



## **ABOUT THIS REPORT**

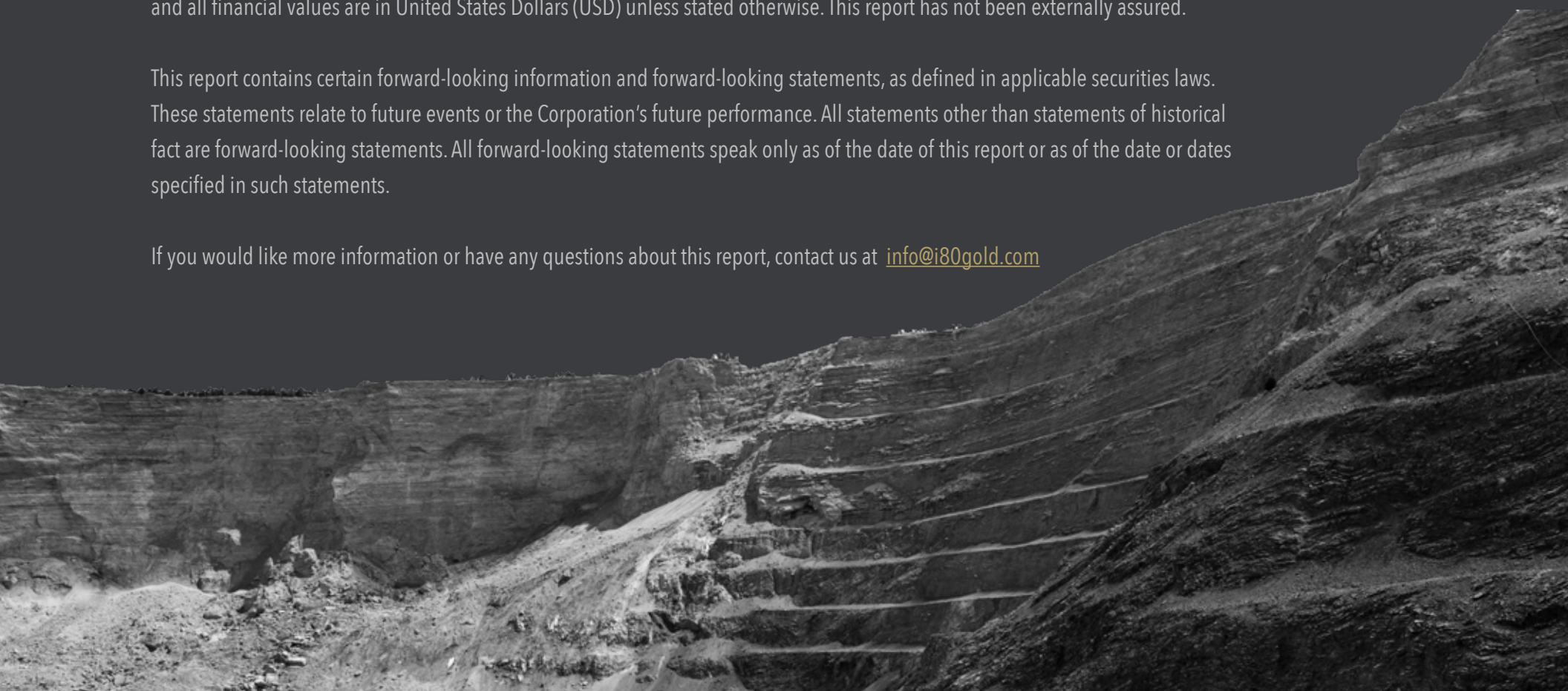
---

This report discusses i-80's Gold Corp.'s (i-80 Gold) strategy, commitments, and performance on its Environmental, Social, and Governance (ESG) topics for the period of January 1, 2024 to December 31, 2024. The report has been developed with reference to the Global Reporting Initiative (GRI), and in alignment with the Metals and Mining Standard of the Sustainability Accounting Standards Board (SASB). This report builds on the progress outlined in our inaugural 2022 Sustainability Report and continues our annual reporting as we share new aspirations for the future of i-80 Gold as it evolves into a developer and producer.

Some of the information in this report is restated from previous public communications, and the most current information can be found on our website at [www.i80gold.com](http://www.i80gold.com). The terms "sustainability" and "ESG" are used interchangeably throughout this report, and all financial values are in United States Dollars (USD) unless stated otherwise. This report has not been externally assured.

This report contains certain forward-looking information and forward-looking statements, as defined in applicable securities laws. These statements relate to future events or the Corporation's future performance. All statements other than statements of historical fact are forward-looking statements. All forward-looking statements speak only as of the date of this report or as of the date or dates specified in such statements.

