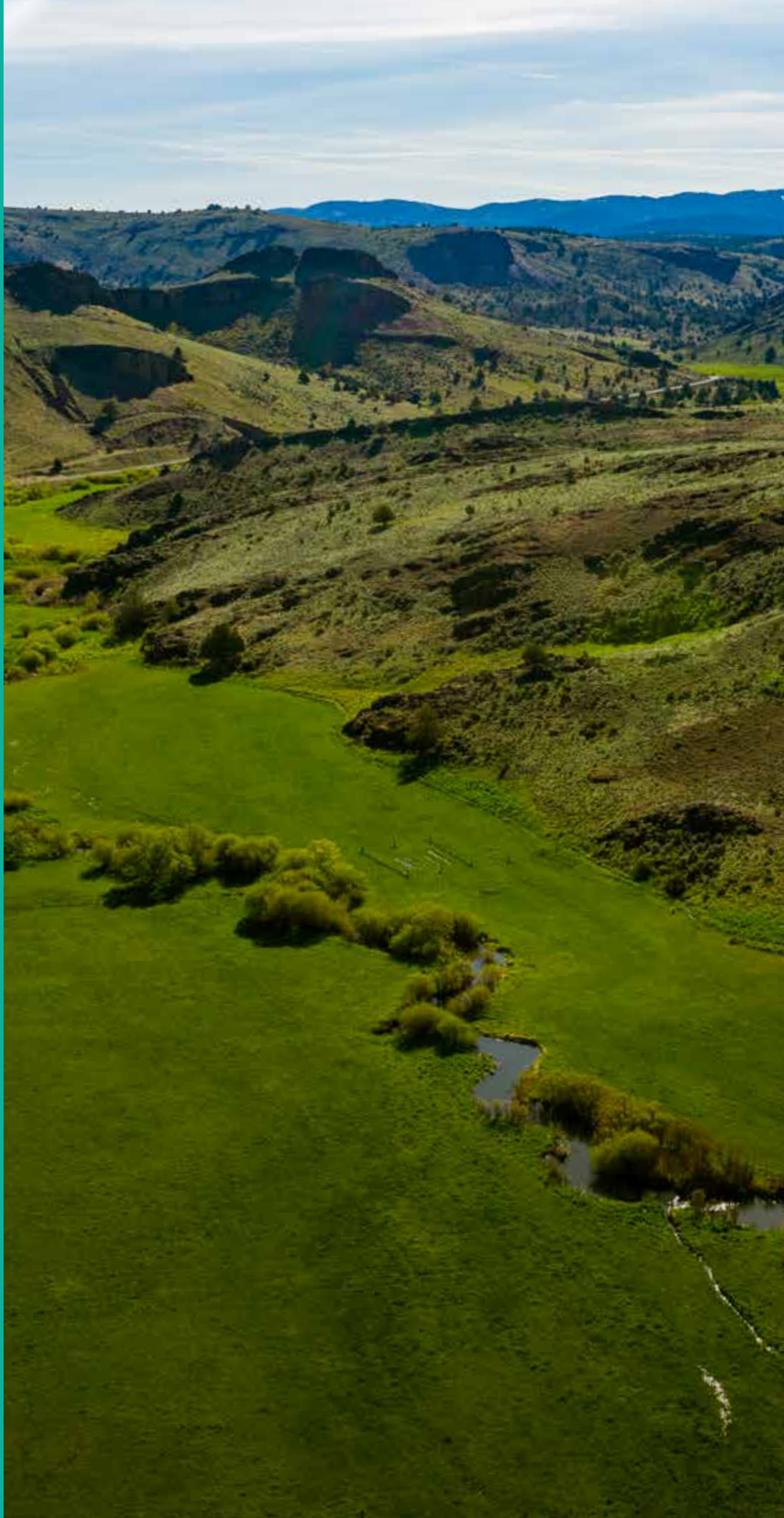


**2020
ESG REPORT**



Integra Resources Corp.'s

("Integra" or the "Company")

first annual Environment, Social, and Governance ("ESG") report covers Integra's activities on our DeLamar Project ("DeLamar"), located in Owyhee County in southwestern Idaho, USA. This report describes Integra's activity and performance from January 1 to December 31, 2020. To find additional information, please visit www.integrareources.com.

The purpose of this report is to provide transparent communication of Integra's performance, with particular respect to matters related to ESG factors. Feedback is a critical feature of helping Integra ensure that future reports best reflect the interests and needs of stakeholders and shareholders.

Please send all feedback, comments, and questions to community@integradelamar.com

INTEGRA RESOURCES CORP.

Head Office

400 Burrard Street, Suite 1050
Vancouver, BC
Canada, V6C 3A6
ir@integrareources.com
604-416-0576

Idaho Office

225 N. 9th Street, Suite 810
Boise, ID
USA, 83702
community@integradelamar.com



FORWARD-LOOKING STATEMENTS

This Sustainability Report contains “forward-looking information” and “forward-looking statements” (collectively, “forward-looking statements”) within the meaning of the applicable Canadian securities legislation. All statements, other than statements of historical fact, are forward-looking statements and are based on expectations, estimates and projections as at the date of this Sustainability Report. Any statement that involves discussion with respect to predictions, expectations, beliefs, plans, projections, objectives, assumptions, future events or performance (often, but not always using phrases such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, or “believes” or variations (including negative variations) of such words and phrases, or state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved) are not statements of historical fact and may be forward-looking statements. In this Sustainability Report, forward-looking statements relate, among other things, to: statements about the estimation of mineral resources; magnitude or quality of mineral deposits; anticipated advancement of mineral properties or programs; future operations; future exploration prospects; the completion and timing of mineral resource estimates and Pre-feasibility studies; statements about the scope, timing and completion of the Pre-feasibility study; estimates of metallurgical recovery rates and the contribution of silver production to mining operations; anticipated advancement of DeLamar and future exploration prospects; future growth potential of Integra; future underground exploration plans and future development plans. These forward-looking statements, and any assumptions upon which they are based, are made in good faith and reflect our current judgment regarding the direction of our business. Management believes that these assumptions are reasonable. Forward-looking information involves known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by the forward-looking information. Such factors include, among others: risks related to the speculative nature of the Company’s business; the Company’s formative stage of development; the Company’s financial position; possible variations in mineralization, grade or recovery rates; actual results of current exploration activities; actual results of reclamation activities; conclusions of future economic evaluations; business integration risks; fluctuations in general macroeconomic conditions; fluctuations in securities markets; fluctuations in spot and forward prices of gold, silver, base metals or certain other commodities; fluctuations in currency markets (such as the Canadian dollar to United States dollar exchange rate); change in national and local government, legislation, taxation, controls regulations and political or economic developments; risks and hazards associated with the business of

mineral exploration, development and mining (including environmental hazards, industrial accidents, unusual or unexpected formation pressures, cave-ins and flooding); inability to obtain adequate insurance to cover risks and hazards; the presence of laws and regulations that may impose restrictions on mining; employee relations; relationships with and claims by local communities and indigenous populations; availability of increasing costs associated with mining inputs and labour; the speculative nature of mineral exploration and development (including the risks of obtaining necessary licenses, permits and approvals from government authorities); and title to properties. Although the forward-looking statements contained in this Sustainability Report are based upon what management of Integra believes, or believed at the time, to be reasonable assumptions, Integra cannot assure its shareholders that actual results will be consistent with such forward-looking statements, as there may be other factors that cause results not to be anticipated, estimated or intended.

Forward-looking statements contained herein are made as of the date of this Sustainability Report and the Company disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events or results, except as may be required by applicable securities laws. There can be no assurance that forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking information.

