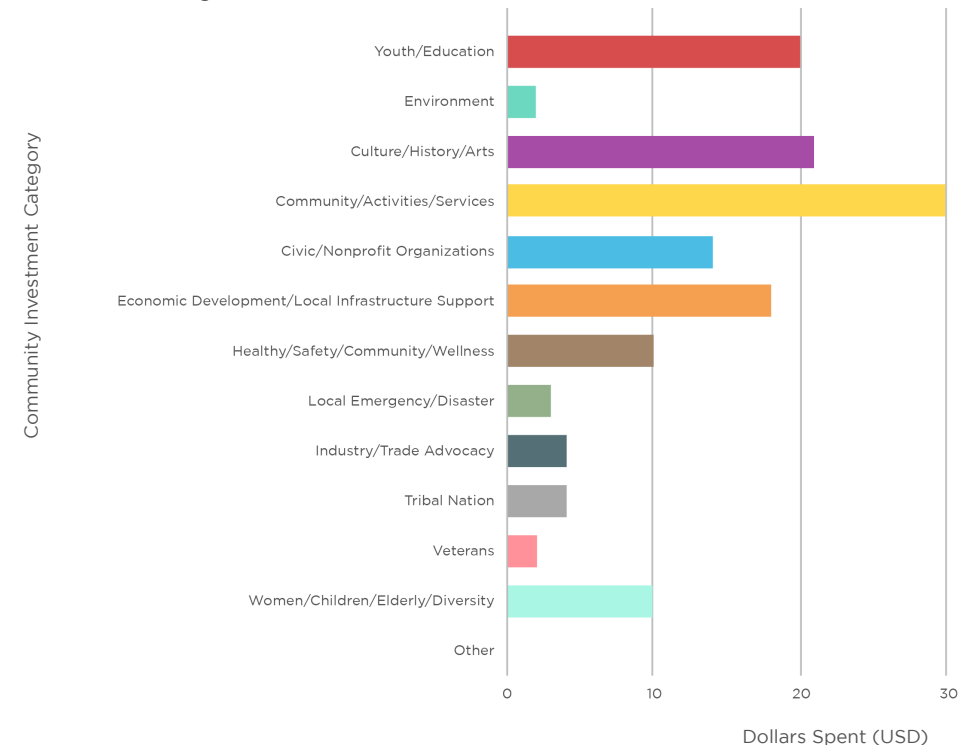
Current practices apply to exploration and appraisal. As Integra progresses through the NEPA process towards construction, the Company remains committed to assessing policies and procedures to ensure they adhere to best practices regarding community relations.

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 where viable, and actively engaging stakeholders to ensure a responsible and transparent mining operation.

Community Investment

In 2023, Integra invested over \$90,000 direct and in-kind dollars to support local communities. Integra tracks community investment dollars by area of strategic focus as defined by the Company’s Community Investment Policy. See Figure 1 for 2023 community investment details.

Figure 1: Community Investment





Stakeholder Engagement

2023 marked the second year of data collection for Integra's stakeholder engagement metrics and implementation of the integrated feedback mechanism ("IDFM"). The IDFM is a comprehensive tool for stakeholder engagement that uses Integra's GIS tool to gather and manage information related to stakeholder engagement. Metrics tracked 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 supports Integra in analyzing trends and making well-informed strategic decisions that align with community concerns. Through IDFM and the GIS tool, Integra is able to strengthen relationships with stakeholders based on transparency and responsiveness.

Integra recognizes that the best way to engage with stakeholders, build consensus, and collaborate with communities is to be present within the local communities. Integra makes it a priority to connect with members of the community, participating in regular community dialogue and group meetings, posting quarterly newsletters in community gathering spaces, and hosting events in line with the interests of the community.

2023 Engagement Highlights

8,100 stakeholders engaged by **Integra**

97% of stakeholder interactions were **positive**

84% of engagements took place **in-person**



Social Management Plan

The Integra External Stakeholder Plan (“ESP”) is intended to serve as a guiding framework for Integra’s approach to stakeholder engagement across its projects and locations, providing an adaptive lens through which each project may adapt its approach to suit the unique needs of each region, stakeholder context, and cultural setting.

This ESP is organized based on a “management system” approach that is implemented through a set of strategies, tactics, and actions that together, constitute Integra’s approach to external stakeholder management.

The pillars of this management approach are comprised of:

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

Closely aligned with the European Commission’s [“Oil and Gas Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights”](#), these four pillars are foundational elements of Integra’s social performance management.

As part of the NEPA process, Integra has facilitated an assessment of social impacts. This report will be utilized as a tool to evaluate, manage,

Grievance Process

The IDFM is viewed as an opportunity to gather more comprehensive feedback from stakeholders compared to a formal grievance process. Integra values all feedback received, whether it is positive, negative, or neutral, as it is the best way to understand the priorities, needs, and concerns of stakeholders.

In 2023, two stakeholder concerns were raised and successfully resolved in collaboration with the stakeholders, ensuring timely and satisfactory outcomes.