If you would like more information or have any questions about this report, contact us at [info@i80gold.com](mailto:info@i80gold.com)



## CONTENTS

<b>WELCOME FROM OUR PRESIDENT</b>	<b>1</b>
<b>ABOUT US</b>	<b>3-16</b>
Our History	5-6
Our Projects	7-8
The Role of Gold in a Sustainable Future	9-10
Our Sustainability Approach	11
Our Mission	12
Our Purpose	13
Our Values	14
Our ESG Pillars	15
<b>ENVIRONMENTAL RESPONSIBILITY</b>	<b>17-30</b>
Environmental Performance	19-23
Water Stewardship	24-28
Energy and Emissions	29-30
<b>PEOPLE AND PARTNERS</b>	<b>31-42</b>
Health and Safety	32-34
Local Community Engagement	35-38
Workforce and Supplier Development	39-42
<b>CORPORATE GOVERNANCE</b>	<b>43-54</b>
Board	44
Committees of the Board	47
Directors of the Board	48-49
Management Team	51-52
Our Organization	53
<b>SASB Index</b>	<b>55-57</b>
<b>GRI Index</b>	<b>58-62</b>

## WELCOME FROM OUR CEO

As one of the newest members of the i-80 Gold Corp. team, it is an honor and a pleasure to embark on our shared journey towards increased sustainability. At i-80 Gold Corp, our vision is clear: to become the best corporate citizen in the mining industry. This is not merely an aspiration; it's a guiding principle woven into the way we operate every day. **We firmly believe exceptional sustainability programs drive exceptional business performance.** There is a direct correlation between a company's environmental and social stewardship and its ability to deliver long-term shareholder value.

This is a pivotal moment for the company, our teams, and our communities. As we shift our focus to permitting and development to bring our assets into production, our success will depend on our ability to build trust with stakeholders, attract and retain exceptional talent, and have a long-term positive impact within our host communities. **Simply put, at i-80 Gold people must come first.**

1 Our people-centric business strategy means our employees are the most valuable part of our company, and our host communities are our most important relationships. i-80 Gold's Sustainability and Resiliency Strategy places people front and center, through our safety-first culture, employee training, continuing education, and career development, we are dedicated to attracting and retaining the best talent. Similarly, we believe it is vital for our host communities to thrive, socially and economically, alongside us. It is both a privilege and a tremendous responsibility to establish operations within a community. **As a result, we are committed to engaging early, listening actively, and partnering with communities to co-develop a long-term vision for shared success.**

While i-80 Gold's journey is just beginning, through my experience, I can attest to the power of a strong approach to sustainability and resiliency. While working in West Africa, I was part of a team that upscaled the organization's Corporate Social Responsibility team from 3 to 50 people, leading to the launch of 13 community gardens and improved access to health clinics, schools, and clean water. **These efforts didn't only benefit communities; they helped us reduce employee turnover from 40% to 2% by fostering a culture rooted in purpose, values, and mutual respect.**

**"The goal is to have the best CSR program of any producer. Period."**

- Richard Young, CEO

Now, as we progress at i-80 Gold, we are embedding sustainability and resiliency into our corporate scorecard to account for 20% of performance metrics. This isn't symbolic; it's reflective of our belief that strong sustainability and resiliency outcomes are inseparable from strong business results. Health and safety, environmental performance, and people-focused initiatives are now key drivers of our compensation and accountability frameworks.

As we share this bright vision with you, we also recognize where we need to grow. At publication of this report, we do not yet have a comprehensive, long-term sustainability and resiliency strategy supporting our ambition to become a mid-tier producer by the early 2030s. **Therefore, building this plan, and ensuring it aligns with our development goals and community expectations is a top priority for the coming year.**

**Innovation and culture will be critical to this transition. As a result, we are fostering a work environment where people are encouraged to think boldly, speak openly, and solve problems creatively.** This includes engaging with external experts, trusted advisors with deep sustainability expertise, and strengthening community involvement throughout the planning process.

**Ultimately, sustainability at i-80 Gold Corp. is about doing what is right, always.** This means never compromising long-term value for short-term gain, treating people with fairness and respect, and leaving a legacy we can be proud of. It's not just my belief and responsibility; it's embedded in our core beliefs and championed by every member of our senior leadership team.

**We are humbled and excited to be embarking on this journey with you.** Thank you for your support and shared commitment to building a stronger, more sustainable future together.

