



2021  
SUSTAINABILITY  
REPORT

# REPORT OUTLINE

Integra Resources Corp.'s ("Integra" or the "Company") sustainability report covers Integra's activities on our DeLamar Project ("DeLamar"), located in Owyhee County in southwestern Idaho, USA. This report describes Integra's activity & performance from January 1 to December 31, 2021.

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

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

Please send all feedback, comments and questions to [community@integradelamar.com](mailto:community@integradelamar.com)

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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: 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; the impact of COVID-19 on the timing of exploration and development work 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 the Company's annual information form dated March 30, 2022 for the fiscal year ended December 31, 2021 and the Company's Form 40-F annual report for the year ended December 31, 2021.

E. Max Baker, P.Geo, of Reno, Nevada, is a Qualified Person within the meaning of National Instrument 43-101 - Standards of Disclosure for Mineral Projects ("NI 43-101"). Tim Arnold, P.Eng of Reno Nevada, is Qualified Persons within the meaning of NI 43-101. Mr. Baker and Mr. Arnold have reviewed, verified and approved the scientific and technical information contained herein.

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 is presented for the purposes of assisting investors in understanding the Company's plan, 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. This presentation also contains or references certain market, industry and peer group data which is based upon information from independent industry publications, market research, analyst reports and surveys and other publicly available sources. Although the Company believe these sources to be generally reliable, such information is subject to interpretation and cannot be verified with complete certainty due to limits on the availability and reliability of raw data, the voluntary nature of the data gathering process and other inherent limitations and uncertainties. The Company has not independently verified any of the data from third party sources referred to in this presentation and accordingly, the accuracy and completeness of such data is not guaranteed.

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

National Instrument 43-101 - Standards of Disclosure for Mineral Projects ("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 news release 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 press release may not be comparable to similar information disclosed by domestic United States companies subject to the SEC's reporting and disclosure requirements.

All references to "\$" in this presentation are to U.S. dollars unless otherwise stated.

### Cautionary Note Regarding Non-GAAP Financial Measures

Alternative performance measures in this document such as "cash cost", "AISC" "after-tax cash flow" are furnished to provide additional information. These non-GAAP performance measures are included in this presentation because these statistics are used as key performance measures that management uses to monitor and assess performance of the DeLamar Project, and to plan and assess the overall effectiveness and efficiency of mining operations. These performance measures do not have a standard meaning within International Financial Reporting Standards ("IFRS") and, therefore, amounts presented may not be comparable to similar data presented by other mining companies. These performance measures should not be considered in isolation as a substitute for measures of performance in accordance with IFRS.

# 2021 AT A GLANCE (MILESTONES)

## GOVERNANCE



- 1. ESG Board Committee established** - Integra's Board of Directors implemented a dedicated committee to oversee all ESG related activity
- 2. Operational Goals** - the team set operational goals for the pre-production time-period of the DeLamar Project site. These goals were influenced and inspired by the material topics outlined in this year's robust stakeholder materiality assessment - thereby linking the values of our stakeholders with the vision and execution of our Company
- 3. Core Values Ratified by Board** - Comprehensive several-month process with 100% employee participation

## SOCIAL



- 1. Hired full-time Community Affairs Manager** - in February 2021 hired an experienced community affairs specialist with a strong background in mining
- 2. Tribal Engagement** - Began important in-person introductions and dialogue with Tribal Nations that have both current and traditional ties to the land the DeLamar Project is being built on.
- 3. Materiality Assessment** - Conducted our first robust materiality assessment to solicit and understand the values and items of importance for our broad stakeholder base.
- 4. Implementation of formal stakeholder feedback and grievance mechanism** - established an easily accessible and transparent process for inviting dialogue and soliciting comprehensive feedback from stakeholders, with particular attention to grievances.
- 5. Data driven community affairs process** - multiple qualitative metric tracking mechanisms implemented to objectively assess and understand our performance in the community
- 6. Community Investment Policy** - implementation of first micro-loan

## ENVIRONMENT



- 1. Sustainability in Action** - incorporation of multiple sustainability-driven options into the mine plan outlined in the PFS that both decrease our impact on the environment and prioritize economic returns
- 2. Trout Unlimited Partnership**- signed an MOU with Trout Unlimited to evaluate and prioritize potential future habitat reclamation projects within the Jordan Creek watershed which has seen impact from antiquated mining practices.
- 3. Zero Reportable Spills** - built upon our strong track record in spill management

# LETTER FROM OUR CEO

Integra is proud to publish our second sustainability report illustrating the Company's firm stand in our core values of Integrity, Care and Innovation.

2021 was a highly dynamic year, with large work programs in various parts of the Company that collectively help us define the type of operation we seek to build at DeLamar. Integra has continued to pursue our vision to responsibly revitalize the DeLamar Project in a way that integrates Environment, Social, and Governance ("ESG") factors as core to the success of this project and as lenses through which we evaluate the many opportunities that present themselves at our current stage of project development.

Whether it's the Exploration team expanding oxide zones on Florida Mountain, the Engineering team evaluating cost-saving low-emission options for mine power supply and ore haulage, the Site Maintenance team improving our water treatment efficiency, or the Permitting team obtaining early and collaborative agency input on plans of study and baseline work - much of what we currently work on involves gathering data, exploring solutions, and communicating with a very large network of stakeholders.

Through this complex process, our ability to seek input from diverse stakeholder groups allows us to create robust and innovative

solutions that exceed the rigorous standards required to build a modern mine in a responsible manner.

To ensure that our goals and the content of this report reflect what our key stakeholders truly value, we embarked on a rigorous materiality assessment process over this past year. This formal process uses interviews and surveys to identify what is relevant or significant for stakeholders and defines the topics that have the highest potential impact for Integra and the people, businesses and ecosystems we affect. We see this process as fundamental to properly designing the best solutions to the challenges we face in developing the DeLamar Project into a robust operation. It also allows us to tie our internal goal-setting to material topics that are important not only to us, but to those around us as well.

As mining exploration and development companies seek to establish what ESG means for them, our team remains committed to ensuring we focus on the communities that surround us, and on solutions that provide tangible value to our stakeholders and shareholders. As we advance the DeLamar

Project through exploration, permitting and development, our Sustainability Report reflects what is important to our stakeholders, how we act on our core values, and our performance as a company. Most importantly, it serves as a transparent communication tool while we deliver on our promise to be respected stewards of the land and water.

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 there is great opportunity for this advancement to be championed in the exploration and development stages of a company's evolution. As we continue on our sustainability journey, we commit ourselves to pushing forward in areas that materially improve the state of our company, our operations, our communities and the world around us.

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.



Handwritten signature of George Salamis in black ink.

**George Salamis**  
President & CEO

# OUR APPROACH TO SUSTAINABILITY

**At Integra, sustainability is about creating a resilient and prosperous company that leaves a net positive legacy for local economies, communities and ecosystems.**

The goal of Integra's DeLamar Project is to leave a legacy that is measureably beneficial. This includes not only the expected traditional categories such as shareholder returns, employment, and tax revenue, but also prioritizes strengthening the economic well-being of the local community, benefits to our regional habitat, and the recognition of Tribal Nations priorities. We believe actions rooted in integrity, care, and innovation create reliable value for shareholders and ultimately drive stronger economics for the Project. In this manner we will continue seeking out opportunities to champion modern mining as we continue advancing the DeLamar Project through the stages of development.

The mining industry is continuing its evolution to responsibly meet the transitioning demands from the world's intricate supply chains. Extractive industries like mining meaningfully interact with the natural and social environments where projects are located. To do so in a sustainable manner requires a Company to examine all aspects of its operations and interactions, and to enact a strong set of values and behaviours across the organization that reflect an underlying commitment to sustainability. At its root, a company's ability to have its activity be sustained through the life of an operation requires its business practices to be inherently sustainable. This means maintaining a position where the company generates significantly more positives than it does negatives in the broad economic, social, and environmental fabric that it is part of.

In conjunction with a strong focus on sustainable development practices, recent progress in the mining sector has been made in the voluntary communication of performance and approaches related to Environmental, Social, and Governance ("ESG") factors. As exploration and development companies seek to understand how to best utilize ESG in their business practices, at our current stage Integra keeps our approach rooted in people, performance, and planning.

We learn from history that certain mining practices and operations have harmful impacts, a reality that often cloaks the entire industry in a negative light. This activity has at times extended into the boardroom, where early-stage companies' reputations for poor governance created distrust from the investing public, making the ability to raise the capital necessary to advance projects forwards very hard to come by. Remnants of this history still exist across certain organizations and jurisdictions today. Repeating behaviour and expecting new outcomes does not shift an industry, which is why we highlight innovation, integrity, and care as core values for our team to evaluate opportunities through.

As a means of differentiation - many mining companies have employed ESG disclosures and practices as an important communication tool to better reflect the ever-advancing state of modern mining companies such as Integra.

Domestic modern mining has an incredibly important role to play in the world, and the transparent disclosure of our performance plays a key part in building the trust and track-record required to successfully develop a project in the natural environment.