Cautionary Note to U.S. Investors Concerning Estimates of Measured, Indicated and Inferred Resources

The Company's disclosure is prepared in accordance with the requirements of the securities laws in effect in Canada, which differ from the requirements of United States securities laws. The Company's mineral reserves and mineral resources classification terms are made in accordance with National Instrument 43-101 - Standards of Disclosure for Mineral Projects ("NI 43-101"). NI 43-101 is a rule developed by the Canadian Securities Administrators that establishes standards for all public disclosure an issuer makes of scientific and technical information concerning mineral projects. These standards differ from the requirements of the United States Securities and Exchange Commission applicable to domestic United States reporting companies. Accordingly, information that describes the Company's mineral reserves and mineral resources estimates may not be comparable with information made public by United States companies subject to the SEC's reporting and disclosure requirements.

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LETTER FROM OUR LEADERSHIP

Integra is proud to publish this first annual ESG report, an achievement that has come as the result of a dedicated effort across our Company to implement a genuine focus in the parts of our business surrounding environment, social, and governance matters. There is no place more important than in the extractive natural resources sectors where excellence in ESG must be sought and achieved. It is for this reason that during these early pre-development stages at DeLamar, we have voluntarily begun to measure and disclose our performance and communicate it publicly so that our stakeholders and shareholders may build trust with Integra and our operations as our Company grows. We take immense pride in our operations, and as Integra expands and our activities advance, we will remain committed to our core values of Integrity, Care, and Innovation.

2020 was a year that saw the world face head-on the COVID-19 pandemic, a global event no one could have predicted. In the midst of the many challenges this posed, our team performed admirably, putting health and safety first, while continuing to responsibly advance the DeLamar Project in a manner that met or exceeded our goals and objectives. Our team's ability to respond to this challenge has reinforced our belief that dedicated ESG management is critical to a company's success.

As the pandemic took hold in Idaho, we joined forces with local authorities, agencies, communities and partners to understand how Integra could best work to protect the health and safety of our workforce and our communities. This meant not just implementing strict protocols around access, screening, testing and tracking - but ALSO included initiatives that encompassed dedicating employee time and Company funds to help our staff serve our host communities and keep them safe. Grocery-delivery programs operated for several months in partnership with the Jordan Valley Lions Club, allowing elderly and at-risk residents of our remote community the opportunity to remain fed while not having to visit populous centers. Integra also spearheaded a collaboration between mining companies and Idaho's dairy farmers, who were seeing thousands of gallons of milk go to waste as the demands from restaurants decreased. Through the Curds & Kindness program, excess milk was instead turned into butter and cheese and delivered to local foodbanks across the state that were seeing great increases in demand as a result of the pandemic.

In British Columbia, Integra led an effort in partnership with the Association for Mineral Exploration British Columbia (“AMEBC”) to launch the #MiningFeedsBC Food Bank Challenge which saw mining companies from across BC band together to raise over \$100,000 in funding that provided targeted relief to those living in rural, remote and Indigenous communities facing food security challenges exacerbated by the COVID-19 pandemic.

Integra’s ability to adapt to the many challenges of COVID-19 at the DeLamar Project enabled our exploration and development teams to continue the successful advancement of their work programs, making important progress towards our upcoming Pre-feasibility Study (“PFS”) and updated project Resource Estimate.

As the mining industry evolves to safely and responsibly supply materials to a changing modern world, great emphasis has appropriately been placed on ESG. We at Integra believe that it is essential that this advancement be championed in the exploration and development stages of a company’s evolution, as it is at these important early junctures where the standards and culture become a key driver of the Company’s future performance. We look forward to hearing your feedback on this report, both in what you found valuable, and what you would like to see improved in future years. We would like to thank our employees, our neighbors in our host communities, our stakeholders, and our shareholders for your trust and support.



A handwritten signature in black ink, appearing to read "George Salamis".

George Salamis
President & CEO



A handwritten signature in black ink, appearing to read "Mark Stockton".

Mark Stockton
VP Corporate Affairs & Sustainability

OUR APPROACH TO ESG REPORTING

In a strategy meeting in 2019, the directive came forward from Integra's Board of Directors to strengthen the Company's capacity and leadership in ESG.

A four-month long desktop study of the ESG ecosystem was undertaken internally, and Integra staff evaluated how other exploration companies, development companies, mid-tier and major mining companies were approaching ESG disclosures. Additionally, the various frameworks, rating agencies, and reporting methods and metrics were analyzed and classified. Meetings with stakeholders and shareholders were then held to understand and align on what types of disclosure would be important and meaningful from various perspectives.

Taking the inputs from these numerous efforts, Integra evaluated the list of possible frameworks, and selected the Global Reporting Initiative ("GRI") as our base framework for disclosure. We will also aim in the future to include pieces of several other reporting frameworks that are particularly relevant to our operations and the interests of our stakeholders and shareholders, including the Carbon Disclosure Project ("CDP"), Task Force for Climate-Related Disclosure ("TCFD") and Sustainability Accounting Standards Board ("SASB"). Due to limits of being a new company our size, this initial report will not be fully compliant with these aforementioned frameworks; however, we aim to eventually reach compliance as we work on our ability to capture and report more information in subsequent years.

This report represents an important piece of ESG, which is the public disclosure of the performance surrounding Environment, Social, and Governance factors within a company. As underscored by the saying "that which is measured improves," our team has sought to track and measure many facets of our physical operation and Company that have never before been tracked in this manner. The value of this first annual report is both in the information and data reported, and equally in the lessons learned across the Company that will help shape future reports. This report is not perfect nor all-encompassing, and areas have been recognized where gaps in our ability to measure certain metrics exist. As they are identified, we will work to improve our abilities in these areas in future reporting periods.

ESG disclosure is now mainstream in mid-tier and major mining companies, however this level of reporting has not yet been widely adopted by the junior mining explorer / developer operations. Integra's goal is to help lead the way on what ESG disclosure looks like for companies our size. To achieve this, feedback will be a critical feature in helping Integra ensure that future reports best reflect the interests and needs of stakeholders and shareholders. Please send all feedback, comments and questions to community@integradelamar.com.





DEFINING OUR REPORT CONTENT

Our inaugural ESG report focuses on subjects that are the most material – of greatest relevance and interest – to our stakeholders and business. Within the context of GRI’s Principles for Determining Report Content, this means taking into account the context of sustainability, stakeholder inclusiveness, materiality, and completeness. Extensive stakeholder consultation has taken place to date, and based on feedback garnered through this process we have identified material topics that will be covered comprehensively in this report. Additional thought and consideration have been put towards topics deemed material by our shareholders, and by the emerging trends in the mineral sector in general. Lastly, important input and feedback has been sought internally from our managers and team as to what we know to be material. Our intent is to be comprehensive and forthright about our performance, so that we may be measured by and known for our performance in these areas. If you have feedback about a material area that you believe should be incorporated into our next report, please send this feedback to community@integradelamar.com.





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 value generated by the responsible mining of gold and silver when done with integrity in our actions and performance, care of our surrounding community and habitat, and industry leading innovation and foresight driving the decisions we make. At Integra we operationalize our strategy for responsible mining by prioritizing sustainability in every step of the mining life cycle, whether it be fostering sustainable relationships early on with stakeholders, maintaining a resilient and safe workforce, or evaluating the most sustainable options for our potential future mine power grid and haulage options. 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.

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.