**Sincerely, Richard Young**

Chief Executive Officer





# ABOUT US

---

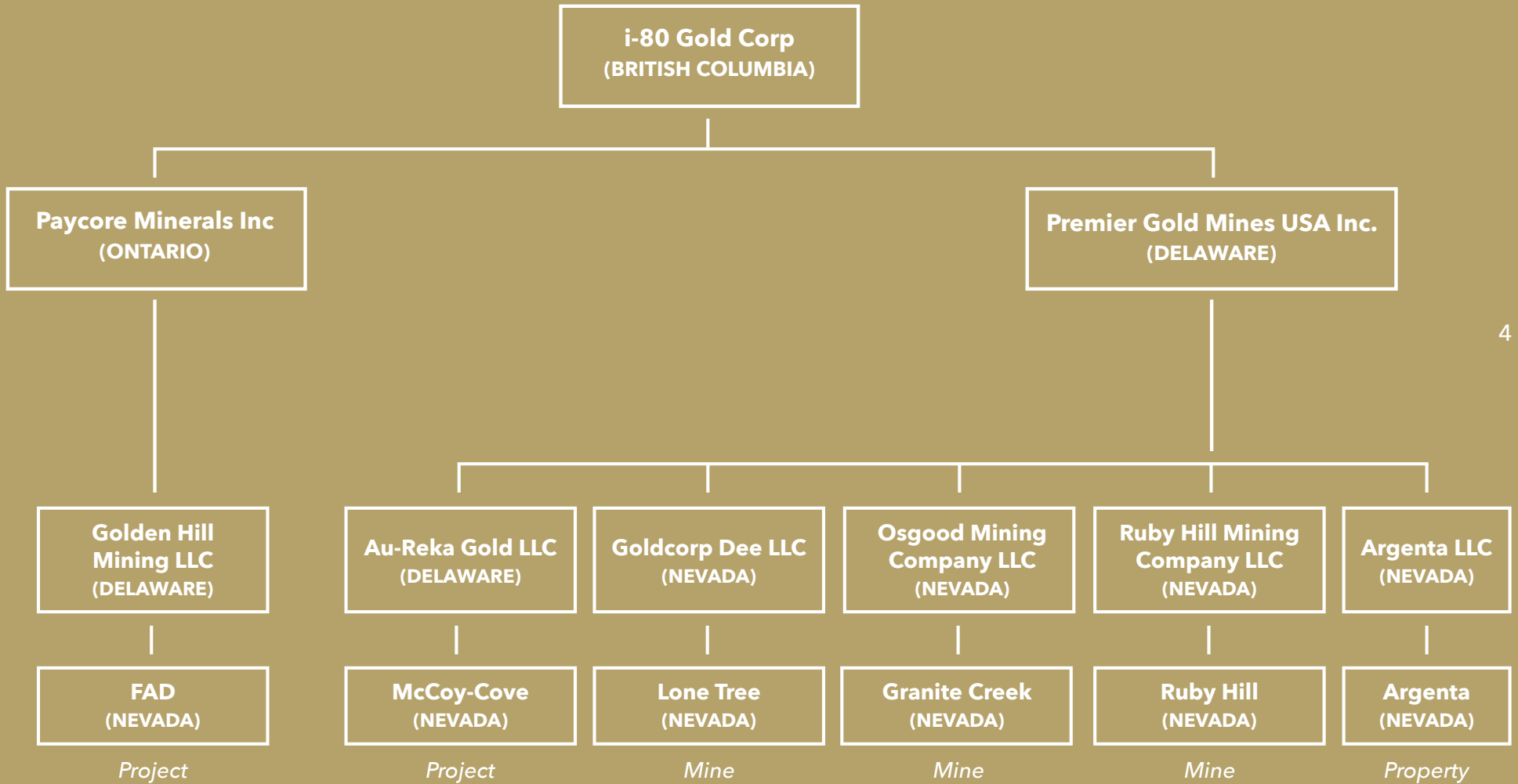
i-80 Gold Corp. is a Nevada-focused mining company with a goal of achieving mid-tier producer status by the early 2030s through the development of five open pit and underground mining operations and the Company's centralized Lone Tree processing complex. **The Company's principal assets, all wholly owned, include the Ruby Hill Complex, Lone Tree Mine, Granite Creek Mine, and McCoy Cove Project.**

The Company's primary goal is to build a self-sustaining, mid-tier, mining company with a peer-best growth platform by employing a methodical, capital-disciplined and staged approach to minimize risk while also assessing and monitoring for accretive growth opportunities.

The board and management teams bring extensive technical, financial, legal, sustainability, governance, and entrepreneurial expertise with proven track records of aligning their interests with shareholders and creating value.

The Company was incorporated on November 10, 2020, in the province of British Columbia, Canada. The Company's headquarters are in Reno, Nevada, and the Company's common shares are listed on the Toronto Stock Exchange ("TSX") under the symbol IAU and the New York Stock Exchange ("NYSE") under the symbol IAUX. i-80 Gold Corp. is a member of the US National Mining Association, the American Exploration & Mining Association, the Nevada Mining Association, and Women in Mining USA. **In 2024 we had 110 employees and mined 162,238 tons of mineralized material, from which 21,527 ounces of gold and 4,476 ounces of silver were sold.**