For this second annual Sustainability Report, Integra has continued to use the Global Reporting Initiative ("GRI") as our base framework for disclosure. We may also aim in the future to include pieces of other reporting frameworks that are particularly relevant to our operations and the interests of our stakeholders and shareholders, such as the Task Force for Climate-Related Disclosure ("TCFD"). This report does not meet the standards required to be fully GRI compliant; however, we aim to eventually reach compliance as we work on our ability to capture and report more information in subsequent years.

Integra is continuing its efforts to help determine what ESG disclosure looks like for companies our size. To achieve this, feedback will be a critical feature of helping us 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](mailto:community@integradelamar.com)



**Mark Stockton**  
VP Corporate Affairs  
& Sustainability

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# DEFINING OUR SUSTAINABILITY REPORT CONTENT

**Integra's goal is to have this report be a useful tool to inform anyone interested in or affected by Integra's operations. Therefore, this report focuses on subjects that are the most material – of greatest relevance and interest – to our stakeholders and business.**

In preparation for this Sustainability Report, Integra conducted an inaugural Materiality Assessment. The Materiality Assessment is an analysis and validation process to define the topics that reflect the Company's "significant economic, environmental and social impacts," or ones that "substantively influence the assessments and decisions of our stakeholders," in accordance with guidance from GRI.

To ascertain these topics, our sustainability team worked with an independent consultant, to fulfill our materiality assessment process that involves three phases: identification, prioritization and validation, as outlined below best reflect the interests and needs of stakeholders and shareholders.

Please send all feedback, comments and questions to [community@integradelamar.com](mailto:community@integradelamar.com)

## MATERIALITY TOPIC IDENTIFICATION PROCESS

We conducted interviews with local communities, governments and regulators, investors, NGOs, contractors, and suppliers to determine key sustainability issues, risks, and opportunities. Interviewees were selected based on their awareness of and influence over stakeholder priorities. We also ensured that the selected interviewees fairly represented the wide variety of areas of interest to our diverse stakeholder group.

During these interviews we inquired about the level of importance each interviewee placed on various GRI topic-specific disclosures.

We also issued a survey to a broader reach of our diverse stakeholder groups to quantify the level of importance of the topics. We included employees in the survey, in addition to senior corporate and operations management, to encourage local ownership of the process.





## PRIORITIZATION & VALIDATION PROCESS

Our sustainability leadership and consulting team then reviewed all the interviews and the survey responses to assign a score demarking the level of importance of each topic to stakeholders. The team then assessed the level of internal and external impact of each topic and assigned a score. A three dimensional matrix was developed based on the results of the assessment.

To validate the topic prioritization, additional internal consultation was held with Integra's Management team to review the prioritization of topics. No changes were made from that review. The outcome is presented in the materiality matrix below.

## MATERIALITY MATRIX

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

1. Horizontal axis: the impact that a topic can have on Integra as a company,
2. Vertical axis: the impact that Integra's management of the topic can have on the external world
3. Size of bubble: the level of importance the topic is to stakeholders

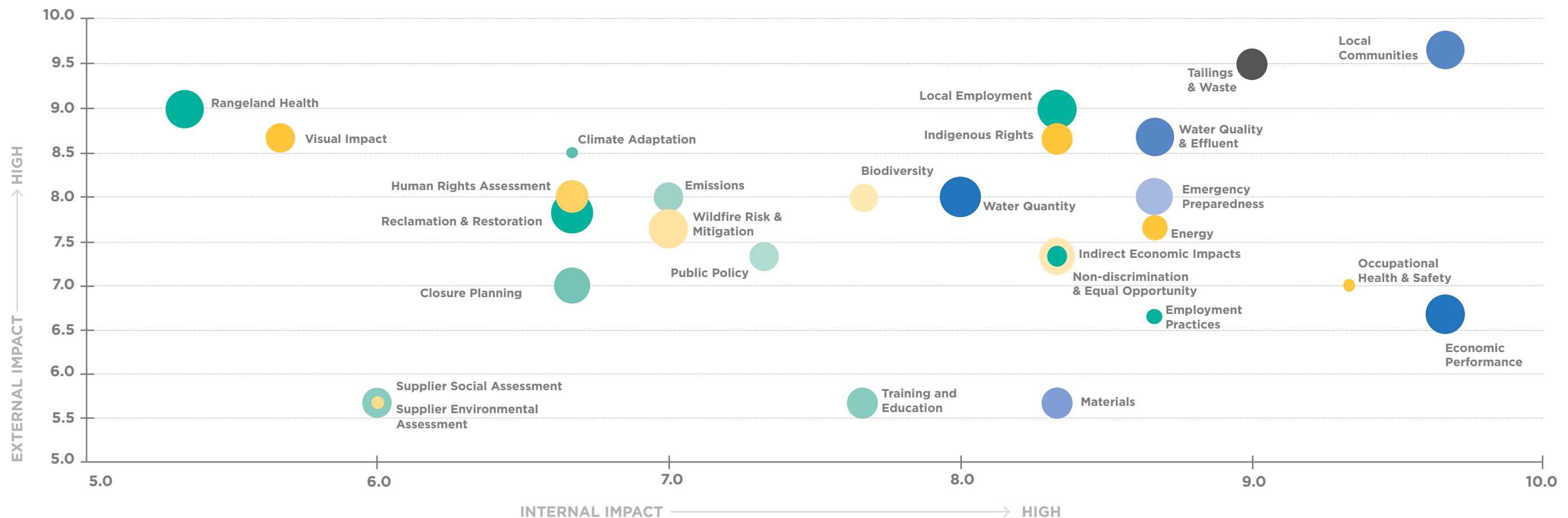
The combination of the horizontal axis, which represents the impact that a topic can have on Integra as a company, and the vertical axis, which represents the impact Integra can have on the external world for any given topic - along with the size of the bubble, which shows the level of importance the topic is to our stakeholders, helps us determine the most material topics.

Integra implements the outcomes of this assessment as follows:

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

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 material 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](mailto:community@integradelamar.com).

## INTEGRA MATERIALITY ASSESSMENT





# INTEGRA RESOURCES - A SNAPSHOT OF OUR COMPANY

## RESPONSIBLE MINING

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

in the pursuit to revitalize the DeLamar Project in a sustainable way, delivering net positive impacts economically, socially, and environmentally.

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

## 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.**

The Company completed in Q3 2021 a several-month-long process to identify, align upon, develop, and create Integra Resources' Core Values of "Integrity, Care, and Innovation." The process obtained 100% employee involvement across Integra Resources, its Board of Directors, and its subsidiaries, and a focus group with representation proportionate to all Integra locations held a series of meetings to finalize the process. The Company continues to work on plans that will operationalize the values in our everyday activities across our entire employee-base.