Human Rights

SASB: EM-MM-210A.3

Integra Resources maintains an unwavering commitment to upholding human rights throughout every stage of project development. This commitment is embedded within the Company’s comprehensive [Safety, Environmental, and Social Responsibility Policy](#) and is reinforced through robust due diligence processes, including risk assessments, impact mitigation strategies, and ongoing oversight of operational activities. This policy is applicable to all directors, officers, employees, consultants, and contractors of Integra.

In addition to ensuring full compliance with U.S. laws and regulations, Integra engages in an annual risk review with Company leadership and the Board. This risk review includes human rights risks and impacts, which is tracked and monitored annually.



Integra commits to ensuring that all employees, consultants, and contractors understand the Company's policy and fulfill their responsibilities for the protection of human rights.

Integra adheres to Canadian and U.S. legislation related to forced labour, child labour, fair wages, and discrimination. Integra is committed to creating and maintaining a culture of workplace diversity and inclusivity, which is outlined in the [Diversity and Inclusion Policy](#).

While the [Voluntary Principles on Security and Human Rights](#) and the [OECD Due Diligence Guidance](#) are not directly applicable to Integra's operations due to the robust U.S. legal and regulatory framework mitigating conflict-related risks, the Company remains steadfast in its commitment to upholding human rights in all its endeavors.

Community Rights

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

As stated in the Safety, Environmental and Social Responsibility Policy, Integra aims to achieve responsible development and a resilient operation 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.

Integra proactively engages with communities as part of the process for managing risks and opportunities related to community rights and

Economic Rights & Interests

In the conduct of its business, Integra contributes to a healthier, safer, and more economically robust community in the areas where it operates. Integra is committed to providing a safe, inclusive work environment that supports employees in reaching their full potential.

Full-time employees receive competitive pay and comprehensive benefits. Employees are provided support for development and advancement.

Integra's Site Operations Department has supported regulators' interests with legacy areas and roads. The Company has rehabilitated these areas and roads in ways that help the state promote responsible recreation when it comes to activities such as camping and woodcutting on state-managed land.



Environmental Rights & Interests

The Environmental Monitoring & Management Plan (“EMP”) guides the Company in proactively managing environmental risks associated with air, water, and safe management of refuse.

Since 2020, Integra has continued air quality monitoring of PM10 and PM2.5 emissions to monitor site-specific baseline air conditions. The Company is in the process of developing a dust-control and mitigation plan.

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 current and future operations, the Company recognizes the need to use water efficiently, protect water resources, and collaborate with stakeholders within the watershed.



Social Rights & Interests

Integra’s Community Program Specialist empowers local communities by collaborating with them to identify and secure funding opportunities that leverage existing programs and resources. In 2023 alone, the Specialist’s efforts helped local community organizations obtain nearly US\$700,000 in grants. These grants have funded a variety of essential projects that improve healthcare, education, and infrastructure, including:

- Community center enhancements: A new heating and cooling system, commercial kitchen, bathrooms, and other infrastructure upgrades.
- Improved safety and accessibility: Community sidewalks and signage.
- Enhanced recreation: New bleachers and concession facilities at the Jordan Valley Rodeo grounds.
- Community well-being: Health and wellness programs for Jordan Valley School District staff.
- Expanded childcare: Childcare resources developed in partnership with the Jordan Valley School District.

Indigenous Rights & Interests

SASB: EM-MM-210A.2, EM-MM-210A.3

Integra actively identifies and engages project host communities, local Indigenous communities, and other community stakeholders in timely, inclusive, ethical, transparent, open, and culturally respectful dialogue prior to undertaking significant activities throughout mine project life.

Integra acknowledges and respects the 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. The Company recognizes the historical exclusion and limited engagement that Tribal Nations in the U.S. have experienced in mineral exploration and development.

Since 2021, Integra has proactively initiated engagements with Tribal Nations, seeking to go beyond regulatory requirements, to foster understanding and address Tribal interests regarding future projects. Key insights gathered emphasized the importance of early and meaningful Tribal Nation engagement, as well as the desire to actively participate in and enhance cultural monitoring efforts throughout project development.

In 2023, Integra continued to demonstrate the commitment to early, meaningful engagement with Tribal Nations, and to building enduring relationships that support Tribes' sovereignty and right to self-determination. Over the course of the year, Integra facilitated several archaeological baseline cultural surveys at the DeLamar Project. Tribal Cultural Resource Monitors from two Tribal Nations participated, helping avoid impacts to cultural resources, and the monitoring events provided an avenue for Tribal members to reconnect with the land and better inform Integra's activities



Health and Safety

SASB: EM-MM-210B.1

Ensuring the health and safety of the Integra team, their families, and the community surrounding the DeLamar Project is a paramount objective at Integra. The Company maintains an unwavering commitment to a robust health and safety culture, with an ongoing dedication to improving practices and performance. In the dynamic mining industry, where safety is of utmost importance, Integra's fundamental goal remains to achieve zero harm in every activity.

Diversity, Equity & Inclusion

Integra's workforce, spread across multiple locations, embodies rich diversity in culture, community, background, geography, age, and characteristics. The Company values this diversity and actively promotes a culture that embraces it alongside skill and experience, recognizing that it drives innovation and enhances performance.