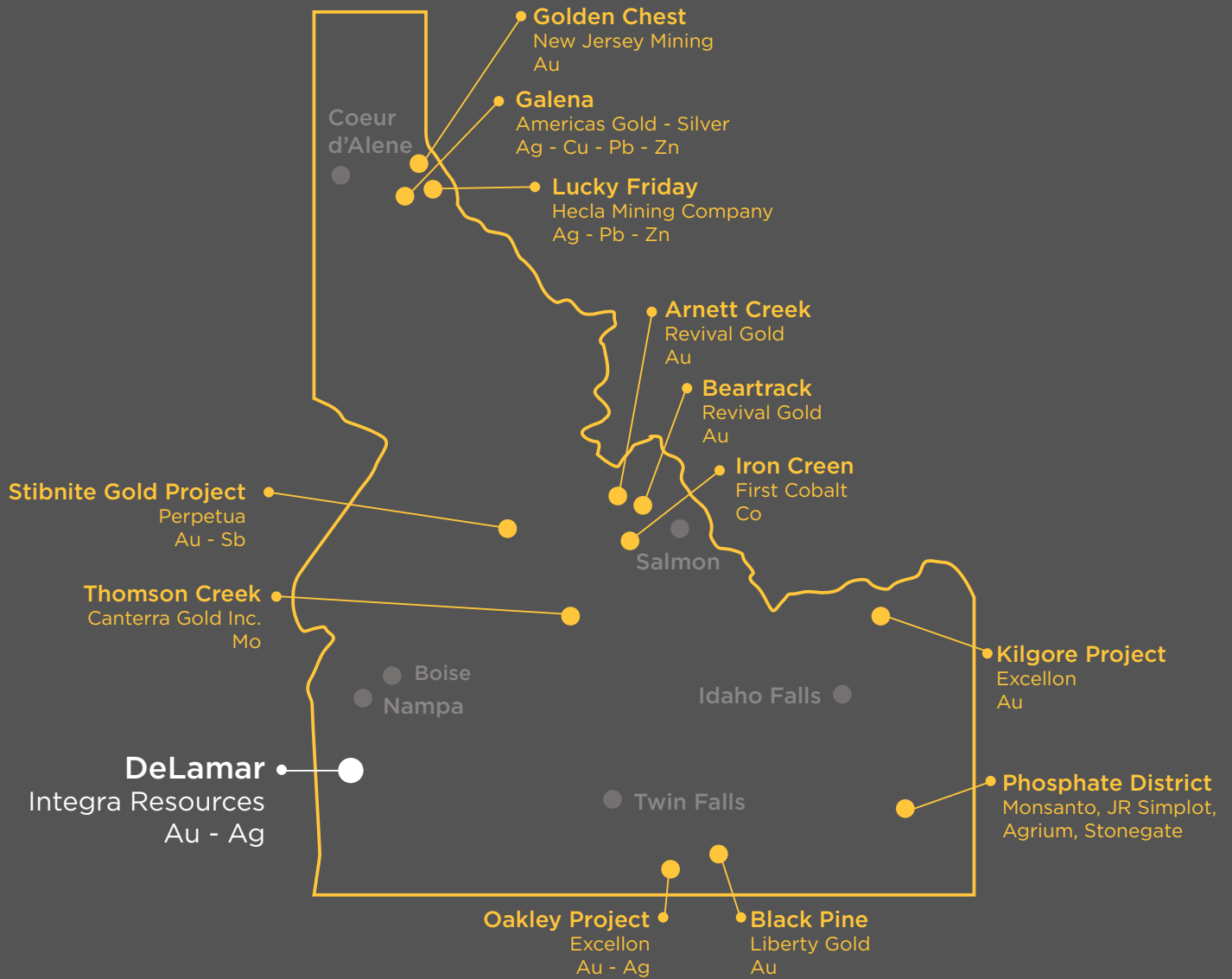
Our Operations

Integra is reviving the historic Silver City and DeLamar Mining Districts in southwest Idaho.

The DeLamar and Florida Mountain Deposits are at the core of the Project, and will be the focus of the Q4 2021 Pre-feasibility Study. 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 ("BLM") 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, an exploration drill core shack and a truck shop. The site is powered by a 69 KW transmission line and has year-round road access.



Our Locations

Corporate Office:

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

Boise Office:

225 North 9th Street, Suite 810
Boise, Idaho, USA 83702

DeLamar Project Office:

1 DeLamar Rd,
Jordan Valley, Oregon USA

THE DELAMAR PROJECT

BlackSheep
Discovery Drill Program

3

DeLamar Deposit
2.8 M oz (M&I) / 0.4 M oz
(Inf)AuEq

1

1. Mineral Resources that are not Mineral Reserves do not have demonstrated economic viability.
2. Oxidized and Transitional Mineral Resources are reported at a 0.2 g AuEq/t cut-off in consideration of potential open-pit mining and heap-leach processing. Unoxidized Mineral Resources are reported at a 0.3 g AuEq/t cut-off in consideration of potential open pit mining a milling / agitated leaching or flotation processing. The Mineral Resources are constrained by pit optimizations.
3. Gold equivalent in the Resource Estimate is calculated by $g\ Au/t + (g\ Ag/t \cdot 77.7)$. Metal prices used were US\$1,400 per oz Au / US\$18 per oz Ag. Please refer to the technical report for guidance on modeling and optimization parameters.
4. Rounding as required by reporting guidelines may result in apparent discrepancies between tonnes, grades, and contained metal content.
5. The Effective Date of the Mineral Resources is May 1, 2019.
6. The estimate of mineral resources may be materially affected by geology, environment, permitting, legal, title, taxation, socio-political, marketing, or other relevant issues.

DeLamar Project Area: 2020 Activities:

- ① **DeLamar Deposit** Exploration, geotechnical and metallurgical drilling. Updated Resource Estimate expected in Q4 2021.
- ② **Florida Mountain Deposit** Exploration, geotechnical and metallurgical drilling. Updated Resource Estimate expected in Q4 2021.
- ③ **BlackSheep Target** Exploration drilling, soil sampling program, mapping, Induced Polarization surveys.
- ④ **War Eagle Target** Exploration drilling, soil sampling program, mapping.

② **Florida Mountain**
1.07 M oz (M&I) / 100K oz (Inf) AuEq

④ **War Eagle**
High Grade Exploration

2020 EXPLORATION

In mid-March 2020, for the safety of all employees and our communities, the Company suspended drilling and exploration activities in response to the emerging pandemic. In mid-May 2020, the United States government declared mining an essential service. With comprehensive operational procedures in-place, which were specifically designed to mitigate the risk of disease transmission amongst essential site staff and crews, we resumed our exploration drilling efforts. The Company continues to practice social distancing and complies with both Oregon and Idaho state government requirements regarding COVID-19. Though initially delayed due to COVID-19, all planned exploration drilling in 2020 was successfully and safely executed.



2020 Drilling Summary (in meters)

2020 Drilling Summary	DeLamar	Florida Mountain	War Eagle	Milestone/BlackSheep
January	584	-	-	-
February	1,007	-	-	-
March	710	-	-	-
April	-	-	-	-
May	624	539	-	-
June	682	695	-	-
July	236	939	-	-
August	-	2,200	981	-
September	-	886	1,553	-
October	-	1,526	1,139	-
November	-	1,262	-	296
December	-	1,040	-	371
Total:	3,846	9,091	3,674	668

DeLamar and Florida Mountain Silver and Gold Resource Estimate:

The following table highlights the combined gold and silver resource at the DeLamar and Florida Mountain Deposits:

Classification	Tonnes	g/t Au	oz Au	g/t Ag	oz Ag	g/t AuEq	oz AuEq
Measured	16,078,000	0.52	270,000	34.3	17,726,000	0.96	498,000
Indicated	156,287,000	0.42	2,106,000	19.7	98,788,000	0.67	3,377,000
Measured + Indicated	172,365,000	0.43	2,376,000	21.0	116,514,000	0.70	3,875,000
Inferred	28,266,000	0.38	343,000	13.5	12,240,000	0.55	500,000

1. Mineral Resources that are not Mineral Reserves do not have demonstrated economic viability.

2. Oxidized and Transitional Mineral Resources are reported at a 0.2 g AuEq/t cut-off in consideration of potential open-pit mining and heap-leach processing. Unoxidized Mineral Resources are reported at a 0.3 g AuEq/t cut-off in consideration of potential open pit mining a milling / agitated leaching or flotation processing. The Mineral Resources are constrained by pit optimizations.

3. Gold equivalent in the Resource Estimate is calculated by $g \text{ Au/t} + (g \text{ Ag/t} \times 77.7)$. Metal prices used were US\$1,400 per oz Au / US\$18 per oz Ag. Please refer to the technical report for guidance on modeling and optimization parameters.

4. Rounding as required by reporting guidelines may result in apparent discrepancies between tonnes, grades, and contained metal content.