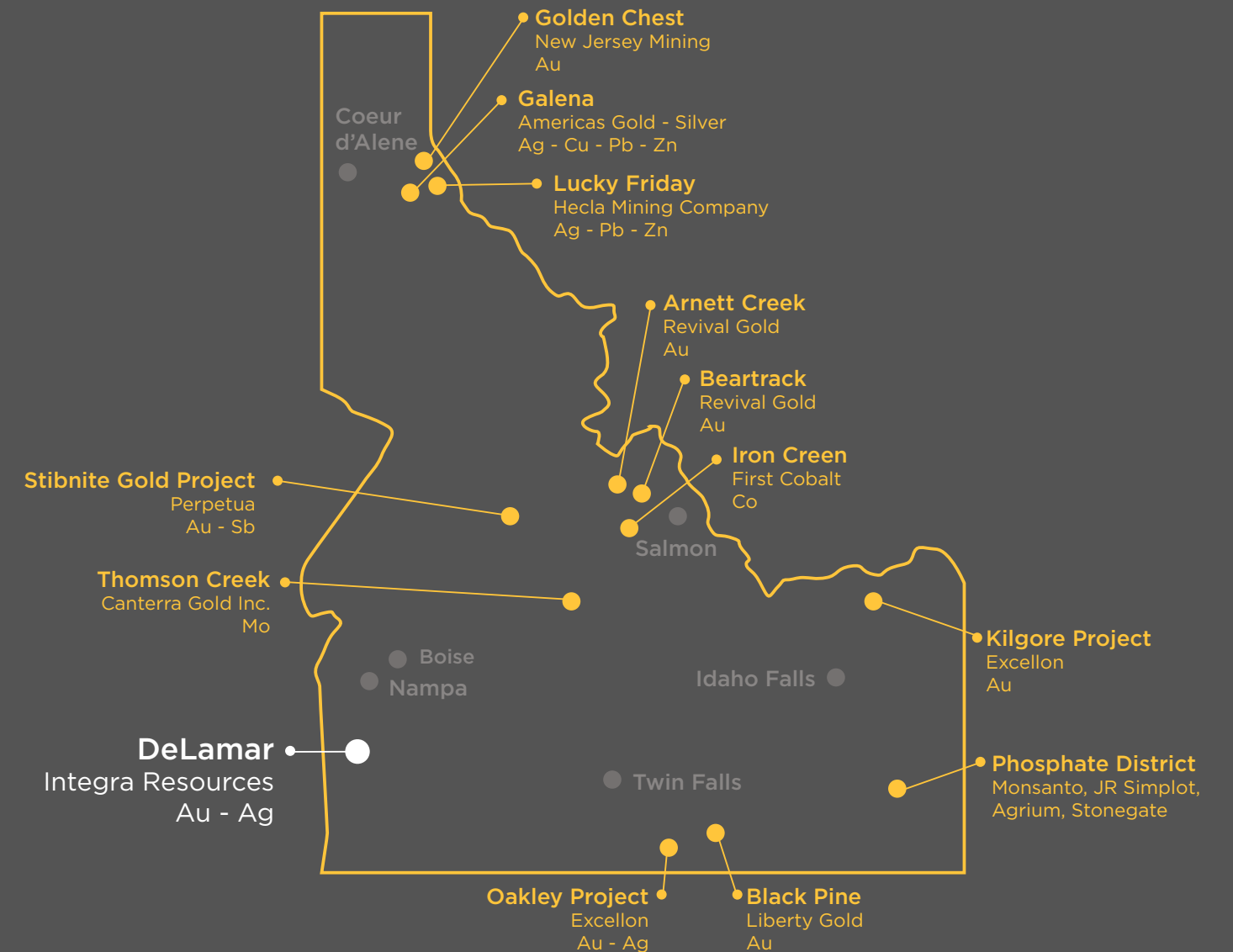
# OUR OPERATIONS

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

The DeLamar and Florida Mountain Deposits are at the core of the Project, as outlined in the Pre-feasibility Study published in February 2022. The Project is located approximately 100 miles (160 km) from Boise, Idaho, in Owhyee County.

The Company's land package includes a mix of patented claims, Idaho State Lease and Bureau of Land Management land. In total, the Company's claims encompass approximately 25,000 acres.

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



## 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

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

2

DeLamar Project Area: **2021 Activities:**

1 DeLamar Deposit

Exploration, geotechnical and metallurgical drilling. Baseline studies for permitting. Engineering studies to feed into PFS. On-going water treatment from past operation.

2 Florida Mountain Deposit

Exploration, geotechnical and metallurgical drilling. Baseline studies for permitting. Engineering studies to feed into PFS.

3 BlackSheep Target

Exploration drilling, geological mapping.

4 War Eagle Target

Exploration drilling, geological mapping.

**War Eagle**  
High Grade Exploration

4

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  $g\ Au/t + (g\ Ag/t \div 77.7)$ . 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.



# 2021 EXPLORATION

Integra's Exploration team completed a total of 31,683 m of core drilling in 2021, including 18,177 m at the Florida Mountain Deposit, 5,131 m at the DeLamar Deposit, 3,750 m at the Blacksheep target and 3,167 m at the War Eagle target. Some of Integra's contractors, namely our drilling contractors and assay laboratory, experienced labour shortages as a result of the COVID-19 pandemic. This impacted our drilling productivity in 2021 and greatly delayed our assay result turn around from the assay laboratories.

Exploration drilling at Florida Mountain in 2021 was dual-focused, including follow-up exploration on the high-grade shoots and structures below the

existing mineral resource and expanding the existing low-grade mineral resource through drilling geochemical and geophysical anomalies to the east and west of the existing mineral resource. At War Eagle, a program was conducted to test the northern extensions of the structures identified during the 2019 and 2020 drill programs. The drill campaign at BlackSheep focused on the Georgianna, Milestone and Lucky Days targets. Due to the shallow level of erosion at BlackSheep, very limited exploration drilling completed by previous operators was shown to be too shallow to properly evaluate the potential for high-grade vein style mineralization.



# SUSTAINABILITY FEATURES OF THE PRE FEASIBILITY STUDY

At the outset of Integra management team's decision to conduct a Pre-feasibility Study ("PFS"), an early commitment was made to explore sustainability-driven option studies to incorporate into the project, both to de-risk the project from unpredictable costs escalations in fuel and to live our values of Integrity, care and innovation.

While the world is seeing massive changes in sustainability in the mining sector, there are still many innovations needed. Luckily some of these technologies are being tested and many are commercially available and being used in mines. Of course, the applicability for each technology very much depends on the site conditions.

The DeLamar site has a unique topography, where the mill and heap leach pad is lower in elevation than one of the pits and has a 10km windy haul road. We saw this as a potential opportunity to use gravity in our downhill haul to not just reduce our fuel costs, but potentially generate energy - which is exactly the result.

This work not only lowered the Project's future greenhouse gas emissions and environmental footprint, but also importantly drove stronger economics for the Project. This is an important demonstration that highlights how operations can benefit economically from taking steps towards sustainability.

For the heap leach and mill scenario as outlined in the NI43-101 published on March 29, 2022, various sustainability-driven trade off alternatives were considered compared to the "business-as-usual" scenario.

The "business-as-usual" scenario assumes: (a) all mining equipment powered with diesel fuel and (b) 100% of energy supplied through the local grid.

Alternative sustainable scenarios include:

1. A hypothetical 100% electrified operations scenario where all diesel equipment and trucks are replaced with electric options.
2. A hybrid 20% electric haulage scenario consisting of diesel equipment and a portion (20%) of the haulage from electric haulage systems.

## 100% ELECTRIC HAULAGE AND MINING EQUIPMENT SCENARIO

While not practical at this point in time due to site constraints and/or market availability, a hypothetical 100% electrified operations scenario assumes that all mining operations, except blasting, are powered by electricity rather than diesel or other fossil fuel. This scenario assumes diesel provides less than 5% of the fuel needed to power equipment. The associated emissions results in a ~95% drop in fuel-related emissions (~35% reduction of the site's total GHG emissions) and ~48% reduction of total site energy costs. Various technologies were explored to achieve 100% electrification. However, due to the pit design and tight curves on the haul roads, the engineering team determined that it was not technically feasible to replace all haul trucks with electric alternatives and instead explored the partially electrified haulage scenario below.

## 20% ELECTRIC HAULAGE SCENARIO

The 20% electric haulage scenario was deemed to contribute to a higher NPV when integrating a Rail-Veyor system for material hauling. Because the Rail-Veyor system makes use of electric power stations to propel rail cars, the system is powered by the onsite electrical system and with downhill haulage, generates electricity. Incorporating Rail-Veyor reduces the number of hauling trucks by 20% and leads to a subsequent 12% reduction in both diesel consumption and GHG emissions associated with diesel use. Additionally, the hybrid integration of Rail-Veyor would contribute a ~7% reduction in total energy costs over the life of mine.



For all of the scenarios, the Company will power the Project through an onsite microgrid consisting of solar, battery, and LNG generators. Based on the local utility's most recently published GHG emissions intensity, the microgrid GHG emissions are estimated to be 13% lower than the utility sourced energy. The microgrid levelized cost of energy (LCOE) is 63% lower than the local electric utility.

Moving forward, the Company will focus on permitting and development of the simple, low-cost heap leach stand-alone mine plan capable of

producing an average of 136,000 ozs per year of gold equivalent ("AuEq") based on figures from the Company's PFS. Development of the simple heap leach mine plan at DeLamar will lead to significant decreases in water and power usage, further simplifying permitting and development. The sustainability-driven trade off studies have been updated to reflect the new direction in mine plan for future technical reports. The lowered power consumption will decrease the overall capital costs for the microgrid, making the cost of power and overall emissions even lower.



# 2021 DEVELOPMENT

## PERMITTING

Integra submitted and received approval on plans of study required to conduct baseline surveys for Aquatic Resources, Cultural Resources, Wildlife, Vegetation, Wetlands Seeps and Springs, Soils, Surface Water and Groundwater, and Geochemical Characterization. Baseline surveys were conducted on all of these resources.

Geochemical samples were selected as well as installation of a PM 10 monitor to provide site-specific baseline air quality conditions. Interim Baseline Survey Result Reports have been submitted to the agencies and are under review. Once all surveys are complete, these baseline reports will serve as the basis for the forthcoming Draft Environmental Impact Statement that will be developed subsequent to the submittal of the Mine Plan of Operations and Notice of Intent.

Integra completed the installation of the groundwater monitoring well network in order to initiate the collection of baseline data as well as to support the upcoming Point of Compliance Permitting that will be necessary to support the Point of Compliance necessary for the operation of the mine.

Initial coordination with the following agencies has occurred:

- U.S. Bureau of Land Management (“BLM”), Idaho Department of Lands (“IDL”)
- Idaho Department of Environmental Quality (“IDEQ”)
- Idaho Department of Fish and Game (“IDFG”)
- Idaho Department of Water Resources (“IDWR”)
- U.S. Army Corps of Engineers
- Office of Energy and Mineral Resources (“OEMR”)

Integra has engaged in outreach to the following Tribal Nations:

- Shoshone-Paiute Tribes of the Duck Valley Indian Reservation
- Fort McDermitt Paiute and Shoshone Tribes of the Fort McDermitt Indian Reservation
- Shoshone-Bannock Tribes of the Fort Hall Reservation
- Burns Paiute Tribe.