The Company has developed and implemented a comprehensive Diversity and Inclusion Policy, communicating the importance Integra places on diversity and inclusion within the organization. The policy sets out the guidelines by which the Company will endeavor to increase diversity and foster inclusion throughout the Company.

Social Goals & Actions

SASB Code	SASB Topic	Integra Goal	Actions	Results and 2023 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	Conducted Tribal Cultural Resource Monitor training
			Prioritize learning of Tribal Nations' values and perspectives	Maintained strong commitment to in-person meetings with Tribal Councils, working towards establishing life-of-mine relationships
			Seek opportunities to collaborate on culturally important projects	Underway
			Maintain project grievance mechanism	In place
EM-MM-210b.1	Community Relations	Promote economic growth in the community	Maintain high level of investment in local communities	Invested approximately US\$92,000 into its local communities in donations, sponsorships, and in-kind support, guided by the Community Investment Policy
			Provide reliable jobs and prioritize local employment	Continued to prioritize local hiring
			Support the responsible management of tourism/recreational impacts on local community	Continued dialogue with stakeholders, with insights informing the Mine Plan of Operations
		Understand community needs and concerns	Increase frequency of transparent engagement with stakeholder groups	Engaged with over 8,000 stakeholders surrounding the DeLamar Project in 2023
			Increase public input on potential project impacts with respect to local population growth	Discussed this topic in local stakeholder meetings, with insights informing the Mine Plan of Operations
		Strengthen community services	Support the development of infrastructure and healthcare programs	Underway
			Support education and training initiatives	Introduced youth to mining
				Implemented programs to support future workforce development
Workforce				
EM-MM-320a.1	Workforce Health & Safety	Nurture a robust safety culture	Increase quantity, quality, and variety of training	Reported zero fatalities, zero lost time injuries, year-over-year improvement in incident frequency rate
			Update the emergency plan to make it appropriate for the current stage of the project	Underway
			Create collaborative wildfire action plans in consultation with community wildfire group	Underway, site staff coordinating collaboration
N/A	Labour Relations	Foster a company culture of mutual respect and trust	Internally develop and promote employees	Culture Committee met monthly, tasked with fostering, monitoring, and improving 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
			Implement DE&I initiatives to make workplace feel welcome to diverse employees	Facilitated Women of Integra quarterly events

Although not yet an active mine, Integra's environmental stewardship at the DeLamar Project exceeds regulatory requirements. Recognizing its role as a land steward, the Company prioritizes industry-leading practices, regulatory compliance, and proactive impact mitigation. Integra believes responsible mining is achievable and considers environmental stewardship essential to its operations.

The following section outlines potential environmental risks and opportunities, along with strategic responses designed to address them through policies, practices, and goals.

Environmental Risks & Opportunities

Water Risk

According to the [World Resources Institute Water Risk Atlas](#), the DeLamar site is located in an area of low-medium water stress in the immediate and short-term time horizons (before 2030). While the region experiences seasonal precipitation and droughts, the site is positioned at an elevation where it experiences sufficient snow to replenish groundwater. Over the long-term and with potential climatic changes, the site will likely experience higher water stress, due to an increase in both seasonal and interannual variability. This could cause either an excess or lack of water, depending on the season and weather conditions, both of which pose challenges that require management strategies.



The Nevada Wildcat and Mountain View sites are both located in areas of high water stress, and will likely face increased water stress over the next two decades as temperatures increase and precipitation becomes more erratic. The Company is exploring the feasibility of various water management options to reduce water risk and ensure sufficient access to water.

Hazardous Material and Waste

The DeLamar Project is located in a historic mining district with over a century of historic mining activity. Integra currently engages in regular environmental monitoring in line with state and federal regulations. The most recent mining activity discontinued operations more than 15 years ago. As part of the Company's commitment and obligation, Integra has maintained and furthered the reclamation work performed by prior operators. The land surrounding the DeLamar Project has a history of mining activities spanning over 100 years, and the level of historic impact is significant.

Biodiversity and Endangered Species

SASB: EM-MM-160A.1

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. The EMP includes practices related to threatened and endangered species and specifies Integra's approach for monitoring wildlife activities around the site.

Energy

In a global commodity market fueled by fierce competition, affordable and easily accessible energy is a critical competitive factor. Purchased fuels and electricity can constitute a substantial portion of total production expenses - and slight changes in fuel prices can significantly affect a company's financial performance. Idaho and Nevada's abundant energy resources include wind, solar, natural gas, and geothermal. Both states are net importers of coal and petroleum, leaving energy consumers in those states vulnerable to external factors that could impact price and accessibility. Integra is exploring and evaluating the feasibility of various renewable and low-carbon alternatives, such as solar, natural gas, and energy storage, with the goal of de-risking operational cost increases as well as ensuring consistency in future energy supply.



Climate Change

Integra recognizes that climate change poses significant risks to the environment, the global economy, and its own operations. The increasing likelihood of extreme wildfires, rising summer temperatures, unusual snow events, and drought present potential challenges to the Company's activities. Therefore, Integra is committed to proactively assessing and mitigating these risks to ensure operational resilience throughout the mine's life cycle and beyond reclamation. Climate risk has been integrated into the Company's corporate risk assessments and management strategies.