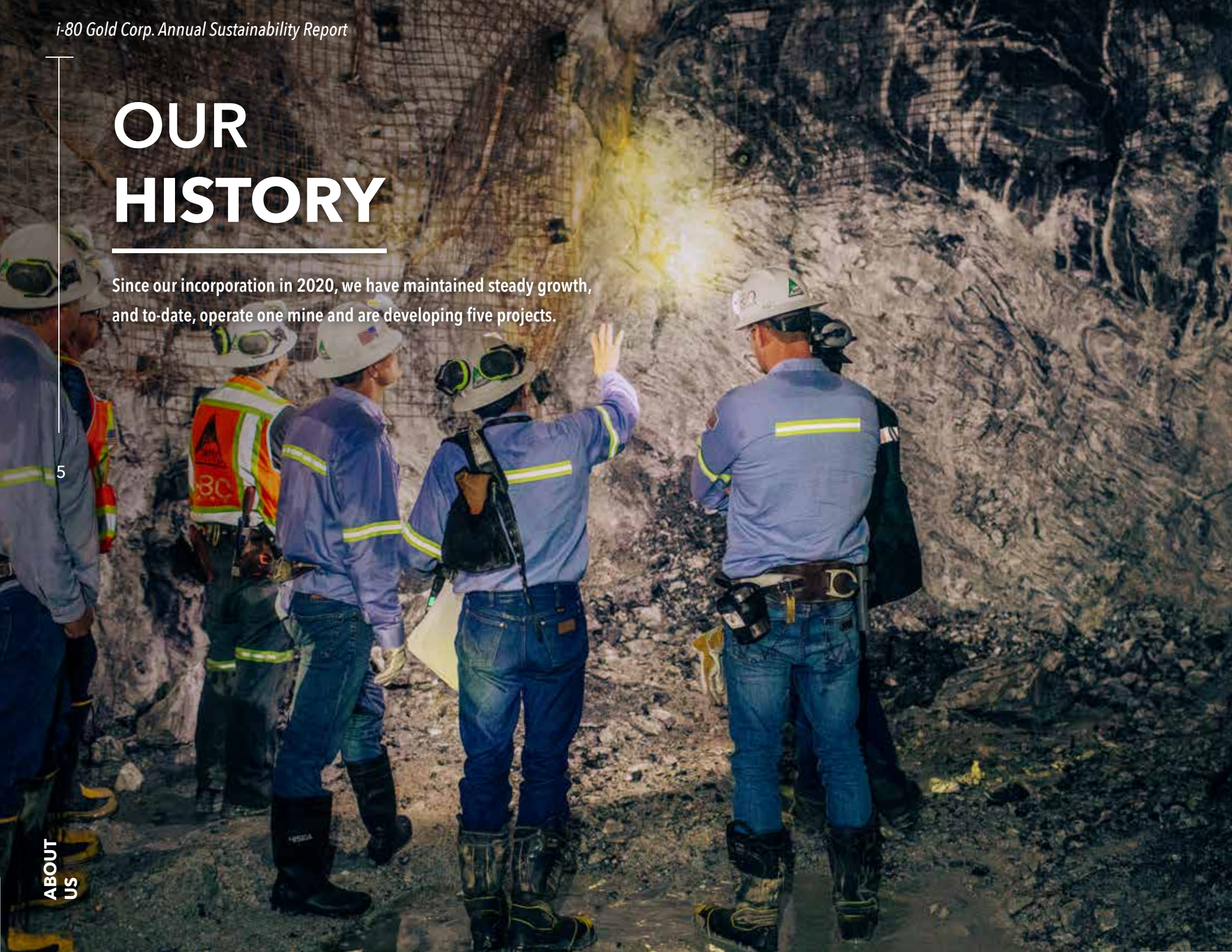
# I-80 GOLD CORP. HAS 100% INTEREST IN THE FOLLOWING COMPANIES AND PROJECTS:



# OUR HISTORY

Since our incorporation in 2020, we have maintained steady growth, and to-date, operate one mine and are developing five projects.

5



**MAY  
2022**

Listed on the New  
York Stock Exchange

**OCTOBER  
2021**

Acquisition of  
Lone Tree and  
Ruby Hill Mines

**APRIL  
2021**

Acquisition of  
Granite Creek Mine

**APRIL  
2021**

Listed on the  
Toronto Stock  
Exchange

**APRIL  
2021**

Assignment  
of interest in  
McCoy-Cove

**NOVEMBER  
2020**

i-80 Gold  
incorporated

**MARCH  
2023**

Inaugural  
Sustainability  
Report Published  
for 2022

**FALL  
2024**

New CEO and  
additions to  
management team  
to execute on new  
development plan

**NOVEMBER  
2024**

Development  
Plan introduced

OUR PROJECTS

7



**GRANITE**  
CREEK

WINNEMUCCA

ELKO

**LONE**  
TREE

LOVELOCK



**MCCOY**  
COVE

**RENO**  
HEADQUARTERS

**RUBY**  
HILL

AUSTIN

EUREKA

CARSON  
CITY



ELY



## LONE TREE COMPLEX

The Lone Tree Mine property, located within the Battle Mountain Trend, is a past-producing open-pit mine with historic production of approximately 4.2 million ounces of gold. The Lone Tree Complex is host to substantial processing infrastructure including a whole-ore autoclave, leach pad and carbon-in-columns (“CIC”) circuit, and a flotation circuit.



## GRANITE CREEK UNDERGROUND AND OPEN PIT

Granite Creek is home to i-80 Gold’s first underground operation, located immediately south of Nevada Gold Mines’ (NGM) Twin Creeks and Turquoise Ridge mining operations. An interim processing agreement with NGM a third party allows i-80 Gold to advance underground mine development with an initial priority on the Ogee Zone. The discovery of the South Pacific Zone has the potential to significantly increase high-grade resources. The project hosts both high grade open pit and underground mineral resources that remain open for expansion.



## COVE PROJECT

i-80’s Cove underground project is located on the Battle Mountain Trend, immediately south of NGM’s Phoenix operation. With historic production of approximately 3.3 million ounces of gold and more than 100 million ounces of silver, the property hosts one of the highest-grade undeveloped gold deposits in Nevada.



## RUBY HILL COMPLEX

The Ruby Hill Mine was historically an operating open-pit mine with multiple deposits containing substantial gold and silver resources, and potential for significant base metal mineralization. Residual heap leaching operations continue at the site while exploration and permitting continue for the Archimedes underground and Mineral Point Open Pit projects, both part of the Ruby Hill Complex. Processing infrastructure at Ruby Hill includes a gold oxide processing plant, leach pad and CIC circuit.

# THE ROLE OF GOLD IN A SUSTAINABLE FUTURE

Gold has been mined for over 6,000 years and remains one of the most prized metals, holding cultural and emotional significance for people worldwide and unique properties allowing it to be molded for a variety of applications.