Coordination with the Office of Species Conservation has been initiated to begin early communications on the areas greater sage grouse habitat concerns and the proposed projects impacts on them, if any.

# OVERVIEW OF THE DELAMAR PROJECT'S PERMITTING PROCESS

In the U.S., any project that would utilize federal land, require federal permits, or use federal funds must be analyzed using the National Environmental Policy Act (NEPA) process. NEPA is a 'procedural' law requiring a prescribed process, including public involvement and scientific analysis to reach an environmentally informed decision. NEPA requires full disclosure for 'major actions' taken by Federal agencies, including alternatives to the actions, impacts, and possible mitigation.

For Integra's DeLamar Project, the Bureau of Land Management (BLM) is the lead federal agency due to portions of the

proposed mine being located on BLM lands. Before discussing NEPA and the permitting process, it is helpful to understand the various steps in the mining approval process. In 2019, Integra released our Preliminary Economic Analysis (PEA). A PEA is defined as a study that includes an economic analysis of the potential viability of a project's mineral resources. PEA's are an important step in determining whether a company should develop a mineral resource project. Based on the robust economics outlined in our PEA, Integra determined to move along in the process to further develop the proposed mine.

Exploration drilling has been underway and continues to further define additional resources. Based on this additional exploration data and on updated market conditions, we released our Pre-Feasibility Study (PFS) in 2022. The PFS is an evaluation of a proposed mining project to determine whether the mineral resource can be mined economically. The PFS is developed utilizing conceptual or preliminary engineering, and is more detailed than the PEA. The next step in the mine approval process is to develop the Mine Plan of Operations (MPO) which provides the mine design.

The MPO is the "proposed action" that will be evaluated throughout the NEPA process. The MPO must provide alternatives evaluated during design to avoid and minimize impacts to the human and natural environment, how the mine will be reclaimed, and planned compliance monitoring that will continue after reclamation is complete. To better inform the MPO and to reduce costly delays in agency requests for additional information, Integra initiated baseline studies in 2021 to identify

any potential impacts to resources such as water quality and wildlife and to also collect data such as availability of vegetation and soil types, water quantity, and meteorological data which will aid in reclamation planning. We anticipate the MPO will be submitted to the BLM in Q4 2023. The BLM must determine that the MPO is administratively complete before Integra can move into the NEPA process. The first step in the NEPA process is the publication of the Notice of Intent (NOI), which begins the formal scoping process and serves as the official legal notice that the BLM and its cooperating agencies are preparing an Environmental Impact Statement (EIS). Scoping is the process required by the Council for Environmental Quality (CEQ) for EISs by which the BLM solicits input on the issues and impacts that will be addressed in a NEPA document as well as the degree to which those issues and impacts will be analyzed. This includes input from both internal resource specialists as well as with interested and affected public, agencies, Tribal Nations, and organizations.

## The typical mining process includes the following eight steps:



# OVERVIEW OF THE DELAMAR PROJECT'S PERMITTING PROCESS

Scoping allows the BLM to eliminate issues raised that are not related to potentially significant impacts or those that have been covered in other environmental documents. The scoping process also identifies the environmental review and consultation requirements. Issues and concerns raised during the scoping process will aid in the development of alternatives and will determine the scope or extent of the significant issues to be analyzed as part of the environmental analysis. The EIS must consider a range of reasonable alternatives, including the Proposed Action and No Action alternative, and provide a description of alternatives eliminated from further analysis (if any exist) with the rationale for elimination.

Public involvement is fundamental to the NEPA process. NEPA requires agencies to consider the environmental impacts of their proposed actions and inform the public that they (the agencies) considered environmental concerns in their decision-making process; therefore, there are numerous opportunities for the public to provide comments. This is during the scoping process as

well as during the review of the Draft EIS (DEIS) and Final EIS (FEIS).

After scoping, the BLM will initiate the development of the DEIS which includes providing a description of the environment that may be affected by the proposed action (affected environment). The affected environment section provides existing baseline information necessary for the analysis of environmental effects of the proposed action and each of the alternatives. The environmental effects section will quantify the impacts as much as possible and describe effects in terms of their context, duration, and intensity. These effects will determine if any design measures must be considered and therefore would result in a revision of the MPO.

As part of the public involvement process, the DEIS will provide a summary of the scoping process, including efforts to involve the public in preparation of the EIS names of any federal, state, local agencies, organizations, individuals

consulted, as well as the tribal government-to-government consultation process. The DEIS is then made available to the public through the publication of the Notice of Availability (NOA). The public comment period for the DEIS must last at least 45 days. This provides the agencies, Tribal Nations, organizations, and affected communities the opportunity to provide comments on the DEIS. A press release announces the availability of the DEIS and to provide dates of any public meetings or hearings. BLM will maintain a record of public meetings and hearings including a list of attendees and comments received during the comment period. This will be provided as a summary in the FEIS.

The FEIS provides the information from the DEIS as well as copies of substantive comments received on the DEIS. A summary of responses to comments and any changes in environmental analysis or alternatives in response to substantive comments will be provided in the FEIS. Once the FEIS is complete, BLM will provide public notification of availability (NOA) for a minimum

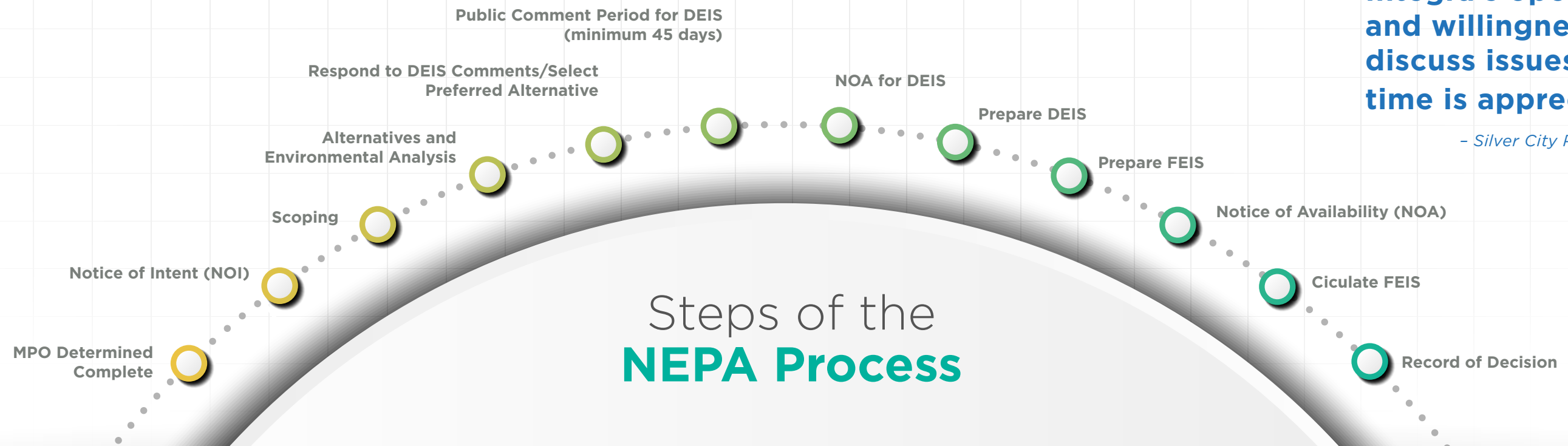
30-day availability period. Any comments received may be addressed in the ROD; however, if significant new circumstances or information relevant to environmental concerns because of the proposed action arise, BLM must determine whether to supplement the DEIS or if minor changes can be made to the existing FEIS.

A Record of Decision (ROD) is prepared to document the selected alternative and any accompanying mitigation measures. The ROD cannot be issued until 90 days after the publication of the DEIS.

In addition to the NEPA process and agency decision on the proposed mine, Integra will also seek to obtain various federal, state, and local permits, approvals, and licenses to initiate construction. Our goal is to initiate these approvals during the development of the EIS to reduce delays between the ROD and construction.

**“ Integra’s openness and willingness to discuss issues any time is appreciated. ”**

*- Silver City Property Owner*



# GOVERNANCE

# BOARD OF DIRECTORS & COMMITTEES

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

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

In 2021, the Board met four times, 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. The Audit Committee, Nomination and Corporate Governance Committee and Human Resources and Compensation Committee were all comprised exclusively of independent directors. In 2021, the independent members of the Board met for in-camera sessions without the non-independent director and management at all Board and committee meetings. In addition, the Board adopted a Chair of Board Committee mandate in 2021 which outlines the role and responsibilities of the Board committee chairs.