5. The Effective Date of the Mineral Resources is May 1, 2019.

6. The estimate of mineral resources may be materially affected by geology, environment, permitting, legal, title, taxation, sociopolitical, marketing, or other relevant issues.



2020 DEVELOPMENT

2020 was a very active year for Integra's Development team, which included the addition of several key managers in Engineering and Permitting. These individuals led our work as the Company



undertook a series of studies for the upcoming Pre-feasibility Study, and began environmental baseline studies at the DeLamar Project.

The 2020 engineering plans advanced steadily, building upon the concise plans outlined in the DeLamar Preliminary Economic Assessment ("PEA") published in 2019. Importantly, efforts were focussed on extensive metallurgical studies to include additional Mineral Resources in the mine plan that were excluded from the PEA. While the mainstay of the PEA focussed on heap-leaching (DeLamar and Florida Mountain Area oxide and transitional mineralization) and milling (Florida Mountain Area non-oxide mineralization), much of the 2020 efforts were centered in the metallurgical properties of the DeLamar Area non-oxide material and high-grade transitional material.

2020 saw significant efforts with respect to advancing the permitting process at the DeLamar Project. To enhance the process, Integra has maintained a focus from the outset on establishing positive partnerships with a wide selection of stakeholders. By focusing on these partnerships well in advance of submitting actionable documents to regulatory agencies, the Company intends to position itself in the best possible scenario to facilitate the permitting process in an efficient manner. Paramount to this process has been working with the Bureau of Land Management ("BLM"), the lead federal agency that the Company will engage with regarding permitting, in addition to Idaho state regulators. The Memorandum of Understanding ("MOU") between Integra and the BLM announced in August of 2020 has allowed for an efficient communication framework between the Company and the BLM.





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 from such a broad range of talent and experience. Integra’s Board is composed of one non-executive chairman, five independent directors (four in 2020), and one executive director with tenure ranging from less than a year up to four years. The Board has two female directors (one in 2020) which comprise 29% (17% in 2020) of the Board and one director who is a visible minority. Integra’s directors range in age from 37 years to 79 years with an average age of 57 years. None of Integra’s directors sit on more than three other public company Boards of Directors.

As the need for new directors or executive officers arises, the Board and the Nomination and Corporate Governance Committee assess candidates on the basis of knowledge, industry experience, financial literacy, professional ethics and business acumen, among other factors. The Nomination and Corporate Governance Committee reviews the required skill set for the Board based on the Company’s development stage and assesses the credentials of the members of the Board and the effectiveness of the Board and its committees.

Board of Directors
Key Stats

29%
Female

1
Visible
Minority

Age Range
37-79
Average **57 Years**

*as of February 2021



Board of Directors & Committees

Integra is proud to govern itself with rigor and strives to achieve standards beyond those expected of companies its size. Since inception, Integra's Board and Management have worked to continually refine, add to, and upgrade our governance metrics to best reflect what best-in-class governance should look like.

- In 2020, all of Integra's Directors achieved 100% attendance for Board meetings and committee meetings of which they were a member. The independent members of the Board met for "in-camera" sessions without the non-independent director and management at all Board and committee meetings. The Board met five times in 2020, supported by additional meetings held by four committees: the Audit Committee, the Technical, Safety, Environment and Sustainability Committee, the Nomination and Corporate Governance Committee, and the Human Resources and Compensation Committee. All committees, with the exception of the Technical, Safety, Environment and Sustainability Committee, are composed exclusively of independent directors.
- The primary function of the Audit Committee is to assist the Board in fulfilling its financial reporting and controls responsibilities to the shareholders of the Company. In addition, the Audit Committee provides oversight of the Company's risk management and evaluation making sure systems are in place to identify and mitigate the principal risks of the Company.



Stephen de Jong
Independent Director



C.L. "Butch" Otter
Independent Director



Carolyn Clark Loder
Independent Director



David Awram
Independent Director



Anna Ladd-Kruger
Independent Director



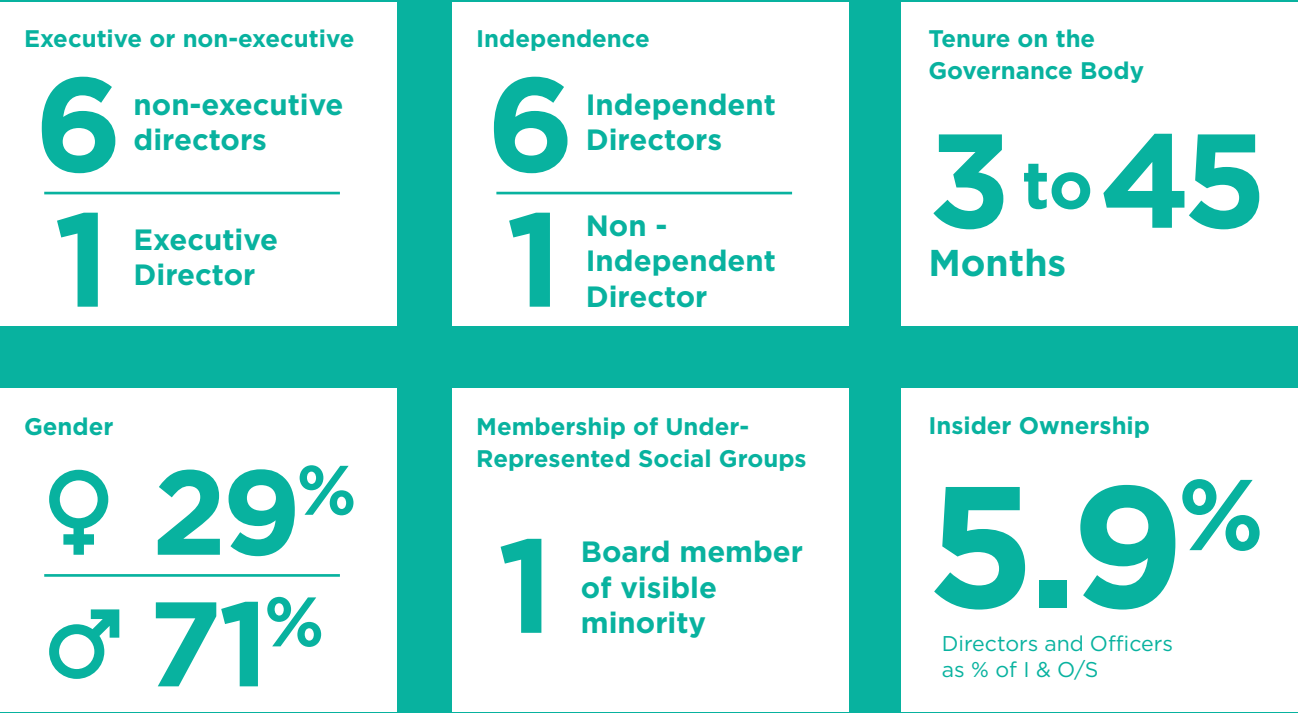
Timo Jauristo
Independent Director



George Salamis
Director

- The Human Resources and Compensation Committee is responsible for approving compensation objectives and the specific compensation programs for policies and practices of the Company on matters of remuneration, succession planning, compensation recruitment, development, retention and performance evaluations, which are developed and implemented in conformity with the Company’s objectives with the goal of attracting and retaining the best qualified members of management and employees. The Human Resources and Compensation Committee is responsible for recommending, monitoring and reviewing compensation programs for senior executives.
- The Nomination and Corporate Governance Committee is responsible for the monitoring of the Company’s corporate governance and nomination matters. The Nomination and Corporate Governance Committee has the general mandate to: (i) consider and assess all issues that may affect the Company in the areas of corporate governance and nomination generally; (ii) recommend actions or measures to the Board to be taken in connection with these two areas; and (iii) monitor the implementation and administration of such actions or measures, or of corporate policies and guidelines adopted by regulatory authorities or the Board with respect to said two areas.
- The main purpose of the Technical, Safety, Environment and Sustainability Committee of the Board is to provide oversight with respect to: (i) technical matters related to the Company’s projects; (ii) the protection of the health and safety of the Company’s employees and contractors at its project sites; and (iii) the conduct of operations in an environmentally and socially responsible manner through the application of prudent and sustainable design and operating practices and the education and training of employees and contractors who work for the Company.