The public perception of mining has historically been tainted with environmental and social concerns. Operators and industry advocates strive to improve mining's reputation through the introduction of sustainable and responsible practices. i-80 Gold actively incorporates sustainability and resiliency into its operations, reflecting a commitment to the three P's of sustainable mining – People, Planet, and Prosperity.



## PEOPLE

Mining companies often closely engage with the communities where they operate, provide channels for raising grievances, and invest in community infrastructure and social programs such as roads, utility systems, internet access, healthcare, education, and recreation. **For more information on how i-80 Gold is building and maintaining respectful, collaborative relationships with its host communities, please see the "People and Partners" section.**





## PROSPERITY

The mining value chain contributes to the economy by creating direct and indirect jobs and employing a variety of skilled and non-skilled labor. Often, this involves hiring directly from the community, resulting in economic opportunities and improved well-being for locals. Additionally, the significant tax revenue generated from mining helps fund essential community needs such as education, infrastructure, and public safety services. **More on how i-80 creates economic value through job creation, local procurement, and social investment can be found in the "People and Partners" section.**



## PLANET

The mining sector is playing a key role in the transition to renewable energy, paving a path towards decarbonization and a more sustainable future. Mining companies also significantly invest in reclamation and biodiversity projects to support environmental conservation and to restore former mining sites to their natural environment. **Learn more about i-80 Gold's commitment to being a responsible steward of the environment in the "Environmental Responsibility" section.**

# OUR SUSTAINABILITY APPROACH

11

Our approach to long-term resiliency is grounded in principles aligned to i-80's mission, vision, and values. We will continue our dedication to safety, environmental stewardship, and social wellbeing as we grow our operations and workforce.

**"We aim to be best in class. This is fundamental to the way we operate. As we transition into permitting, development, and operations, having a strong sustainability program is fundamental to our success."**

- Richard Young, CEO



# OUR MISSION

---

Our mission is to create lasting prosperity for our employees, communities, partners, and shareholders through safe and responsible mining practices that value care, integrity, respect, collaboration, and excellence.



## OUR VISION

---

To build Nevada's leading mid-tier producer, recognized for long-life, low-cost operations, exceptional performance, and a people-focused culture that makes us the partner of choice for all stakeholders.

# OUR CORE VALUES

---

## CARE

---

We care for each other through our commitment to the health, safety and well-being of our people, communities, and the environment.

## INTEGRITY

---

We are honest and accountable, holding ourselves to the highest standards of conduct, ensuring our actions align with our words and values.

## RESPECT

---

We treat each other with respect, trusting in our shared purpose, and honoring diverse people and perspectives.

## COLLABORATION

---

We are one team, working together with open and transparent communication, ensuring every voice is heard and valued, contributing to our collective success.

## EXCELLENCE

---

We pursue excellence by being disciplined, performing at the highest standard, exceeding expectations, and embracing continuous improvement to achieve our goals.

# OUR SUSTAINABILITY AND RESILIENCY PILLARS

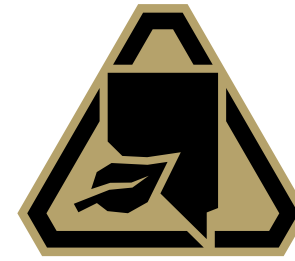
At i-80 Gold, sustainability is more than a commitment—it is a core principle guiding how we operate, grow, and contribute to the communities where we live and work. As a Nevada-focused gold producer, we recognize the importance of balancing economic performance with environmental stewardship, social responsibility, and strong governance.

15

**This report reflects our progress, challenges, and aspirations as we continue to embed sustainability into every aspect of our business.** It outlines our strategic priorities, shares performance data, and highlights the actions we are taking to responsibly manage our impacts and create long-term value for our stakeholders.

Informed by industry best practices and shaped by input from employees, community members, regulators, and investors, **our sustainability strategy is built on three foundational pillars.**

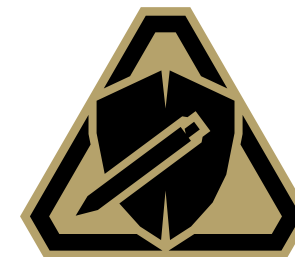
Through these pillars, we aim to minimize our environmental impact, support the well-being of our workforce and communities, and uphold the highest standards of ethics and transparency. **As we look ahead, we remain committed to continuous improvement and to being a trusted partner in Nevada's sustainable future.**



## ENVIRONMENTAL RESPONSIBILITY



## PEOPLE AND PARTNERS



## CORPORATE GOVERNANCE



# ENVIRONMENTAL RESPONSIBILITY



# OUR APPROACH

Environmental stewardship and compliance are a cornerstone of our sustainability and resiliency strategy and include our unwavering commitment to the responsible use of natural resources, mitigation of environmental impacts, and compliance with regulations. **We aim to be environmentally responsible in all aspects of our business and make deliberate efforts to identify our areas of impact, improve where we have gaps, and implement sustainable measures.**

The Board's Technical, Safety, and Sustainability Committee (TSS; formerly the Health, Safety, Environment and Sustainability Committee) is responsible for reviewing the Company's compliance with applicable regulations, laws, and standards on the environment and overseeing any policy changes. The TSS Committee is briefed on risks to environmental performance and provides access to the appropriate resources to mitigate risks. The Committee also holistically reviews future operations to minimize potential environmental impacts through the development of a robust sustainability program and plan. The Chief Operating Officer (COO) provides executive oversight of environmental topics.