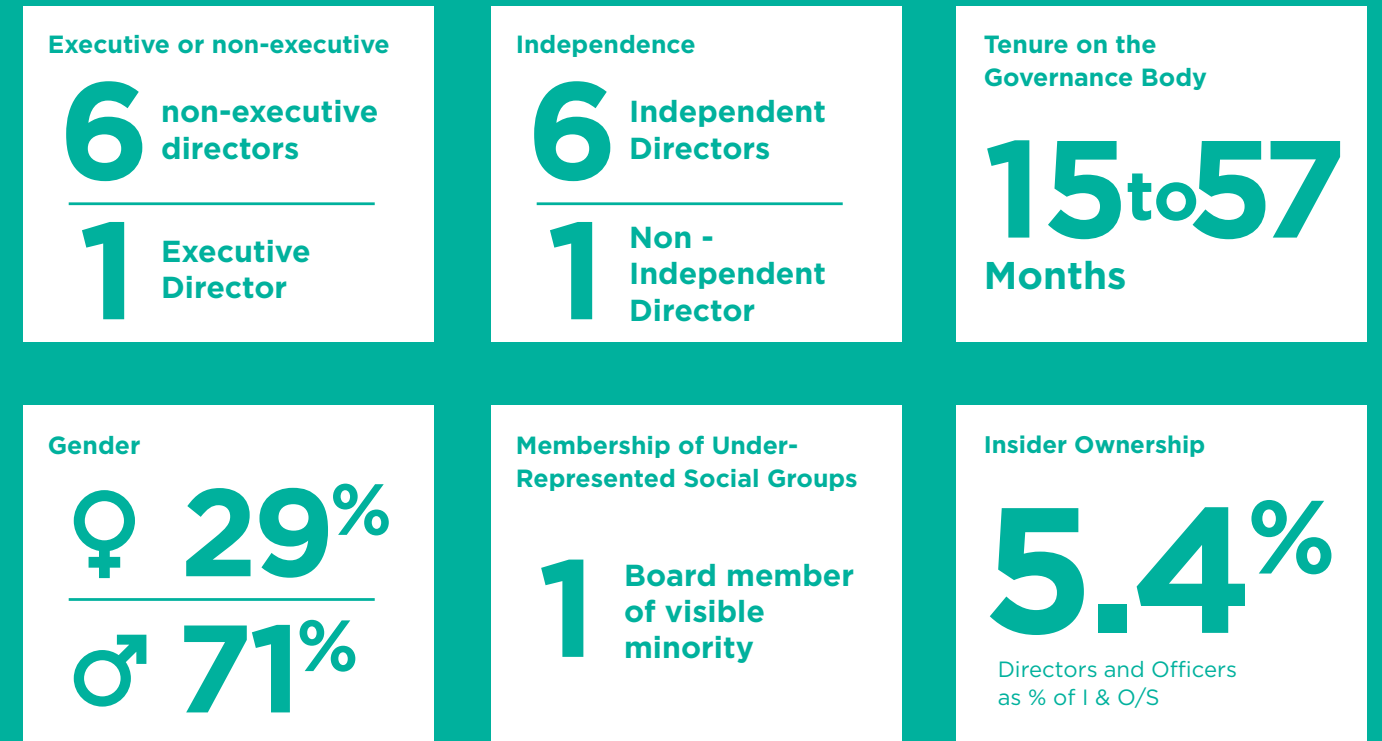
In December 2021, recognizing the increasing importance of Board oversight when it comes to ESG matters, the Board established an Environment, Social, Governance Committee (the “ESG Committee”) and adopted an ESG Committee Charter. The main purpose of the ESG Committee is to provide oversight with respect to environment, social, and governance matters to ensure the Company conducts operations at its mining project sites in an environmentally and socially responsible manner and in compliance with all applicable laws and regulations. The ESG Committee will support the Nomination and Corporate Governance Committee with fulfilling its duties with respect to corporate policies and procedures. As the ESG Committee will be responsible for oversight of human resources, sustainability and environmental matters, the Human Resources and Compensation Committee and Technical, Safety, Environment, and Sustainability Committee are now the Compensation Committee and Technical and Safety Committee.

**As of December 2021, the five committees are:**

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

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

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



\*as of May 16, 2022



# CORPORATE POLICIES

Since our inception in late 2017, Integra's Board and Management have worked to build a robust set of policies to help govern and direct how we conduct our business. Each year, these policies are reviewed by the Board and refined by management in order to ensure appropriate guidance of our business and operational activities. In 2021, the Board adopted an anti-bribery and anti-corruption policy that is designed to educate and provide guidance to the Company's personnel and agents on the giving or receiving of bribes and to highlight that the Company adheres to best practices and therefore has a zero-tolerance policy for bribery and corruption. The Board also adopted a compensation recovery policy in 2021 to provide for the right to recover performance-based compensation from any director, officer employee or consultant, who participates in the equity plans of the Company, that has engaged in fraud, theft, embezzlement, serious misconduct or negligence.

## The following corporate policies were in place in 2021:

- Code of Business Conduct and Ethics
- Diversity and Inclusion Policy
- Equity Ownership Policy
- Safety, Environmental and Social Responsibility Policy
- Whistleblower Policy
- Workplace Bullying and Harassment Policy
- Workplace Bullying and Harassment Policy Reporting and Investigation Procedures
- Communications and Corporate Disclosure Policy
- Information Technology Policy
- Insider Trading Policy
- Investment Policy
- Records Retention Policy
- Anti-Bribery and Anti-Corruption Policy (adopted in 2021)
- Compensation Recovery Policy (adopted in 2021)

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

## EXECUTIVE MANAGEMENT



**George Salamis**  
President and CEO



**Andrée St-Germain**  
CFO



**Tim Arnold**  
Chief Operating Officer



**Leanne Nakashimada**  
Corporate Secretary



**Max Baker**  
VP Exploration



**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 of the Company, 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 has 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.

**“ I know that you're involved in the community and friendly! It is a nice feeling knowing that your top people care! ”**

*– Jordan Valley Resident*

## PERFORMANCE-BASED COMPENSATION LINKED TO ESG

ESG is a core component of our business, and all executives of the business are held to account for achieving our company-wide objectives in Health & Safety, Environmental, Corporate Governance, and Social Responsibility as reviewed and approved by the Compensation Committee and Board of Directors. Performance in these areas accounts for a 30 % weighting for bonuses awarded as part of the Company's short-term incentive plan, and executives of the Company will receive a partial or full incentive bonus payment depending on the targets met, and the Board's assessment of overall performance. This reinforces the belief that our ability to operate successfully is acutely dependent on our ability to deliver long term value to all our stakeholders and to proactively manage and mitigate our impact on the wider environment. For 2021,

the ESG key performance indicators used to assess executives performance included:

- applying industry-leading Health & Safety measures (including COVID-19 guidelines and procedures);
- continuing stakeholder engagement with increased engagement towards local communities, Tribal Nations and other stakeholders; and
- embracing the Company's ESG goals and values, and advancing ESG initiatives.

In early 2022, the Compensation Committee assessed the Company and executives' performance for 2021 and determined that the ESG key performance indicators were achieved.



# SOCIAL

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 society 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 culture at Integra that highlights our core values of Integrity, Care, and Innovation.



# HUMAN RESOURCES - 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. As we continue forwards building Integra as a company, we will continue to 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 that exemplifies a culture that supports 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.



## DIVERSITY, EQUALITY, & INCLUSION

Integra's employees are geographically dispersed between locations in Vancouver, Boise, the DeLamar Project site, and remote locations across the United States. 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 prior years 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 sought to improve this by both continuing to develop current female staff towards supervisor and management positions, as well as by ensuring more women are interviewed during the hiring process for new positions. In 2021, one female director joined the Board, one female employee in the corporate office was promoted to an officer of the Company in her role as Corporate Secretary, and two female employees were hired into senior staff/management positions in the Boise office. Dedicated "Women of Integra" events are now routinely held with participation across the Company. Integra maintains our commitment to being a safe, inclusive, and thriving environment for women to work in.





## 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 2021, training in health & safety, diversity & inclusion, as well as professional development for staff in various technical roles was undertaken. 100% of all executives, management, and middle management underwent annual performance reviews, in addition to all full-time staff. During annual performance reviews, strengths and areas for improvement are discussed, and plans are laid for the year ahead that incorporate any challenges and goals.

**“ It’s nice to have more people in the community. It helps our economy and local businesses. ”**

*- Jordan Valley resident*

## HEALTH & SAFETY

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 require 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 2021, Integra Resources 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. With the implementation of the Respiratory Illness Prevention and Monitoring Policy, as well as logistical re-structuring of various tasks at site, Integra had no COVID-19 outbreaks in 2020 or 2021.

Over the course of 2021, the Company did not meet our goal of achieving zero harm, and recorded a higher injury frequency rate than in past years. The Project site was significantly more active with many employees and personnel, many of which were new to the project and new to mining, carrying out various tasks involved with transitioning from a property in care and maintenance to an active mining project. In response, the Company has hired an experienced full-time health & safety supervisor with 30+ years of mining safety experience and a history as an MSHA inspector, along with two other site level supervisors with an active mine site background. Additional weight has been placed on diligent internal reporting, as well as a steady emphasis on a company-wide culture shift towards a behavioural based safety culture. At the time of writing the Company has recorded zero injuries in 2022.