Composition of the highest governance body and its committees by:



*as of May 14, 2021

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 for our business and operational activities. In 2020, the Board adopted an equity ownership policy as the Board believes it is in the best interest of the Company and its shareholders to align the financial interests of the Company's executive and non-executive Directors with those of shareholders.

The following corporate policies were in place in 2020:

- Code of Business Conduct and Ethics
- Diversity Policy (Diversity and Inclusion Policy as of August 2021)
- 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
- The Company adopted Anti-Bribery, Anti-Corruption, and Clawback policies in early 2021

A copy of each policy above can be obtained by emailing ir@integresources.com.





Leadership Team



George Salamis
President and CEO



Andrée St-Germain
CFO



Max Baker
VP Exploration



Tim Arnold
Chief Operating Officer



Josh Serfass
EVP, Corporate
Development and IR



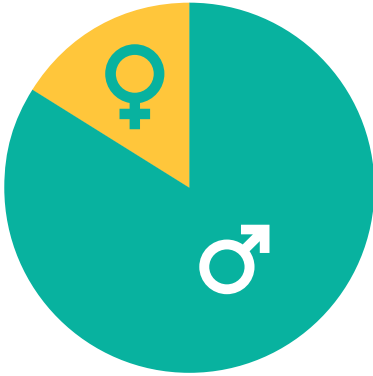
Mark Stockton
VP Corporate Affairs
& Sustainability

Management's Role:

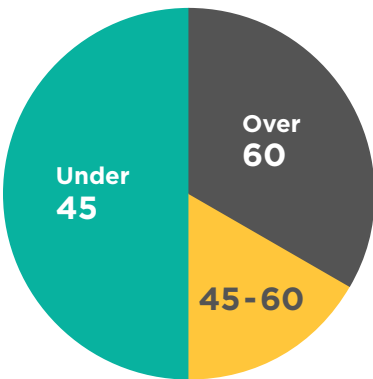
Responsible mining, sustainable practices, and safety are integrated into the Company at all levels, with key objectives incorporated into our standards, goals, and remuneration plans. Integra's Management holds the primary responsibility for the daily implementation and management of all sustainability-driven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

The Company's leadership team is composed of a CEO, CFO, Corporate Secretary, COO, VP Exploration, EVP Corporate Development and VP Corporate Affairs and Sustainability. 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 has a direct oversight over environmental matters, the EVP Corporate Development has oversight over relations with shareholders, and the VP Corporate Affairs and Sustainability has oversight over all ESG programs, including government and external relations, sustainability and environmental stewardship, stakeholder relations, and social responsibility.





Leadership - Gender Diversity



Leadership - Age Diversity

Performance-Based Compensation Linked to ESG

ESG is a core component of our business, and all executives of the business are held accountable for achieving our company-wide objectives in Health & Safety, Environmental, Corporate Governance, and Social Responsibility as reviewed and approved by the 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. 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.



The success of Integra as a company relies on people. How we manage our relationships within our team, and how we as a team manage our relationships with our wide range of stakeholders – from neighbors, to Non-governmental Organizations (“NGOs”), to regulatory bodies and elected officials – is a core driver of our business. As a relatively new mining company, we realize the vital importance that people have on our current and future performance.

People also represent one of our greatest opportunities; a successful company with an engaged workforce and a thriving relationship with its surrounding community can have incredibly positive impacts both within and outside of the company. Integra’s approach is to prioritize and support the well-being of our employees and of our stakeholders both near and far. As we work to build our company, we will do so with a strong focus on a company culture that highlights our core values of Integrity, Care, and Innovation.



Town of Jordan Valley, OR

Company:

Following reports in early January of 2020 about a novel coronavirus beginning to have significant impacts in the Hubei province in China, Integra's management team began closely monitoring the growth and spread of the virus. In February, the Company began preparing contingency plans to implement formal controls and safeguards across the business. By mid-March, these response plans went into action as the spread of COVID-19 made its way into other parts of the world including North America.

Integra's response plans focused on three main areas: the protection of the health and well-being of our employees and contractors, the safeguarding of our host communities, and the mitigation efforts allowing us to safely continue advancing our business. Our operations at DeLamar and at our offices implemented the following COVID-19 response measures:

- Implementation of remote work for all non-essential DeLamar site staff and all employees at the Vancouver office;
- Modified work schedules and procedures to limit crossover between shifts and between work units on site;
- Increased sanitation regimens, and use of additional PPE;
- Halting all visitors / tours to site;
- Changes to staff housing arrangements to facilitate social distancing;
- Health screening of employees and contractors;
- Coordination of testing of employees in conjunction with Crush the Curve Idaho;
- Mitigating the risk of supply chain disruptions for vital site services, 6-12 months of supplies were ordered and warehoused;
- The preparation of a two-year budget forecast with current cash balance to ensure the necessary continuation of vital site services if the capital markets and access to capital changed;
- Continued coordination with the Owyhee and Malheur County Health Departments.

While there were many plans and procedures that had to be modified and adapted, minimal COVID-19 related disruptions were seen to have impacts on the Company's ability to operate within the new context of the pandemic. The Company will continue to actively monitor the evolution of the COVID-19 pandemic, with a readiness to respond as necessary.





Community:

The evolution of the COVID-19 pandemic had immediate impact on communities around the world. Both in Idaho and in British Columbia, Integra responded quickly to develop programs and initiatives to help address the needs of our local communities. We also prioritized mitigation measures to prevent transmitting COVID-19 between the workplace and community, and worked closely with county health departments to ensure a collaborative response.

In partnership with the Jordan Valley Lions Club, Integra staff conducted weekly grocery shopping trips to the Boise Valley, allowing the community's elderly and at-risk population the opportunity to stay home and avoid travelling to more populated centers. Locally many small businesses saw reduced revenues, so Integra purchased gift certificates to these businesses and donated them to those in the community in need. The Company also extended a secured loan to a local business owner in August 2020 to complete the construction of a restaurant in Jordan Valley, after the only restaurant in the community closed amidst the pandemic. This restaurant is now the sole restaurant serving the local community and the Company's employees and contractors.

In addition, and in cooperation with several Idahoan companies through an initiative titled Curds & Kindness, Integra partnered with Idaho's dairy farmers in efforts to redirect their excess dairy supply to Idaho and Oregon food banks - including those located in Owyhee & Malheur Counties. The excess dairy supply stemmed from the lack of demand in the restaurant industry, one of the many sectors severely impacted by Covid-19.

In British Columbia, Integra led an effort with AMEBC that raised over CAD \$100,000 within the British Columbia mining community to support foodbanks that serve rural, remote, and Indigenous communities.





“It was so awesome to receive the extra funding from MiningFeedsBC, at a time when the demand is high, and our resources are spread thin, we were able to provide additional fresh fruits and vegetables to our clients, as well as dairy products that we aren’t usually able to distribute. “

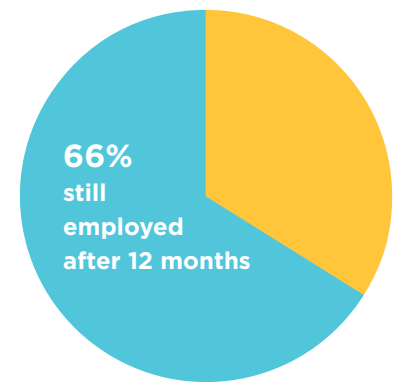
-Burns Lake Food Bank



Our Team

Integra's core values of Integrity, Care, and Innovation begin with our team. Integra is committed to our team, and we continually work hard to foster a Company culture rooted in our core values. We recognize that paramount to our Company's success is a skilled and motivated team of individuals, and that actively managing a meaningful work experience for our employees will help us build a successful business.