As climate policies, disclosure mandates, and shareholder expectations become increasingly important, Integra understands the need to take proactive measures to mitigate climate risk. The [EPA's Greenhouse Gas Reporting Program](#) requires facilities, including large industrial sources that emit more than 25,000 metric tonnes or more of carbon dioxide equivalent per year, to report their GHG emissions annually. Since 2020, Integra has reported annually on Scope 1 and Scope 2 emissions and will continue to do so.

Environmental Policies & Practices

Integra's approach to environmental stewardship is incorporated in policies and practices and includes:

- Mitigating negative impacts: Avoiding environmental impacts where possible and minimizing unavoidable ones.
- Protecting and enhancing habitat: Striving for net positive impact by offsetting impacts and improving habitat outside its footprint.
- Minimizing water use and impacts: Carefully managing water consumption and ensuring water quality.
- Collaborating with stakeholders: Partnering with stakeholders to support sustainable management of shared environmental resources and incorporating their priorities into future operational plans.
- Maximizing energy efficiency: Using energy as efficiently as possible throughout its operations.

Integra's existing environmental policies and practices reflect the current exploration phase of the project sites. However, as the projects progress into engineering and development, these policies and procedures will be reassessed to ensure alignment with the changing operational landscape.

Environmental Management

Water Management

Integra recognizes the importance of water as a human right and a vital resource for both livelihoods and the environment. As water is crucial to the projects' current and future operations, the projects prioritize efficient water use, protection of water resources, and collaboration with stakeholders within the watershed.

At the DeLamar Project, water is primarily used for exploration drilling. Exploration drilling utilizes surface water, with drilling wastewater treated to remove sediment before being released back into the environment. A dedicated plant treats water from the historic mine workings, neutralizing its pH and removing dissolved metals. The treated water is then stored and used for irrigation during summer and early fall, benefiting local ranchers by improving pasture productivity and providing higher quality feed for cattle.

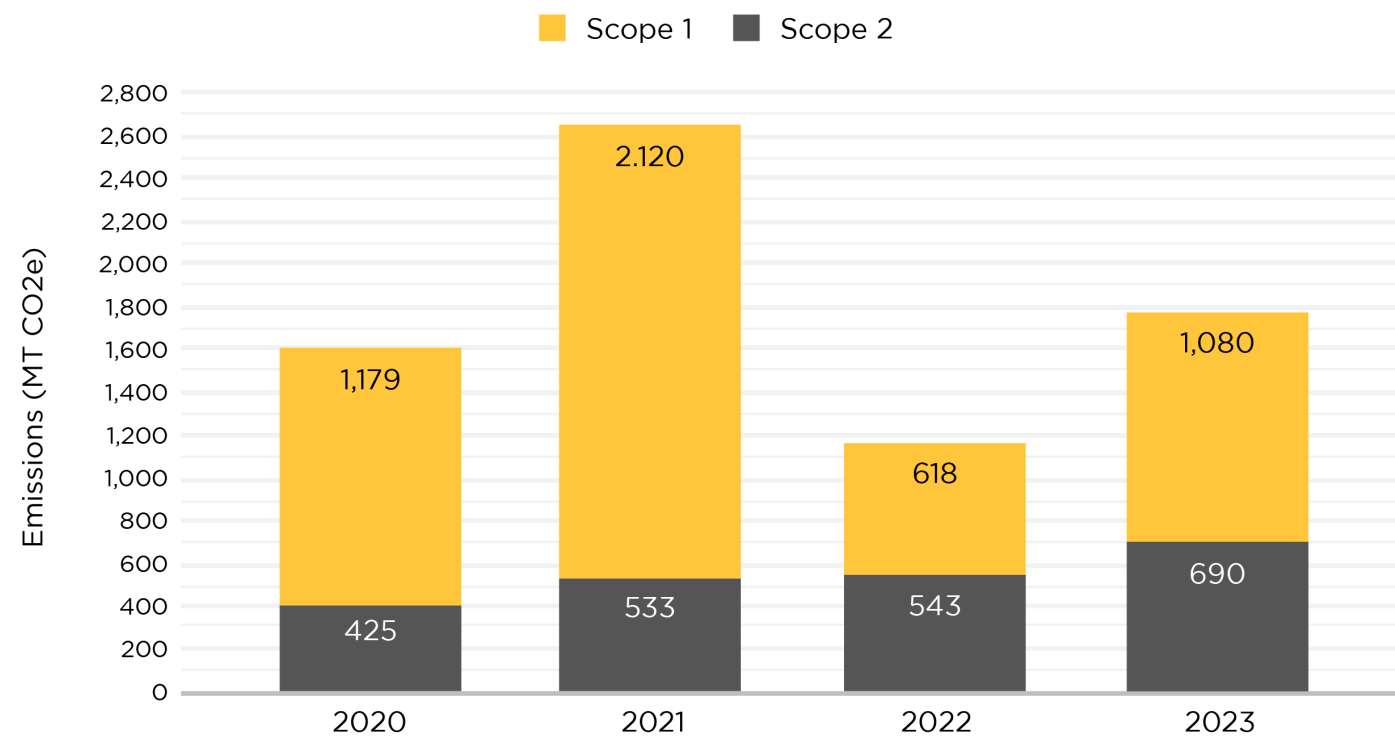
Greenhouse Gas Emissions

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

Integra is committed to leading the mining industry towards better practices, prioritizing transparency and accountability regarding its GHG emissions. The Company actively seeks to mitigate climate risk and improve its emissions performance by dedicatedly evaluating new technologies. By establishing 2020 as a base year, Integra can effectively compare data, set reduction targets, and identify opportunities for improvement throughout its lifespan, see Figure 2.