## 2020 HEALTH & SAFETY HIGHLIGHTS

- Staff safely managed the COVID-19 pandemic, following the Respiratory Illness Prevention and Monitoring Policy for the second year running. Site management coordinated with local health authorities and managed the evolving requirements of the CDC and the State.
- Initiation of a Field Level Risk Assessment (FLRA) program.
- Following a sequence of muscle strains, two electrically powered pallet jacks were acquired to aid in the moving of drill core boxes. Specific review and training of how to safely lift heavy core boxes was conducted, and the maintenance team repaired uneven flooring in the exploration core shack. No subsequent incidents have been recorded.
- Carried out extensive road maintenance on the site access road between Jordan Valley and the DeLamar Project, including extending culverts and providing road delineators where appropriate.
- Conducted annual MSHA training, focussing on DeLamar-specific hazards and processes.
- All current site employees obtained an OSHA 10 certification level.
- Fall protection system was purchased for the roof of the administration building. Anchors placed and pull-tested.
- A dedicated focus in all departments to prioritize maintaining a clean workplace. This has resulted in a workplace where it is evident that employees and staff care.

## 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:

- 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.
- 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 or the Daily Work Place Exam;
- Incident reporting and incident investigation policy;



# LOCAL AND INDIGENOUS COMMUNITIES

Integrity is foundational to every relationship we build and is essential to the sustainability of our business. Integra is committed to building collaborative and trusted relationships with local and Indigenous communities. We believe that resilient relationships are a key part of a business's ability to sustain itself, and we acknowledge 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 year we operationalized this approach by conducting a robust stakeholder materiality assessment process and used the outcomes to drive our operational goal-setting program, thus tying the material values and needs of our community into the direction we push our business. We actively seek out opportunities to incorporate objective and qualitative assessments of our performance, so that we can identify and improve in areas where improvement is needed.

One key area highlighted in 2020 was engagement with Tribal Nations, made

specifically challenging from the effects of the COVID-19 pandemic. In early 2021, once CARES Act management was concluded, Integra began making collaborative efforts to actively engage with Tribal Nations with current and/or ancestral ties to the lands where we operate. Introductory meetings, collaboration on special projects, and site visits were coordinated in 2021.

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.

## STAKEHOLDER FEEDBACK

Integra's External Stakeholder Plan ("ESP") outlines a "Management System" approach that is implemented through a set of tactics that, together, constitute Integra's approach to stakeholder management:

1. Stakeholder Engagement
2. Communications
3. Community Involvement and Support
4. Monitoring and Reporting.

While our strategy is constantly evolving as we learn more about the culture, values, and priorities of the communities surrounding the Delamar Project, these four tenants continue to provide the foundational elements of Social Performance Management.

Key priorities in 2021 included establishing formal policies, procedures, and metric tracking mechanisms to bolster the Company's stakeholder engagement program. These tools establish qualitative Key Performance Indicator ("KPI") measurement tools which can be tracked year over year to better evaluate our performance.

Additionally, these tools serve to embed the four tenants of the ESP into the cultural fabric of our Company now and into the future through formal adoption of procedures and Company-wide participation.

With all stakeholder engagement activities, Integra leads with our Core Values: Integrity, Care, and Innovation. Our focus is always on listening to stakeholders, and ensuring that the programs and partnerships align with the culture, values, and priorities of our diverse stakeholder groups. Integra focuses on being an active partner, directing our efforts towards developing lasting, mutually understanding relationships and generating shared value for all stakeholders, as well as for the Project.

As a demonstration of our commitment to responsible and long-term stakeholder management, in 2021 the Company hired a full-time Community Affairs Manager based in Idaho. This position focuses on direct stakeholder engagement and leads the implementation of Integra's ESP.

Word cloud of material topics, as determined by the materiality assessment survey. The larger the word appears, the more often the word was mentioned in the interview process.



# 2021 EXTERNAL STAKEHOLDER PLAN HIGHLIGHTS

## 1. Stakeholder Engagement

- a. Inaugural DeLamar Day Community Appreciation Event
- b. Boise Office Open House
- c. Inaugural Community Christmas Dinner
- d. Participation in key community events:
  - i. Jordan Valley Big Loop Rodeo
  - ii. ION Heritage Museum Parade
  - iii. Murphy Outpost Days – Owyhee County Historical Society Museum
  - iv. Silver City Property Owners Association Annual Meeting
- e. Formal stakeholder register developed
- f. Tribal Nation Engagement
  - i. Firewood donation
  - ii. October 2021 site visit with Elders, Tribal monitors, and BLM officials
  - iii. Meetings with the Shoshone-Paiute Tribes of Duck Valley Business Council and the Fort McDermitt Paiute and Shoshone Tribal Council
- g. By the Numbers
  - i. 2,880 individual stakeholders engaged (tracking implemented in Q2, does not include Q1 engagements)
  - ii. 68% in person – Returning to in-person engagement post pandemic, but still influenced by COVID-19 impacts

## 2. Communications

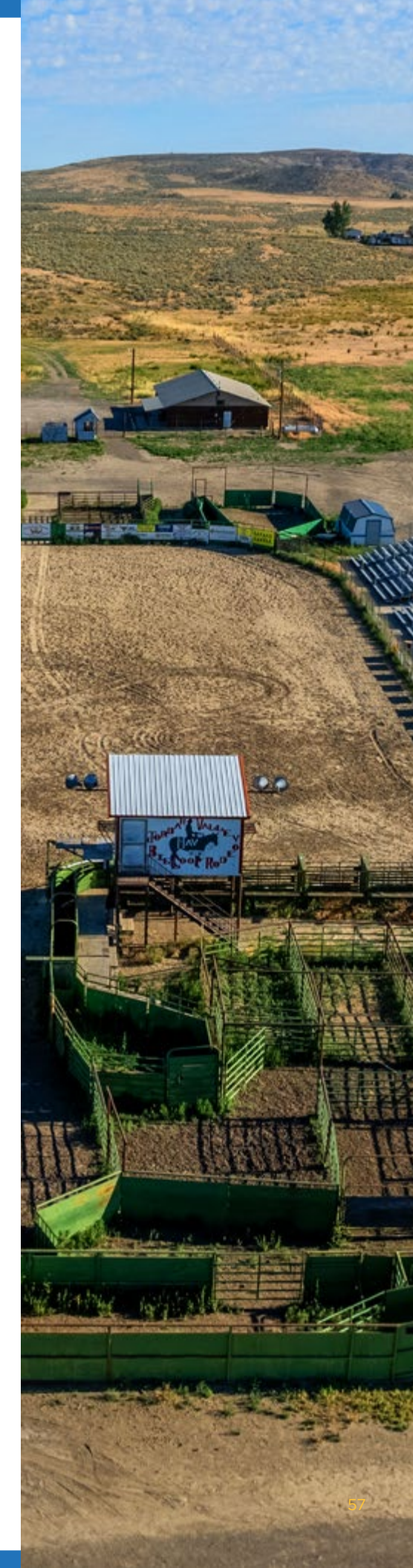
- a. DeLamar Download – a quarterly newsletter distributed throughout our communities as well as digitally to the Community Relations Electronic Mailing list.
- b. Feedback mechanism
  - i. Formal process for inviting dialogue and soliciting comprehensive feedback from stakeholders. Focuses on accessibility and transparency.
  - ii. Includes a formal grievance mechanism
  - iii. Includes 5 formal avenues for feedback to reduce barriers to access:
    - 1. Email: [Community@integradelamar.com](mailto:Community@integradelamar.com)
    - 2. 24/7 message line: 208-593-7889
    - 3. Secure feedback boxes placed in publicly accessible community gathering locations
    - 4. Mail: Integra DeLamar Mining Company c/o Community Relations PO Box 52 Jordan Valley, OR 97910
    - 5. Verbal – to any Integra employee, with a formal employee stakeholder contact reporting process in place
  - iv. Social Media

## 3. Community Involvement and Support

- a. Total 2021 voluntary community investment (donations and sponsorships) \$63,558
- b. Community Involvement and Support Highlights:
  - i. Bureau of Land Management and Treasure Valley Community College cooperative internship program
  - ii. Marketing support for local businesses
  - iii. Expansion of the Jordan Valley High School Scholarship from one to two scholarships
  - iv. Season of Giving holiday gift event supported 21 households
  - v. Free community holiday dinner served over 150 people
  - vi. Donation of 240 logs (previously felled from prior exploration activities) from the DeLamar site, including loading, delivery, and unloading, to the Duck Valley Shoshone Paiute Reservation for a firewood for elders program
  - vii. Donation of 190 Christmas trees from the company's private property to the Owyhee County Historical Society and Museum for their annual Christmas tree fundraiser

## 4. Monitoring and Reporting

- a. Stakeholder Contact Register
- b. Community Investment Monitoring
- c. Communities Priority Survey
- d. Community Report Card Survey
  - i. 92% of respondents support the advancement of the DeLamar Project
  - ii. 83% of respondents agree that the actions of Integra and its employees exhibit the company's core values.



# As a continuation of our commitment to transparency, we would like to take this opportunity to address some of the most common questions we've received about the DeLamar Project through our stakeholder engagement activities to date.

## COMMON FEEDBACK/FAQ

## ITR RESPONSE

Where does Integra plan to source employees, and how will you address housing needs?