To achieve this, we focus on creating a workplace environment that prioritizes respect and transparency, where listening is as important as leading – allowing our employees to be actively engaged in and part of our growth. In a year LIKE 2020, when a pandemic changed our normal means of being able to communicate and meet in person, we worked to improve other channels of communication & involvement. As we continue building Integra as a company, we will evaluate our approach, and tailor it to emerging challenges and needs. In the modern competitive job market, we aim to be an employer of choice company-wide, by providing a work environment that is safe, inclusive, and exemplifies a culture supporting all employees in reaching their potential. At Integra our full time employees are provided competitive pay and benefits, including extended health care, vision, and dental in the USA and in Canada. We also work hard to recognize our employees' achievements, and to provide the support required to develop and promote our team.



Retention rate of employees that took parental leave



Diversity, Equality, & Inclusion

Integra's employees are geographically dispersed between locations in Vancouver, Boise, the DeLamar Project site, and remote locations. Our employees live and work surrounded by various cultures and communities, and our employees themselves stem from a diverse set of backgrounds, geographic settings, ages, and other various characteristics. As such, Integra is committed to creating and maintaining a culture of workplace diversity. Management provides the leadership framework and direction and it is the responsibility of all members of our team to sustain a culture that promotes and supports the principles of diversity and inclusivity.

While Integra remains committed to selecting the best person to fulfill each position within the organization based on merit, the Company acts with the knowledge that diversity is vitally important. A diverse workforce ensures that the profiles of our team provide the necessary range of perspectives, experience and expertise required to achieve corporate objectives. Diversity in our perspectives, in our team, and in the way we tackle problems and find solutions provides tangible and intangible benefits for creating a resilient and strong business.

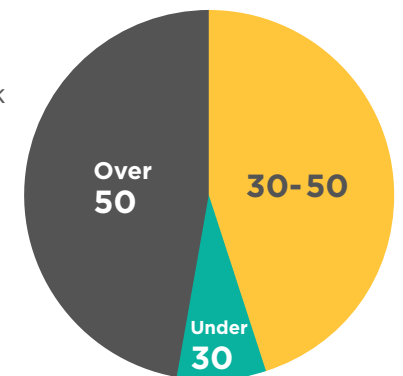
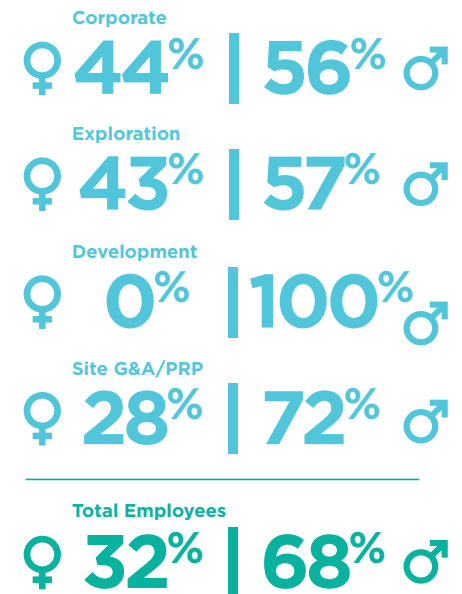
In 2020, a lack of gender diversity was noted particularly in middle management, and this was not reflective of the 32% female makeup of the Company. We aim to work on this by both continuing to develop current female staff towards supervisor and management positions, and by ensuring more women are interviewed during the hiring process for new positions. With these efforts we seek to ensure women are included at all levels.

Employee Training & Development

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 the year 2020, training in health & safety, diversity & inclusion, as well as professional development for staff in various technical roles was undertaken. The Company, in partnership with Pan American Silver and Women in Mining BC, organized a series of Diversity & Inclusion training sessions attended by industry leaders across the mining sector. 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.

Diversity by Departments



Age Diversity
(Female and Male)



In the dynamic work environment offered by employment in the mining industry, health & safety must be a top priority in every activity undertaken, and at Integra our fundamental goal is to achieve zero harm. This goal and expectation requires an unwavering commitment to the health & safety of our team, their families, and the community surrounding the DeLamar Project. We are committed to establishing a robust health and safety culture within our Company, and are dedicated in our pursuit for continual improvement in our health & safety practices and performance. Throughout 2020, Integra ensured that the focus on our health & safety protocols and policies were paramount, given the significant additional health & safety challenges created by the COVID-19 pandemic.

2020 Health & Safety Highlights

- Creation and implementation of the Respiratory Illness Prevention and Monitoring Policy;
- Close collaboration with local health departments and agencies;
- Identifying key personnel and essential staffing levels to allow the continuity of essential site functions, largely related to water treatment and site maintenance;
- Zero work-related injuries recorded in 2020, in over 32,000 hours worked;
- Reorganizing work environments to minimize crossover, and establishing strong cleaning/disinfecting standards for all workplaces;
- Adjusting PPE standards to account for the new risks of COVID-19;
- Prioritizing remote/telework where possible;
- Accommodating flexible work schedules to allow for abnormal family logistics experienced during the pandemic by staff working remotely;
- Regular monitoring of the rapidly changing county, state and national public health recommendations and guidelines, ensuring that Integra's procedures and policies were in line or above those recommended;
- Addition of an Health & Safety Transport Vehicle to the DeLamar vehicle fleet.

Health & Safety Management System

The Company is committed to achieving a high standard of Occupational Health and Safety (“OHS”) through implementation of all related policies, procedures, standards and continuous improvement of the health & safety management systems, setting targets and monitoring performance.

Key aspects of the health & safety management systems include:

- Workplace hazard and risk assessments;
- Site hazard orientation training for new employees, contractors, consultants, visitors and vendors;
- Task specific training;
- Hazard communication training;
- Emergency Response Plan;
- Mine Safety and Health Administration (“MSHA”) new miner and refresher training;
- Permit-to-work for high-risk tasks;
- Pre-task hazard analysis for new or non-routine tasks;
- Reporting mechanism for near-misses or hazards through Incident Report forms;
- Incident reporting and incident investigation policy;
- The effective communication and discussion of health & safety topics is carried out both during daily safety meetings, and site-wide weekly safety meetings that 100% of site staff attend.



Shari Mackenzie, Integra's Health & Safety Coordinator – thoughts on 2020

“2020 brought with it an entire new set of challenges to my already very dynamic job. DeLamar is a site that currently falls under Occupational Safety and Health Administration (“OSHA”) regulations, however as it has such a recent history of mining, we strive as best we can to operate it more like a MSHA level site and provide our employees MSHA level training.



With new policies and procedures in place, essential site activities went full steam ahead, and we had a very active year. Between exploration drilling, sampling at the core shack, the site maintenance and reclamation crews, the water treatment team – DeLamar is always a very dynamic place. The culture surrounding health & safety is something everyone is a part of, and we have a system that empowers all workers to take ownership of their safety and the safety of others. We actively identify risks, mitigate with the proper controls, and ensure we are proactive in every opportunity. Given the extra challenges people had on their plate, I'm proud that we were able to still perform at a high level with the regular health & safety risks that a site like DeLamar has. We continued our high level of training, engaged our entire workforce in our weekly safety meetings, and showed a lot of care in everything that we did. Getting our people home safely is our top priority, and I'm proud of what we were able to accomplish in 2020.”



Integra's promise is in our name – we believe in integrity first. And nowhere is this integrity more important than in how we conduct ourselves with the people that surround our operations. Integra's reputation for doing business honestly, respecting our neighbors, minimizing our environmental impacts, and keeping people safe is essential to the sustainability of our business. The Company is focused on building trust and making a positive difference in the communities in which it operates. Integra also acknowledges our responsibility to respect human rights at every level of our operations.

Our approach to stakeholder engagement is founded on a commitment to listen to our stakeholders, and to incorporate the feedback received into our decision making. This approach involves identifying key stakeholders and community leaders, integrating into existing community dialogue meetings, and seeking out opportunities to listen. The Company focuses primarily on stakeholders within the Project's benefit/impact footprint area, with a focus on those communities nearest the Project area. Integra sees stakeholder engagement as a cornerstone of how we conduct business, and engagement has been active and ongoing since 2018, prior to the decision to publish this report.