In 2023, Integra generated approximately 1,770 metric tonnes of CO₂e (MT CO₂e), reflecting its operational activities. Scope 1 emissions accounted for 61% of the total, estimated at 1,080 MT CO₂e, while Scope 2 emissions comprised 39%, amounting to approximately 690 MT CO₂e.

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



Note: High emissions in 2021 reflect a higher intensity of drilling activities at the DeLamar site. The rise in GHG emissions observed in 2023, relative to previous years, can be attributed to the use of equipment, diesel generators, and machinery to support the following activities:

1. An increase in drilling activities from 2022 to 2023, with 9,689 meters drilled in 2022 compared to 16,004 meters drilled in 2023.
2. Acquisition of Nevada assets. While not yet operational, these assets primarily increased Scope 2 emissions with the addition of facilities requiring electricity.
3. To provide heat, lighting, and electricity for mining camp personnel.

Scope 1 emissions sources and their corresponding calculation methodologies are summarized in Figure 3.

Figure 3: Emissions Calculation Methodology

Emissions Source/Category	Data Source	% Primary Data	% Secondary Data	Calculation Method
Scope 1				
Refrigerants	1. Facility 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. Consumption data for Idaho and Nevada sites 2. Natural gas consumption estimate based on square footage for Vancouver and Toronto locations	70%	30%	Mass-balance
Fuel Oil (used)	Consumption data	100%	0%	Mass-balance
Geothermal	Consumption data from the City of Boise	100%	0%	Mass-balance
Scope 2				
Electricity	1. Utility bills for seven of ten locations 2. EIA consumption estimate based on square footage for Boise, Vancouver, and Toronto locations	70%	30%	Market-based estimate

Though not currently subject to carbon cap-and-trade programs, Integra recognizes the importance of emissions reduction practices. At this point in time, Integra has not set absolute or intensity-based emissions reduction targets. While still in the exploration and mine planning phase, the Company is actively researching sustainable technologies and practices relevant to future mining operations. This includes evaluating feasibility of renewable energy options, water treatment systems, and circular economy opportunities for waste.

Air Quality

SASB: EM-MM-120A.1

Since 2020, Integra has continued air quality monitoring of PM10 and PM2.5 emissions to monitor site-specific baseline air conditions. 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).

Biodiversity

SASB: EM-MM-160A.1

Acknowledging the potential impact of mining on natural habitats, Integra, starting with a brownfield site like DeLamar, seeks to go beyond mere restoration and become “nature positive.” This means ensuring the legacy of our operations are net positive when it comes to environmental impacts. Currently, Integra assesses and minimizes biodiversity impacts during planning and prioritizes reclamation excellence. The Company also actively seeks partnerships for habitat conservation, protection, and improvement.

Integra is dedicated to responsible environmental stewardship and comprehensive management of on-site resources, with a focus on minimizing and mitigating any impacts on local ecosystems. This commitment is embedded in Company policy and ensures that all business activities, throughout every stage of operation, are conducted in a manner that minimizes unnecessary environmental impacts. Integra actively seeks opportunities to go beyond mitigation and actively enhance local habitats, furthering its commitment to environmental sustainability.

Figure 4 outlines the specific plans within Integra’s EMP for the DeLamar Site. Integra’s EMP and practices apply to all entity sites and operations. Site specific regulations are implemented as appropriate, based on local requirements, conditions, and processes.

Figure 4: Integra EMP Plans

Plan	Description
Emergency Response Plan	Describes procedures to be followed, contacts to be made, and reporting requirements in the event of an emergency situation
Spill Prevention, Containment and Countermeasure Plan	Describes procedures to prevent release of managed materials, and procedures to follow if there is a release
Waste Management Plan	Describes procedures for managing waste including materials, locations, records, and notifications
Surface Water Management Plan	Stormwater Pollution Prevention Plan
Water Balance	Describes water quantities in different components of the operation, and recommendations on how to manage
Mine Waste/ARD Management Plan	Describes management requirements for mine waste rock, water quality and mine closure and reclamation for the Stone Cabin Mine
Reclamation Performance Evaluation Monitoring Plan	Describes procedures and reporting for supplemental analytical sampling of storm water
Monitoring and Evaluation Plan	Describes procedures for collecting frost depth penetration and residual flow data

Integra meets or exceeds leading industry practices in line with Canadian and U.S. legislation and international standards in all aspects of the Company’s business, including biodiversity.

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.

For the Delmar Site, 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.