The current estimate for number of employees at DeLamar during peak production is 220. To better understand future employment needs and impacts, the Company will be completing traffic studies, as well as socioeconomic impact assessments as project development progresses. The Company has also begun engagement with local colleges and universities, as well as the Idaho Department of Labor to establish plans to support future employment needs. Currently, the majority of employees (78%) at the DeLamar Project reside in Malheur County, OR and SW Idaho.

What visual impacts will the mine have?

As part of the NEPA process, Integra will be completing visual resource baseline studies to help better understand the potential changes to the landscape and guide the mine plan to minimize and mitigate these impacts.

An important component of the visual resources associated with the DeLamar Project is that it is known as a "brownfields" site. This means that much of the Project area has been previously disturbed, thereby helping minimize new disturbances.

As part of the mine plan of operations, the Company will be analyzing options for light pollution reduction, concurrent reclamation, and developing mine features to blend into the natural topography where possible.

How will access to recreation change?

The Owyhee Mountains are a popular recreation area for hunters, hikers, off-roaders, and more. Integra is currently actively engaging with recreation groups and Owyhee County officials to better understand current recreation activities, and to develop collaborative solutions that preserve responsible recreation access in the region. If you are interested in contributing to this conversation, please email us at [community@integradelamar.com](mailto:community@integradelamar.com).

Will there be any water discharge or impacts to water quality associated with the mine?

Since acquisition of the DeLamar Project in late 2017, Integra has continued water treatment related to previous mining activities.

Since 2020, Integra has been collecting groundwater and surface water data to better understand the baseline conditions in the Project area. This data will serve as the baseline against which all potential Project impacts will be measured and mitigated. We are still analyzing the groundwater data, sitewide water balance, and processing water demands to develop an overall water plan, which we will be able to inform the public on during the NEPA process. We can assure the public that we could not successfully permit the project if there was going to be significant impacts to surface or groundwater water quality.

How will Integra protect biodiversity and rangeland health?

Since 2020, the Company has been conducting baseline environmental studies in support of the NEPA process. Independent consultants have surveyed and studied wildlife, water quality and quantity, vegetation, air quality, cultural resources, and more. These studies are currently ongoing, and serve to inform the mine plan for the DeLamar Project to minimize and mitigate potential future impacts. We believe that with proper planning and active partnerships, our impacts can and should be net-positive.

One example of an action Integra has already taken in protecting biodiversity and rangeland health is engagement with the Jordan Valley Cooperative Weed Management Area to address and treat noxious weeds within the Project area, identify procedures for sharing locations of noxious weeds to better understand their spread, and developing protocols to reduce risk of transmission of noxious weeds outside of the Project area.

Another example is our partnership with Trout Unlimited, with primary work underway assessing the Jordan Creek watershed to highlight opportunities to improve red banded trout habitat through collaborative projects.

What will be the main access route to the site?

Historically, Trout Creek road has served as the primary access route to the site. The Company continues to advance engineering analyses, environmental studies, and stakeholder engagement to determine the most appropriate primary and secondary access routes.

How will the DeLamar Mine aid in the economic development of local communities and support local businesses?

The DeLamar Project is expected to generate significant tax benefits the U.S., Idaho, and Owyhee County. Additionally, the Project will generate additional direct income and employment tax as a result of the over 200 direct jobs added during production. In addition to these direct tax and employment benefits, the DeLamar Project is expected to have significant indirect and induced economic benefits in the form of local procurement of goods and services and sustainable economic growth related to the Project. Based on an economic impact assessment completed by the Idaho Mining Association in 2019, for every 1 direct mining-related job, an additional 1.5 jobs are created in the Idaho economy. This is due to high mining wages resulting in downstream consumer spend and direct product and service procurement from other Idaho businesses. The Company has plans to conduct a formal socioeconomic impact analysis on the DeLamar Project, the results of which will be shared with stakeholders upon completion.

We want to see the Integra leave the land better than they found it. What is your plan for reclamation?

The mining industry has made great strides these last few decades in responsible mining, and providing sustainable opportunities in the communities and regions they work in. Integra is committed to responsible mining and leaving the DeLamar Project even better than we found it. As part of the NEPA process, the Company will develop a formal environmental reclamation and closure plan for the Project to commence upon eventual closure of the operation. This plan will be informed by in-depth environmental analyses as well as stakeholder consultation.

Outside of jobs, how does Integra plan to invest in local communities?

Integra sees community engagement as central to the long-term success of DeLamar. We have a robust community engagement program, which focuses not only on providing information about the DeLamar Project, but more importantly, listening to the needs and priorities of stakeholders and understanding how Integra can be a valued partner to local communities. Our focus is on building relationships that will endure and grow as the Project develops. We also have a formal community investment program, which focuses on key areas of need identified through stakeholder consultation. These focus areas include, youth, education, sustainable economic development, culture and arts, environment, community activities and services, health and safety, and employee involvement.



# ENVIRONMENT

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

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. Every Idahoan has a strong tie to the land, and we as stewards of a large project area 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 also 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 in a manner that seeks to obtain a net-positive impact from having Integra do business in the ecosystem.

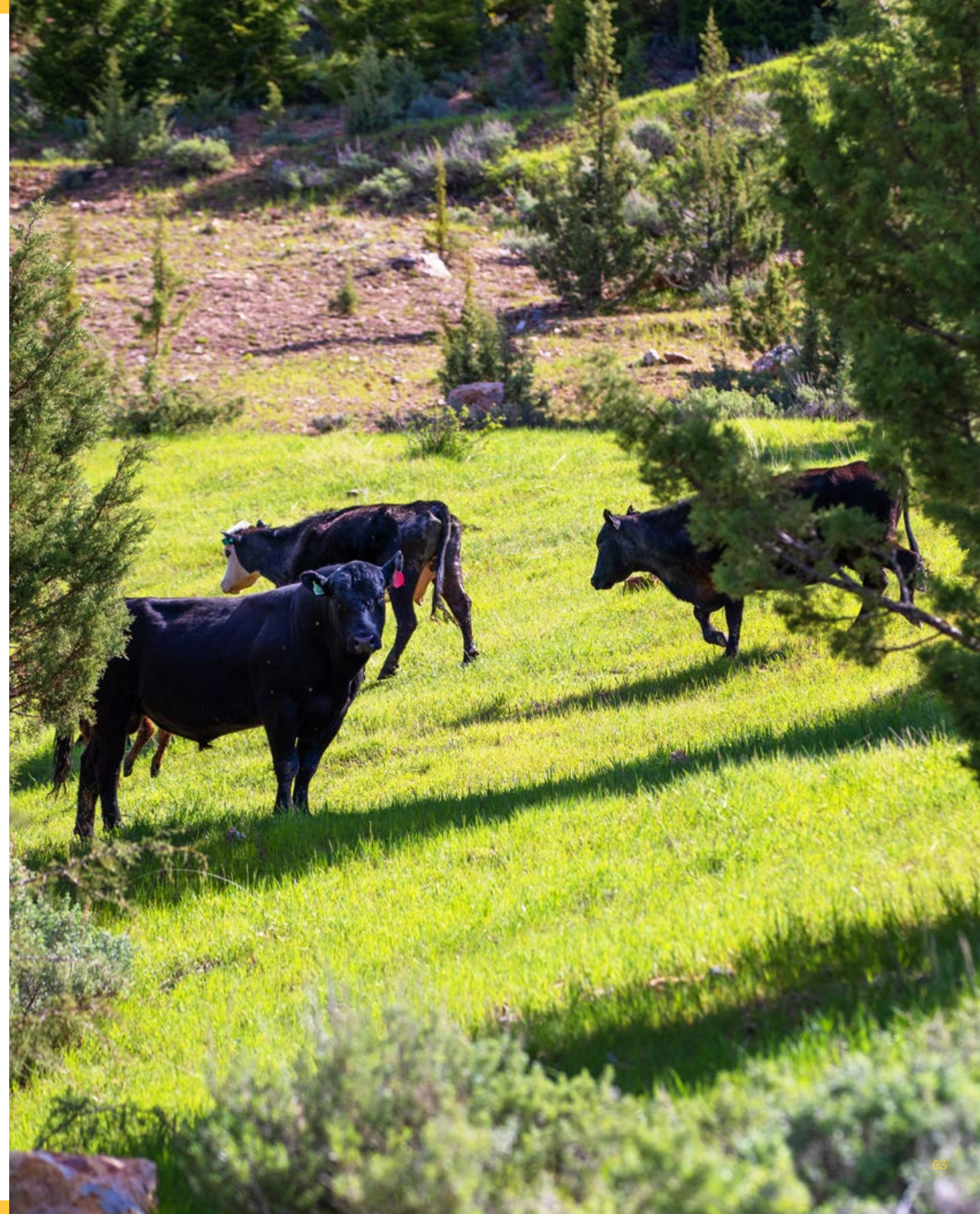
The DeLamar Project site is currently in closure status with the State of Idaho, after being successfully reclaimed following the last stages of its active mine life in the early 2000's. The site is in good standing, with many of the same employees that completed the award-winning reclamation still on staff, maintaining the highest standards of environmental stewardship. Over the course of the year 2021, 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;
- 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;
- Protect our habitat as much as feasibly possible, and aim for zero net negative impact by offsetting it and seeking ways to improve habitat outside of our footprint;
- Use energy as efficiently as possible.
- Minimize our use of water, and closely manage our impacts on water quality;

**“ I appreciate that you don't try to pull the wool over our eyes. You're honest and I know I can trust this company. ”**

*- DeLamar Day Attendee*





# PARTNERSHIP WITH TROUT UNLIMITED

In 2021 Integra entered into a Memorandum of Understanding (“MOU”) with Trout Unlimited to evaluate and prioritize potential future habitat reclamation projects within the Jordan Creek watershed in Owyhee County, Idaho.