Stakeholder Engagement

- Integra's commitment is to proactively engage stakeholders to build trust and nurture relationships through effective consultation and disclosure.

Communications

- Integra is committed to communication that is transparent, consistent, and that enables two-way dialogue in which great emphasis is placed on listening and learning.

Community Involvement & Support

- Integra is committed to being a good neighbor and to positively contributing to local communities and the broader society in which we operate.

Monitoring & Reporting

- Integra is committed to monitoring, addressing, and reporting on impacts and issues proactively, responsively, and responsibly.



2020 Engagement Highlights

Stakeholder engagement activities in 2020 had to dramatically adjust to the dynamic social environment presented by the pandemic. While many planned activities had to be adapted, postponed, or cancelled, we shifted many of our engagement activities instead to respond directly to community needs. While certain doors closed, other opportunities presented themselves in which we were able to find ways to serve our communities and exemplify our values of integrity, care, and innovation. For further information on our community response to COVID-19, please refer to the COVID-19 Response section on page 35.



Stakeholder & Community Engagement activities in 2020 included:

- Virtual or socially distanced stakeholder meetings including: Canyon County ATV Club, Owyhee Conservation District, Idaho State ATV Association, Idaho Conservation League, Jordan Valley Schools, Upper Snake River Tribes Foundation, Malheur County Commissioners, Owyhee County Commissioners, Homedale City Council, Marsing City Council, Marsing Lions Club, Trout Unlimited, Owyhee Initiative, Marsing Chamber of Commerce, Boise Snowmobile Club, Idaho State Snowmobile Association, Jordan Valley Lions Club, and the Silver City Water Committee;
- An external review of all stakeholder consultation to date by a consulting firm, to assess the strengths, weaknesses, and opportunities of Integra's approach;
- A presentation of planned 2020 activities to the Silver City Homeowners Association, and the incorporation of feedback into modified work plans;
- The granting of a Jordan Valley High School Scholarship;
- Christmas hamper and dinner drive for 31 local families;
- Support of the non-profit Spurs & Spikes Crisis Fund, the Owyhee Junior Rodeo and the Big Loop Rodeo;
- Supporting the Pleasant Valley School with a large screen TV for their classroom to accommodate distanced learning;
- Collaboration with the Jordan Valley High School science department;
- Small business support within Jordan Valley, including a loan to facilitate the building of a restaurant, and gift-certificate purchases during COVID-19;
- Curds & Kindness campaign re-directing excess local dairy products towards local food banks and school lunch programs;
- Grocery-shopping program for elderly and at-risk individuals in the community;
- #MiningFeedsBC Food Bank Challenge that raised \$100,000 to provide relief for those living in rural, remote, and Indigenous communities.

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 at the center of our business strategy.

For generations, the legacy of past mining practices has pitted people who care about the environment and mining companies against one another. And that is not without reason – as the follies of historic mining have at times had large impacts. The sins of mining's past are a reality that modern miners own, and we as an industry and as a company are working hard to build trust as people that share a common deep-rooted care for our environment. From day one, our team of dedicated staff working to advance the DeLamar Project forward have taken our commitment to environmental stewardship seriously by seeking out opportunities to go beyond what is required of us. All people in our host communities have strong ties to the land, and we as stewards of a large project share that tie and take the responsibility seriously. That's why we uphold industry best practices and strictly adhere to safety and environmental regulations. We are strongly committed to assessing all of our potential impacts and identifying ways to mitigate these to ensure our environmental footprint is as small as possible.

We also believe that responsible mining operations can not only be drivers of social and economic development, but they can be and should be contributors to habitat stewardship and conservation within their surrounding environment. Regardless of the strength and rigor of the environmental management practices in place, the reality is that mining does have an impact on the natural environment. We will remain committed to seeking and prioritizing opportunities to offset our unavoidable impacts with positive habitat impacts in our surrounding areas.

The DeLamar Project site is currently in closure status with the State of Idaho, after being successfully reclaimed following the last stages of its active mine life in the early 2000's. The site is in good standing, with many of the same employees that completed the award-winning reclamation still on staff, maintaining the highest standards of environmental stewardship. Over the course of the year 2020, the Company recorded zero spills or reportable environmental incidents.



Key Elements of Integra's Approach to Environmental Stewardship

- Manage our negative environmental impacts by avoiding these impacts where possible, and minimize any impacts that are not avoidable;
- Protect our habitat, and aim for zero net negative impact by offsetting impacts 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.





Access to clean, safe water is a human right, and reliable water supplies are vital for our stakeholders' 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.

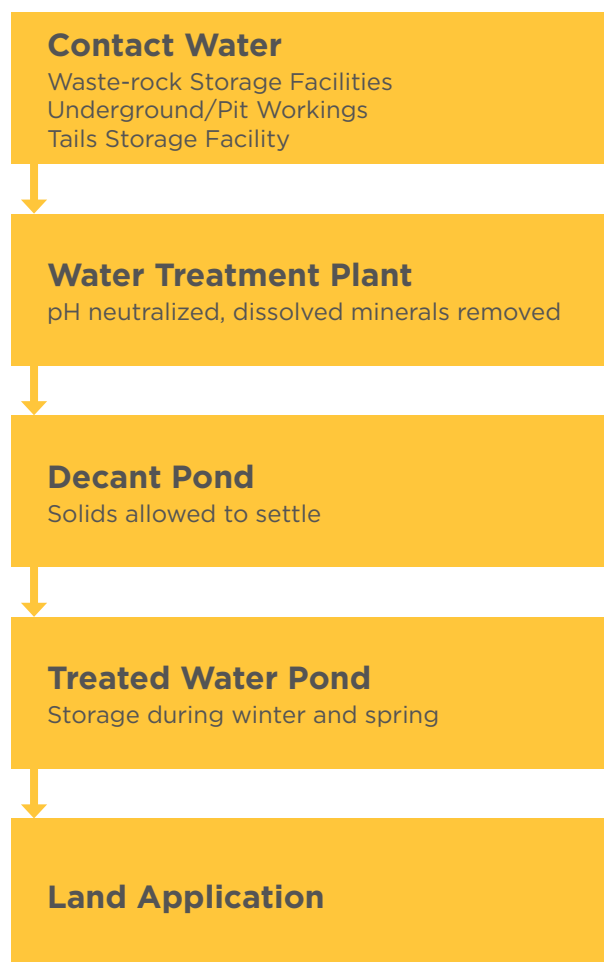
Through stakeholder consultation and internal assessments, Integra has identified water management as a primary area of focus for its current activities as well as a future operation. At this stage, our team is focused on listening to stakeholder feedback regarding potential water-related impacts and working collaboratively to steward water as a shared resource. For example, since the 1990s the DeLamar site has partnered with a local rancher near the project area on a Land Application Treatment (LAT) program in which treated water from the Project's water treatment facility is discharged onto the grazing field of a neighboring ranch in accordance with all required standards and protocols. In return, the local rancher's grazing field is more productive, resulting in higher quality and quantity of feed for their cattle, and greater socio-economic benefit overall.

Activity	Source	Quantity	Treatment
Exploration Drilling	Surface water	Est. 11.17 acre feed used	Natural settlement
Water Treatment Plant	Ground water and runoff water	267.46 acre feet treated	pH neutralization with lime, settling pond

Zero Reportable Spills

With our current operations at the DeLamar Project, our key interactions with water are related to the use of surface water for our exploration drilling activities, and the treatment of mine water and runoff water from the past operating DeLamar Mine. Our exploration drill rigs use surface water during operation, and all drilling wastewater is settled in excavated sumps at the drill site in order to remove sediment before it is returned to the environment.