In 2022, Integra conducted baseline surveys for the following resources at each deposit of the Nevada North Project: Aquatic Resources, Cultural Resources, Wildlife, Vegetation, Wetlands, Noise, Environmental Justice, Socioeconomics, visual resources, and air. Integra submitted Baseline work plans that were approved prior to field studies being initiated for: Vegetation and Wildlife. Integra collaborated closely with the BLM and associated agencies to focus the 2022 surveys, ensuring site-specific focus on species known or anticipated to be present on-site.

The Biological Baseline Reports for the Wildcat and Mountain View exploration sites provided an assessment of various species. Surveys document active observations and analyze species-specific habitat and behavior. Integra's EMP addresses identified species and their habitats, ensuring their protection as an integral part of the Company's environmental and resource management strategy.

Integra's DeLamar Project is currently underway with the mine approval process, which entails adherence to NEPA and compliance with federal, state, and local permitting requirements. Integra takes additional measures to minimize and reverse nature loss. These actions include:

- **Monitoring Biodiversity:** The Company conducts surveys of groundwater, surface water, vegetation, and all present species to assess and track biodiversity levels.
- **Collaborative Conservation:** Integra collaborates with Trout Unlimited to study red-banded trout habitat within the project's watershed, and develop plans for habitat improvement.
- **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.
- **Weed Management Cooperation:** The Company participates in monthly grant-funded weed management cooperative meetings and annual workshops with organizations like the university extension system to advance education on weed management and ecosystem improvement

These initiatives showcase Integra's dedication to environmental stewardship and its commitment to minimizing its ecological footprint.



Waste and Hazardous Materials

SASB: EM-MM-150A.9

Integra complies with hazardous waste management regulations established by both state and federal legislation, such as the Clean Water Act, the Environmental Protection Agency, and the Idaho Department of Environmental Quality. This includes complying with the criteria set forth by these entities for determining the threshold volumes and concentrations at which an incident is considered significant.

Spills or releases of hazardous substances are defined as any discharges not expressly allowed by permit, or regulation, and includes spills or releases of chemicals, reagents, process solutions or other materials that may be harmful to human health or the environment.

SASB: EM-MM-150A.10

The Company ensures compliance with all relevant legislation, guidelines, and standards and observes all the laws and applicable regulations in Canada and the U.S., as well as other obligations that the Company undertakes. Policies and procedures related to waste and hazardous materials are consistent throughout various regions. Integra's EMP details the Company's actions related to mineral and non-mineral waste and applies to the Company's active and inactive sites. Given the current stage of operations, Integra is not currently producing mineral waste, hazardous materials, or tailings.

As stated in the Safety, Environmental, and Social Policy, Integra Resources will promote the efficient use of resources and implement waste minimization, reuse, and recycling practices. For Integra, continuous environmental improvement refers to the process undertaken by the Company to minimize waste, minimize the potential for adverse effects to the environment, and enhance the mine site environment by means such as habitat improvement, removal of historical mine waste, or similar efforts.

Integra's Waste Management Program has been designed to not only ensure that regulated waste(s) are handled and disposed of properly, but also has provisions for the collection and recycling of various materials such as; used oil, fluorescent light bulbs, scrap metal, batteries, etc. The facility encourages the evaluation of other materials scheduled for disposal to determine the potential for use/reuse/recycling prior to final disposal.



The EMP includes a section specific regarding soil remediation and a section related to the identification of hazardous wastes. The DeLamar Mine Waste Stream Analysis and Waste Management Plan ensures compliance with 40 CFR Part 261 and sets forth policies and procedures related to avoiding and mitigating the risk of spills, seepage, poisoning, accidents, and incidents.

Integra's Spill Prevention, Control and Countermeasure plan complies with applicable requirements of the federal regulations found in 40 CFR Part 112. The plan is in place to prevent the occurrence of oil spills by the use of sound engineering and management controls, the discharge of oil into water, and contamination of the environment. Integra is committed to providing a prompt and effective response to any such spills shall they occur, such that the potential for environmental impairment is minimized.

Integra requires all personnel, including both employees and contractors, to understand and comply with its policies and procedures regarding waste and hazardous materials management. This encompasses mandatory training, record-keeping, and clearly defined responsibilities. As described in the EMP, all onsite contractors are contractually required to comply with all applicable environmental regulations and site procedures. The 'Use of On-Site Contractors and Off-Site Facilities' section details coordinated efforts among business partners.

The Site Operations Manager is responsible for conducting and/or directing facility inspections, overseeing ground and surface water sampling, and managing hazardous waste and hazardous materials programs.

Tailings Storage Facilities Management

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

Integra is committed to responsible resource development. Although tailings are not currently produced nor planned to be produced, the Company has implemented an Emergency Response Plan and outlined facility management strategies in the EMP. As the DeLamar project advances, Integra will continue to prioritize compliance with all legal and regulatory requirements for its facilities and emergency response.