As is common with many historic mining districts, Jordan Creek experienced heavy impact from antiquated mining practices during the late 1800s and early 1900s. Within the arid high desert terrain surrounding the DeLamar Project, opportunities to collaborate on habitat improvement projects outside of the Company’s land package boundaries have the potential to positively impact habitat for species such as the Redband Trout.



This partnership with Trout Unlimited complements Integra’s commitment to minimizing unnecessary impacts within the DeLamar Project boundaries and seeking opportunities to offset them with positive habitat impacts in our surrounding areas.

This partnership also highlights the importance of collaboration when cleaning up legacy abandoned mine land sites in the west given the complicated mixed land ownership of former mining districts. The overarching goal of this project will be to holistically look at upper Jordan Creek to identify potential projects that will improve the environmental health of the watershed. Some examples of

potential future projects could include road crossing improvements, aquatic organism and fish passage barrier identification, reclamation and revegetation of mining impacted lands, source reduction of pollutants from historic mills, and in-stream habitat improvements.



# WATER

# MANAGEMENT

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.

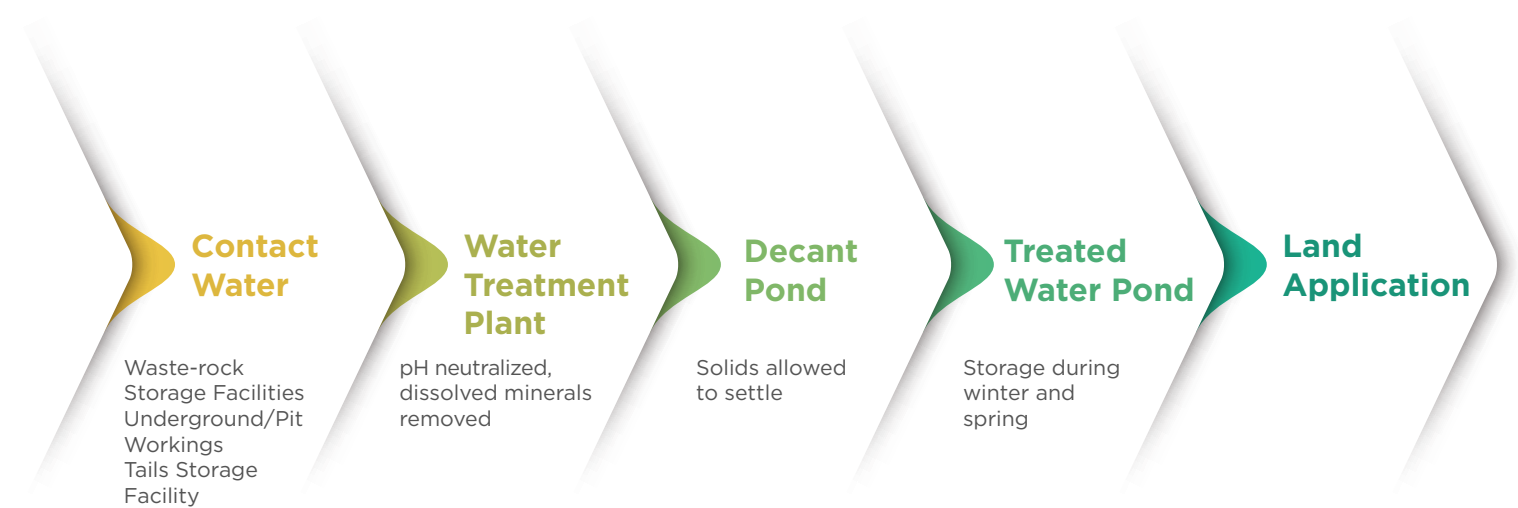
For example, since the 1990s the DeLamar site has partnered with a local rancher near the project area on a Land Application Treatment (LAT) program in which treated water from the Project's water treatment facility is discharged onto the grazing field of a neighboring ranch in accordance with all

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. 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 waste water is settled in excavated sumps at the drill site in order to remove sediment before it is returned to the environment.

Activity	Source	Quantity	Treatment
Exploration Drilling	Surface water	Est. 31.26 acre feed used	Natural settlement
Water Treatment Plant	Ground water and runoff water	167 acre feet	pH neutralization with lime, settling pond

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.



# RECLAMATION & FINANCIAL ASSURANCE

The mindful reclamation of any surface disturbances generated during our exploration activities is 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 as the centerline of any roads with flagging. During construction, a team member from site 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, 2021, a reclamation bond of US\$2,893,829 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\$631,400 was placed with the BLM for 2021 exploration activities on public lands.



# CLIMATE RISK

Integra Resources is aware of and actively considering the implications for the DeLamar Site regarding future climate risk scenarios. Studies show the predicted effects of climate change and associated extreme weather events across North America in both high- and low-emissions scenarios. The results, especially in the high-emissions scenarios, predict significant changes to temperature, timing of precipitation and seasonal runoff events in southwestern Idaho.

High-emissions scenarios predict average annual temperatures in southwestern Idaho to increase 2-6 degrees Fahrenheit by mid-century, increasing wildfire hazards. Wildfire risk to the DeLamar Project includes direct risks to Project infrastructure from rangeland fires, and also indirect risks including limiting access to site and worker safety/productivity issues.

Seasonally, climate models project increased precipitation in winter and decreased precipitation in summer leading to overall reduced soil moisture conditions across the region. Regionally, enhanced seasonality and increased rain-on-snow events are predicted to result in a >100 percent increase in the amount of snowmelt runoff by the end of the century, more than double that of the worst storm on record. Flood events equivalent to the current 100-year flood are likely to become more frequent

during the winter/spring months, which could be impactful to mining operations and infrastructure, requiring more complex and robust water management practices, engineering controls, and increased runoff water storage capacity.

Increased aridity, predicted to result from higher average temperatures and seasonal changes in timing of precipitation, could impact project water supply. The high-emissions scenario predicts that water stress will significantly increase in the region by 2040. Water stress can be defined as the ratio of water demand to the amount of available water.

Integra will continue researching potential climate risks to the DeLamar Site, and plans to conduct full risk scenario planning in the near future.



# EMISSIONS & CLIMATE CHANGE

As part of our efforts to lead the mining industry to better practices, Integra Resources 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 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 restoration. As climate policies, disclosure mandates, and shareholder demands continue to become a central part of doing business, it is more important than ever for companies like ours to take the necessary steps to mitigate climate risk.

Integra Resources is beginning to take those steps to not only mitigate climate risk, but to continue to improve our emissions

performance as new technologies become available. By designating 2020 as our base year we will be able to compare data, set targets, and identify opportunities for reducing GHG emissions throughout the life of the company.

In 2021 Integra Resources emitted a total of 2,648 metric tons of CO2 equivalent; 2,115 of which were Scope 1 emissions, and 533 from Scope 2. The Company saw an increase in emissions that can be tied to two main factors: an increase in site activity in 2021 as COVID-19 safety measures were lifted, and most significantly by an increased exploration drill program in 2021 vs 2020. Integra will continue to explore opportunities to reduce both Scope 1 & 2 emissions as we shift from exploration to productive operations at the DeLamar Project.

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

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

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

		2020 <sup>1</sup>	2021
<b>Gross direct emissions</b>	Scope 1	1188.6	2,115.0
	Biogenic CO2	0	0
<b>Gross indirect emissions</b>	Market-based Scope 2	561.6	533.3
<b>Total GHG Emissions</b>		<b>1750.2</b>	<b>2,648.3</b>

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

# PARTNERSHIP WITH CLEAN TECH ALLIANCE

Integra joined the CleanTech Alliance, a Seattle-based group with over 1,100 member organizations that facilitates the generation and growth of cleantech companies and jobs across the Northwest.

As a member, Integra will both benefit from collaborations with companies pushing the envelope of responsible environmental practice, and also represent an important voice as a potential future producer of silver and gold, two metals critical to clean technologies including solar energy production and next generation automotive production



# GRI REPORTING: 2021 PERFORMANCE DATA TABLES

The performance data reflects the second annual disclosure of our sustainability performance at the DeLamar Project. Data presented in this report covers our performance for the 2021 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 2021 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 2021 GRI-inspired performance data, please click the following links, or find it on Integra's website under the ESG section.

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







**INTEGRA**  
RESOURCES