The water treatment plant is designed to treat contact water from the historic mine workings on the site. Collected water reports to a single stage lime treatment facility from a series of collection pump houses. Water pH is neutralized using hydrated lime slurry, and dissolved metals from the water are removed. Treated water reports to a decantation pond to allow suspended solids to settle out. Barge pumps are then used to transfer the water to a treated water holding pond where it is stored during the winter and spring. Treated water is applied thru a land application treatment (“LAT”) system to a local rancher’s land as irrigation water for his grazing pasture during the summer and early fall.



The mindful reclamation of any surface disturbances generated during our exploration activities are an important part of our current operations at the DeLamar Project. Upon final determination and approval of drill pad locations, our operators mark the corners of any drill pads, as well and the centerline of any roads with flagging. During construction, a team member monitors activity to ensure that the operators stay within the approved boundaries. After drilling is completed, the sumps are filled in, the pads and roads are contoured, and natural logs and rocks are scattered around the area to assist with reclaiming the land back to nature. Finally, a blend of seeds which are approved by our regulatory agencies is spread about the disturbance area in Spring or Autumn and monitored for 2 years to ensure that the plants have taken root. Once the plants have sprouted and have been monitored, the agencies will release our bonds and the ground will be considered, “reclaimed.”

The ongoing water treatment and site maintenance activities, along with our exploration activities require Integra to file financial assurance bonds with various agencies. These bonds are placed in advance of receiving permits, to ensure that the necessary funds are set aside to properly reclaim project sites. As of December 31, 2020, a reclamation bond of US\$2,778,929 remains with the Idaho Department of Lands (“IDL”) and a reclamation bond of US\$100,000 remains with the Idaho Department of Environmental Quality (“IDEQ”). A reclamation bond in the amount of US\$51,500 was placed with the BLM for 2020 exploration activities on public lands.

Emissions & Climate Change

As part of our efforts to lead the mining industry to better practices, Integra is committed to transparency and accountability in regards to our greenhouse gas (“GHG”) emissions. We acknowledge that GHG emissions have consequences not only locally in Idaho, but also contribute to climate change globally. Climate change poses a risk to our environment and global economy - it also poses a direct threat to our company. With increased risk of extreme wildfire, increased summer temperatures, unusual snow/precipitation events and drought, we acknowledge that climate change will 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 reclamation and closure. 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 is beginning to evaluate 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 2020 Integra Resources emitted a total of 820 metric tons of CO₂ equivalent; 258 of which were Scope 1 emissions, and 562 from Scope 2. Integra will continue to explore opportunities to reduce both Scope 1 & 2 emissions if we shift from exploration to productive operations at our DeLamar site.

Gross direct (Scope 1) 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.

Gross direct GHG emissions	2020 (Base year)
Scope 1 (metric tons CO ₂ e)	258.149 MT
Biogenic CO ₂	0

Key Consumables

- 146 tons of lime
- 227 tons of bentonite mud
- 23 tons of cement
- 38 tons of grouting compound
- 320 gallons of linseed oil
- 77,800 L of diesel
- 21,200 L of gasoline
- 36,400 L of propane
- 847,900 kWh of renewable electricity
- 570,000 kWh of non-renewable electricity

**Gross market-based energy indirect (Scope 2)
GHG emissions in metric tons of CO2 equivalent.**

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 regional emissions factors provided by Idaho Power Company. The figures presented here have been calculated in accordance with the market-based method.

Gross indirect GHG emissions	2020 (Base year)
Market-based Scope 2 (MT CO2e)	561.63



2021 GOALS

- Prioritize the evaluation of sustainably-driven options into the Pre-feasibility Study (“PFS”).
- Seek out ways to implement new technology and innovations into future sustainability initiatives
- Following Covid-19 closures, begin in-person consultation with Tribal Nations whose traditional territories the DeLamar Project is located on.
- Research avenues to conduct habitat conservation efforts within and/or outside the Project’s future impact footprint area
- Conduct a robust materiality assessment to help direct the next ESG Report
- Expand community outreach efforts into broader regions of Owyhee & Malheur Counties
- Create and distribute a widely accessible stakeholder feedback mechanism

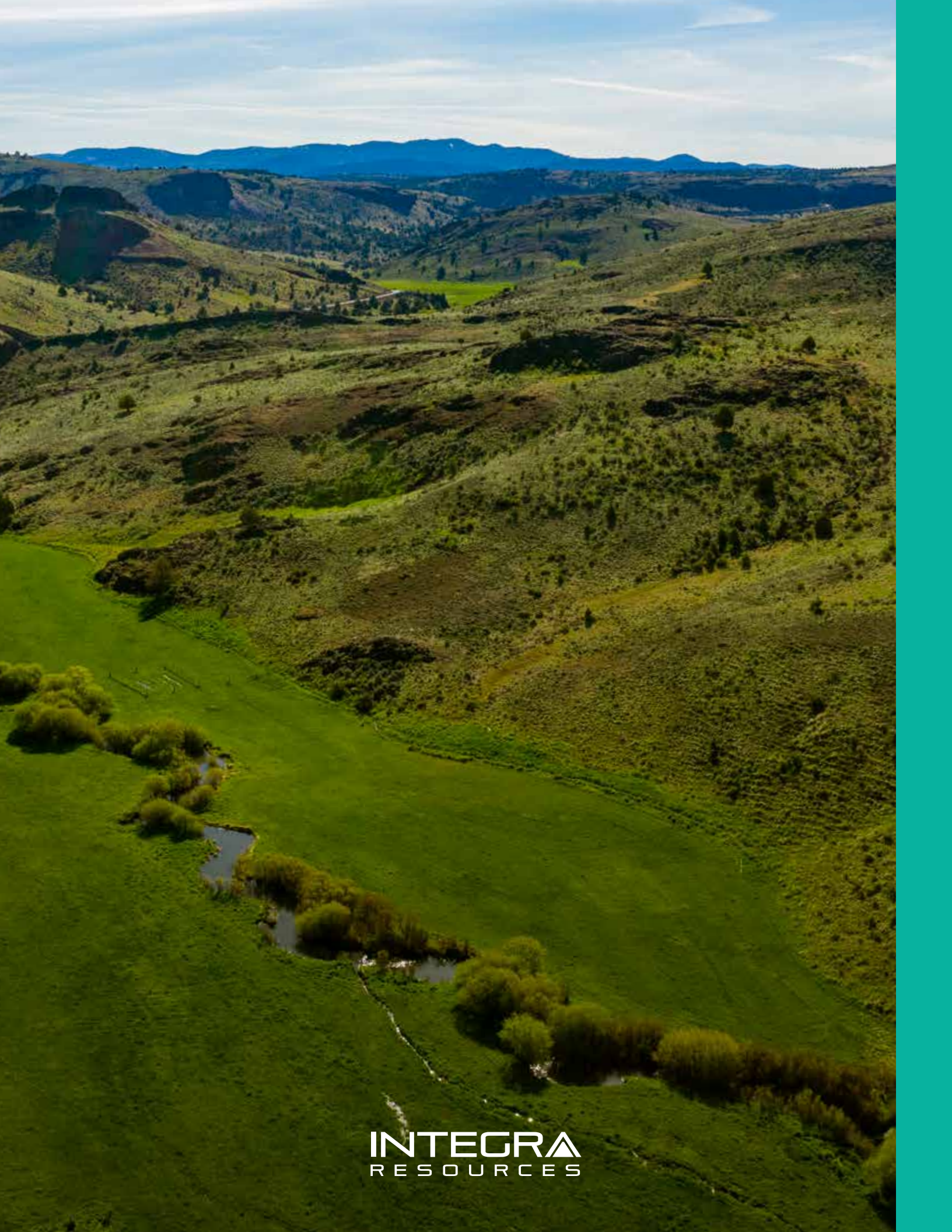
2020 Performance Data Tables

The performance data reflects the first annual disclosure of our sustainability performance at the DeLamar Project. Data presented in this report covers our performance for the 2020 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 2020 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 2020 GRI-inspired performance data, please click the following link, or find it on Integra’s website under the ESG section.







INTEGRA
RESOURCES