Environmental Goals & Actions

SASB Code	SASB Topic	Integra Goal	Actions	Results and 2023 Outcomes
EM-MM-110a.1, EM-MM-130a.1	Greenhouse Gas Emissions, Energy Management	Operate with overall high energy efficiency	Continue to evaluate economically and environmentally advantageous alternatives such as power generation alternatives and haulage option alternatives	Underway
			<ul style="list-style-type: none"> Measure and disclose Scope 1 and 2 emissions Identify ways to reduce overall emissions 	Continued to voluntarily calculate and report GHG emissions
EM-MM-120a.1	Air Quality	Maintain high air quality	<ul style="list-style-type: none"> Measure and disclose emissions of air pollutants Ensure pollutants remain below thresholds for air quality 	In place
			<ul style="list-style-type: none"> Create dust-control/mitigation plan Utilize water trucks to spray the road 	In place
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	Updated site water management plan
			Collaborate with Silver City Water Board to support their needs and goals	Co-created action plan with Silver City Water Board; first step to be implemented in 2024 (funding provided by Integra)
			Explore water storage systems for capturing stormwater	Underway
EM-MM-150a.10, EM-MM-150a.9	Waste & Hazardous Materials Management	Ensure safe handling and disposal of waste and hazardous materials	<ul style="list-style-type: none"> Implement site-level recycling programs Explore long-term compost options for topsoil creation 	Not yet complete
			Develop policies and procedures to support progress towards a pre-construction environmental management plan	Underway, not yet complete
			Comply with all relevant legislation, guidelines, standards, and laws in Canada and the U.S.	Reported zero reportable incidents associated with handling, storage, transportation, or disposal of hazardous materials used in mineral processing activities
EM-MM-540a.3	Tailings Storage Facilities Management	Minimize the environmental impact of our project facilities throughout their lifecycle	Seek extensive stakeholder input in collaborative development of social and environmental reclamation/closure plans	Underway
EM-MM-160a.1	Biodiversity Impacts	Preserve and improve local biodiversity	Implement noxious weed protocols	Enhanced coordination with Jordan Valley Cooperative Weed Management Association
			<ul style="list-style-type: none"> Assess potential environmental impacts Maintain Trout unlimited partnership 	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 Continued mine plan engineering Continued Trout Unlimited Partnership; considering option to support regional and local efforts

CAUTIONARY NOTE

Forward Looking and Other Cautionary Statements

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 applicable United States securities laws (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 future financial or operating performance of the Company and the Company’s mineral properties and project portfolio; the results from work performed to date; the estimation of mineral resources and reserves; the realization of mineral resource and reserve estimates; the development, operational and economic results of technical reports on mineral properties referenced herein; magnitude or quality of mineral deposits; the anticipated advancement of the Company’ mineral properties and project portfolios; exploration expenditures, costs and timing of the development of new deposits; underground exploration potential; costs and timing of future exploration; the completion and timing of future development studies; estimates of metallurgical recovery rates; exploration prospects of mineral properties; requirements for additional capital; the future price of metals; government regulation of mining operations; environmental risks; the timing and possible outcome of pending regulatory matters; the realization of the expected economics of mineral properties; future growth potential of mineral properties; and future development plans.

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 information is provided. Assumptions and factors include: the Company’s ability to complete its planned exploration programs; the absence of adverse conditions at mineral properties; no unforeseen operational delays; no material delays in obtaining necessary permits; the price of gold remaining at levels that render mineral properties economic; the Company’s ability to continue raising necessary capital to finance operations; and the ability to realize on the mineral resource and reserve estimates. Forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and financial results in future periods to differ materially from any projections of future performance or result expressed or implied by such forward-looking statements. These risks and uncertainties include, but are not limited to: integration risks; general business, economic and competitive uncertainties; the actual results of current and future exploration activities; conclusions of economic evaluations; meeting various expected cost estimates; benefits of certain technology usage; changes in project parameters and/or economic assessments as plans continue to be refined; future prices of metals; possible variations of mineral grade or recovery rates; the risk that actual costs may exceed estimated costs; geological, mining and exploration technical problems; failure

of plant, equipment or processes to operate as anticipated; accidents, labour disputes and other risks of the mining industry; delays in obtaining governmental approvals or financing; the speculative nature of mineral exploration and development (including the risks of obtaining necessary licenses, permits and approvals from government authorities); title to properties; and management’s ability to anticipate and manage the foregoing factors and risks. 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 report on Form 20-F dated March 28, 2024 for the fiscal year ended December 31, 2023.

There can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. The Company undertakes no obligation to update forward-looking statements if circumstances or management’s estimates or opinions should change except as required by applicable securities laws. The forward-looking statements contained herein are presented for the purposes of assisting investors in understanding the Company’s plans, objectives and goals, and may not be appropriate for other purposes. Forward-looking statements are not guarantees of future performance and the reader is cautioned not to place undue reliance on forward-looking statements.

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.

Neither the TSX Venture Exchange nor its Regulation Services Provider (as that term is defined in the policies of the TSX Venture Exchange) accepts responsibility for the adequacy or accuracy of this release.