**Our Environmental Commitment includes comprehensive actions and principles which guide our approach to environmental management. An environmental policy will be developed in 2025 in collaboration with the senior leadership team.** Last year we completed the implementation of our Environmental, Health, and Safety (EHS) Management system which, along with the EHS Insight platform, allows us to manage permit obligations, incidents, and other compliance requirements. We use other management-based platforms to efficiently and reliably compile data across all our sites for compliance-related reporting. Additionally, we have operating plans to assist with the day-to-day management of environmental aspects such as surface water, circular economy, biodiversity, and air emissions.



## OUR ENVIRONMENTAL COMMITMENTS

- Manage risks in a proactive manner to minimize, mitigate and avoid any impacts on the environment
- Continuous improvement of systems and programs to manage regulatory and third-party sustainability requirements
- Development of plans for environmental protection, including but not limited to management of biodiversity, water, air, and circular economy
- Adherence to regulatory requirements throughout all operational and non-operational phases





## TAILINGS STORAGE FACILITIES MANAGEMENT

Tailings refer to the waste left behind after the mineral is extracted. i-80 Gold maintains two inactive tailings storage facilities (TSF) - the Lone Tree TSF and the McCoy Cove TSF. These two facilities are currently in a state of closure with Final Plans for Permanent Closure (FPPC) in place. **Activities associated with final closure continue to be carried out.**

In alignment with best practices, in 2023 we conducted a gap assessment against the Global Industry Standard for Tailings Management (GISTM) at our Lone Tree TSF. Additionally, as a commitment to regulatory requirements, an Emergency Action Plan (EAP) update was completed in 2024 following feedback from the Humboldt County Local Emergency Planning Committee and Valmy Fire Department.

Regarding the McCoy Cove TSF, current and future management activities of the supernatant pool are identified below.

McCoy Cove TSF Supernatant Pool Management Plan Activity	Type of Control	Implementation Status
Evaporators Decrease Drain down Water	Engineering	In Process
Pool Depletion	Elimination	Future Activity
Capped and Reseeded	Elimination	Future Activity

19

Based on the Lone Tree GISTM gap assessment and updated EAP, i-80 Gold has identified the following TSF management activities, associated control type, and implementation status.

Lone Tree TSF Management Activities	Type of Control	Implementation Status
Corporate Tailings Management Standard	Administrative	In Process
Identification of an Engineer of Record	Administrative	In Process
Materials Testing and Monitoring	Engineering	In Process
Update of the Credible Failure Modes Analysis	Administrative	In Process
Emergency Action Plan Review	Administrative	Completed & Ongoing
Mandatory Awareness Training	Administrative	Completed & Ongoing
TSF Failure Awareness and Evacuation Training	Administrative	Completed & Ongoing
Onsite External Expert Review	Administrative	Completed & Ongoing



Name	Lone Tree TSF	McCoy-Cove TSF
<b>Location</b>	065 N34 E42 23 (Section 23, T34N R42E) Mount Diablo Baseline and Meridian, in SE Humboldt County approximately 34 miles east of Winnemucca and 6 miles west of Valmy, NV	059 N28 E43 08 (Section 8, T28N R43E) Mount Diablo Baseline & Meridian, in Lander County approximately 30 miles southwest of Battle Mountain, NV
<b>Ownership status</b>	Goldcorp DEE LLC	Au-Reka Gold LLC
<b>Operational Status</b>	Above ground facility	Above ground facility
<b>Construction method</b>	Centerline Raise / Downstream	Centerline Raise / Downstream
<b>Maximum permitted storage capacity</b>	28M tons through Stage 11	41.6M tons (30M cubic yards); permitted TSF allows a maximum constructed height of 110' encompassing ~570 acres; to date 528 acres have been reclaimed and 42 acres of open water areas, embankment slopes, and solution ponds remain
<b>Current volume of tailings stored</b>	26.3M tons have been placed to the completion of Stage 10; High Density Polyethylene (HDPE) liner placed to the Stage 11 limits of the impoundment, but dam raise not constructed	~28.9M cubic yards (40.1M tons) were placed in the TSF. Total volume of material placed, including the tailings dam is ~38.4M cubic yards
<b>Consequence classification</b>	Significant (NDWR classification)	Low (NDWR classification)
<b>Date of most recent independent technical review</b>	November 14, 2024 - Newfields "Facility Review - Section 23 Tailings Impoundment Facility (J-546)"	Jan 2023 - Newfields TSF Inspection Report
<b>Material findings</b>	TSF inactive since 2007; Facility appears to be functioning as the design intended and appears to be reasonably well maintained; Tailings appear to be mostly drained and relatively densified; No signs of seepage or global instability were observed	Closure and reclamation well advanced and most of facility is reclaimed; No signs of slope or embankment instability; No engineering concerns identified
<b>Mitigation measures</b>	A credible failure mode analysis should be performed to determine if existing monitoring is sufficient to account for credible failure modes not currently identified in the existing dam breach model. Foundation should be investigated for any unidentified soft zones in the alluvium or presence of lacustrine clays that have been encountered in the Lone Tree Pit. A surface geophysical investigation would be one potential method for investigating unidentified soft zones in the foundation. If soft zones are identified, a follow up Cone Penetration Testing (CPT) investigation should be carried out in these soft zones. Prior to implementing closure activities, additional CPT soundings should be advanced to further inform the closure design. Sufficient drainage and self-weight densification of the tailings has likely occurred since the 2013 CPT investigation program.	Continue monitoring and inspections for signs of instability, slumping, seepage. Continue to monitor underdrain flows, pool elevations, and external pond storage to maintain adequate freeboard. Consider a more aggressive pool reduction program to advance reclamation and closure process.
<b>Site-specific emergency preparedness and response plan (EPRP)</b>	Yes, with community and stakeholders engaged and annual refresher training	No
<b>Total weight of tailings produced (MT)</b>		<b>0 - no tailings deposited in 2024</b>





## CIRCULAR ECONOMY: NON-MINERAL WASTE MANAGEMENT AND RECYCLING

i-80 Gold continues its commitment to the circular economy through recycling initiatives where possible. Additionally, i-80 Gold is committed to robust waste management processes through the adherence to its Solid and Hazardous Waste Management Plan (SHWMP).

Consistent with previous years, i-80 Gold continues to manage several routine waste and recycling streams—such as used oil and scrap metal—in accordance with both federal and state environmental regulations. In the most recent reporting period, the volume of non-mineral waste recycled declined, primarily due to a decrease in scrap metal availability. On a positive note, the total amount of waste rock and hazardous waste generated also saw a year-over-year reduction, reflecting improved material efficiency and waste handling practices.

21

Metric	Metric Ton (MT)
Total weight of non-mineral waste generated	0.18
(Granite Creek only; none from Lone Tree in 2024)	15.61
Total weight of waste rock generated (Granite Creek only)	194,925
Total weight of hazardous waste generated (Lone Tree and Ruby Hill)	9.50
Total weight of hazardous waste recycled	0

**There were no significant incidents associated with hazardous materials and waste management in 2024.**







## AIR QUALITY

We work closely with regulatory agencies to ensure all required permits are obtained and our operations will meet or exceed applicable air quality standards. Our team is actively engaged in adhering to the Class II air permit requirements, and is continuously identifying and evaluating potential emissions sources, such as generators, through a robust change management process. We use sophisticated systems to track throughputs, usage volumes, and activity hours as required by the air permit regulations. In addition, we submit annual emission reports to the Nevada Division of Environmental Protection (NDEP) Bureau of Air Pollution Control (BAPC) on our Class II air quality operating permits.