Appendix

SASB Quantitative Table



Appendix

SASB Code	Disclosure	2023 Data	Unit of Measure	Note
Activity Metrics				
EM-MM-000.A	Production of metal or ore finished metal products	0	Metric tons (t)	
EM-MM-000.B	Total number of employees	48	Number	In 2023, Integra had 45 full-time employees and 3 part-time employees.
EM-MM-000.B	Percentage contractors	0%	Percentage (%)	

Greenhouse Gas Emissions				
EM-MM-110a.1	Gross global Scope 1 emissions	1,080	Metric tons (t) CO2-e	

Air Quality				
EM-MM-120a.1	(1) Carbon Monoxide (CO)	7	Metric tons (t)	<p>Scope 1 emissions and air pollutants were determined by evaluating the total consumption of diesel, gasoline, propane, and refrigerants.</p> <p>For a comprehensive understanding of the calculation methodology and emission factors utilized, refer to the Integra GHG Inventory Report.</p>
	(2) Nitrogen Oxide (NOx), (excluding N2O)	22	Metric tons (t)	
	(3) Sulfur Oxide (SOx)	1	Metric tons (t)	
	(4) Particulate matter (PM ₁₀)	2	Metric tons (t)	
	(5) Mercury (Hg)	N/A	Metric tons (t)	
	(6) Lead (Pb)	N/A	Metric tons (t)	
	(7) Volatile organic compounds (VOCs)	7	Metric tons (t)	

Energy Management				
EM-MM-130a.1	(1) Total energy consumed	22,000	Gigajoules (GJ)	
	(2) Percentage grid electricity	100%	Percentage (%)	
	(3) Percentage renewable	0%	Percentage (%)	

SASB Code	Disclosure	2023 Data	Unit of Measure	Note
Water Management				
EM-MM-140a.1	(1) Total water withdrawn	372,843	Thousand cubic meters (m ³)	Water withdrawn includes 369,045 m ³ of historic mine contact water that was processed and pumped to the LAT and Louse Creek, 3,700 m ³ water used directly for operations from Jordan Creek and Florida Mountain well, and an estimate of water obtained from a municipal source for the Toronto, Vancouver, and Boise offices.
	(2) Total water consumed	29,631	Thousand cubic meters (m ³)	<p>This value includes:</p> <ul style="list-style-type: none"> - Estimated evaporation of 7% of the total 369,045 m³ processed and pumped to the LAT and Louse Creek, - 3,700 m³ water used directly for operations from both Jordan Creek and Florida Mountain well - Estimates for consumption from municipal water sources for the Toronto, Vancouver, and Boise offices based on headcount and discounted by the percentage of employees working remotely at each location. <p><i>Evaporation estimate from the University of Idaho.</i></p>
	List of facilities or operations which are located in areas of High or Extremely High Baseline Water Stress	See note	List	Wildcat and Mountain View sites, as well as the Boise office, are located in high or extremely high baseline water stress areas.
	Water supply by source	See note	Thousand cubic meters (m ³)	<p>Groundwater at DeLamar site via Florida Mountain Well: 2,112</p> <p>Surface Water at DeLamar site via Jordan Creek: 1,540</p> <p>Reclaimed & treated water from LAT & Louse Creek: 369,045</p> <p>Municipal source estimates:</p> <ul style="list-style-type: none"> - Toronto office: 7 - Vancouver office: 30 - Boise office: 61
	Percent of water withdrawn in areas of High or Extremely High Baseline Water Stress	0%	Percentage (%)	Wildcat and Mountain View sites are not yet withdrawing or consuming water. Boise office water usage is minute.
	Percent of water consumed in areas of High or Extremely High Baseline Water Stress	0%	Percentage (%)	
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	Number

Appendix

SASB Code	Disclosure	2023 Data	Unit of Measure	Note
Waste & Hazardous Materials Management				
EM-MM-150a.4	Total weight of non-mineral waste generated	8.6	Metric tons (t)	Non-mineral waste was calculated based on employee headcount, working days, and an estimated 3.24 lbs of waste/person/day (sourced from the EPA).
EM-MM-150a.5	Total weight of tailings produced	0	Metric tons (t)	
EM-MM-150a.6	Total weight of waste rock generated	0	Metric tons (t)	
EM-MM-150a.7	Total weight of hazardous waste generated	0	Metric tons (t)	
EM-MM-150a.8	Total weight of hazardous waste recycled	0	Metric tons (t)	
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	0	Number	

Biodiversity Impacts				
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur	0%	Percentage (%)	
	Percentage of mine sites where acid rock drainage is: (2) actively mitigated	0%	Percentage (%)	
	Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation	0%	Percentage (%)	
EM-MM-160a.3	(1) Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat	0%	Percentage (%)	
	(2) Percentage of 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 proved and probable reserves in or near areas of conflict	0%	Percentage (%)	
EM-MM-210a.2	Percentage of proved and probable reserves in or near indigenous land	0%	Percentage (%)	Reference report (page 17)

SASB Code	Disclosure	2023 Data	Unit of Measure	Note
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	(1) All-incidence rate	2.96	Rate	Total Reportable Injury Frequency Rate (TRIFR) is calculated by multiplying the statistic count, one in this case, by 200,000 and then dividing by total annual employee hours worked.
	(2) Fatality rate	0	Rate	
	(3) Near miss frequency rate (NMFR)	65.1	Rate	
	(4a) Average hours of health, safety, and emergency response training for direct employees	10.4	Rate	
	(4b) Average hours of health, safety, and emergency response training for contract employees	N/A	Rate	

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 inventory	N/A	Various	