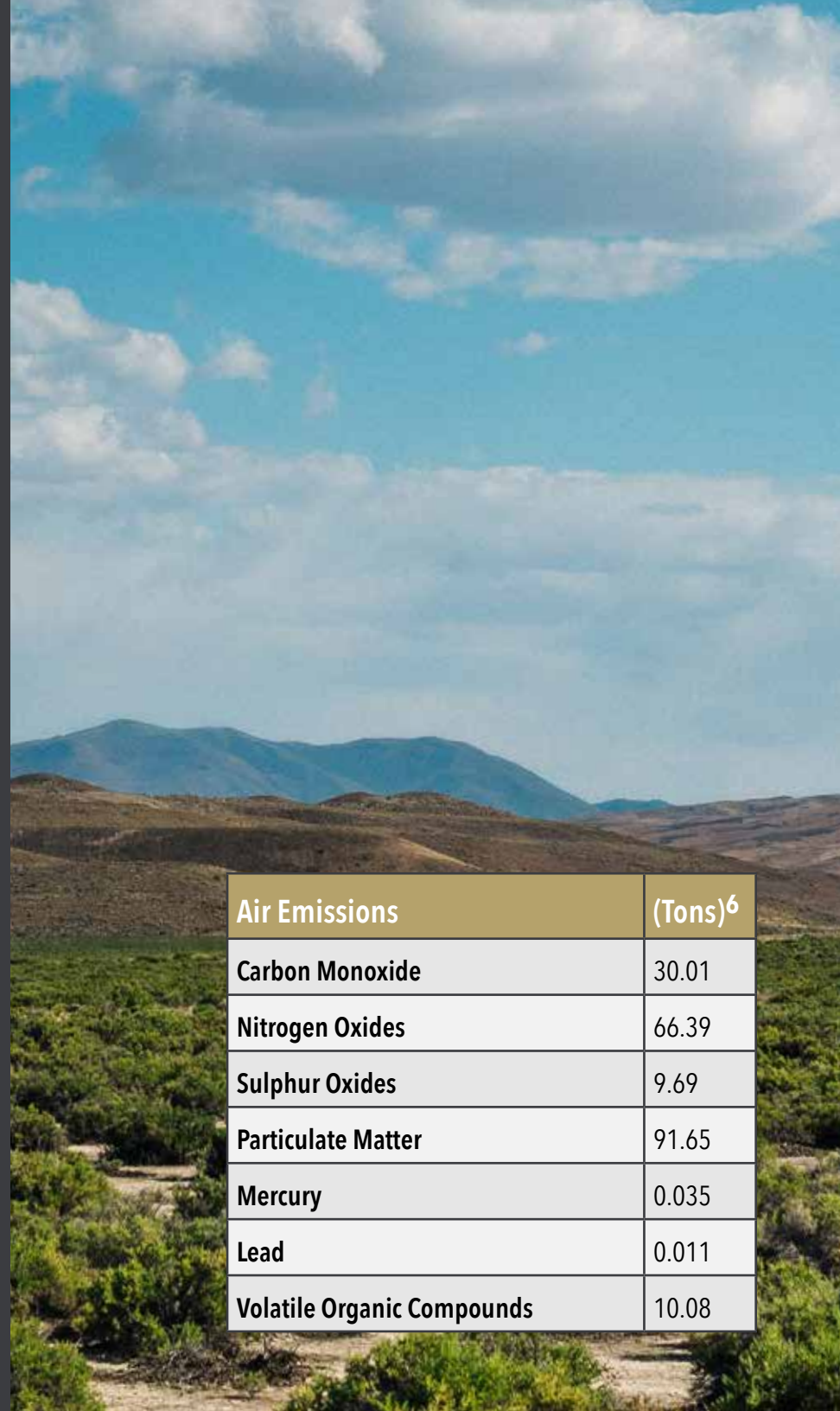
23

**Though in a non-operational state, we have developed the following Dust Management measures:**

- Watering of roads and disturbed areas
- Use of dust suppressants
- Speed limits for vehicles on unpaved surfaces

Additionally, we use ultra-low sulfur diesel in our generators and stationary sources where applicable.

Our 2024 annual performance metrics are reflective of our current, limited scope of operations. Data also applied AP-42 emission factors for stationary engines for fuel consumption primarily used in mobile equipment.



Air Emissions	(Tons) <sup>6</sup>
Carbon Monoxide	30.01
Nitrogen Oxides	66.39
Sulphur Oxides	9.69
Particulate Matter	91.65
Mercury	0.035
Lead	0.011
Volatile Organic Compounds	10.08



# WATER STEWARDSHIP

## Our Approach

Although our sites are not fully active, water stewardship remains a central focus of our sustainability planning. **We recognize responsible water management is essential to protecting ecosystems, supporting local communities, and ensuring long-term operational resilience.**

Our water management strategy is designed to minimize consumption and avoid disruption to local water resources. During this curtailed project phase, water use is limited to site preparation, environmental monitoring activities, dewatering, and limited process use. We are actively exploring water-efficient technologies and closed-loop systems to reduce future demand.



## MANAGEMENT

At Ruby Hill, we are a stakeholder in the Diamond Valley Groundwater Management Plan (GMP) which was implemented to address long-term aquifer depletion mitigation efforts. All water users in the valley must adhere to the GMP requirements.





## OPERATING WATER PROTECTION SYSTEMS

---

All sites are zero-discharge facilities, which means there are no runoff impacts to downstream or adjacent property owners. We use Rapid Infiltration Basins (RIBs) to return dewatering water, not utilized by mining operations, back to the aquifer. Per Water Pollution Control Permit obligations, on a quarterly basis, we report discharge volumes to the RIBs, in addition to providing water quality analyses of physical and chemical characteristics of the groundwater via monitoring well networks at each site.

At Lone Tree, we manage the existing pit lake through a series of mitigation measures which control the pH and assists in neutralizing the acidity of the water and precipitation of metals, thereby improving water quality.

In 2023, we constructed a temporary water treatment plant (WTP) at our Granite Creek project to proactively address water quality within dewatering sources. The continued operation of the WTP has allowed underground mining to advance while the site pursues long-term water management solutions.







## MONITORING & COMPLIANCE

### Water Stewardship

We work closely with state and federal regulatory agencies on compliance by conducting facility inspections, sampling and data collection of all permit required monitoring locations, and subsequent reporting. As we develop our projects and bring them into operation, there will be an opportunity to engage the community on updates to the Water Pollution Control Permits through a public comment process.

### Our Water Commitments

- Identify areas of water loss to target more efficient use of water resources through process management
- Monitor mine site water consumption
- Adhere to regulatory requirements throughout all operational and non-operational phases

### Performance [KN4]

Water data (m <sup>3</sup> )	2024
Total water withdrawn	3,557,158
Total water consumed	461,740
Water recycled/discharged	3,095,418

**In 2024, there were zero incidents related to non-compliance with Water Pollution Control Permit (WPCP) requirements.**





# ENERGY AND EMISSIONS

## Our Approach

Our approach to energy and emissions management is centered on investing in emissions reduction while maintaining the efficiency and reliability needed to extract gold.

### We do this by:

- Use of low-carbon fuels and renewable energy sources
- Considering energy efficiency in facility design
- Electrification of equipment where feasible

Our emissions inventory includes our scope 1 and 2 emissions, usually from mining equipment and purchased electricity used in crushing, grinding, and refining. To understand our potential Scope 3 emissions once in operation, **we have continued engaging with our suppliers to raise awareness of and promote energy efficiency programs and resources.**

Our energy consumption increased in 2024, reflecting advancements towards bringing our projects into operation. Greenhouse Gas (GHG) emissions are reflective of pre-operational site activities and should be anticipated to increase as sites develop into operation.

## OUR ENERGY COMMITMENTS

- Disclosure of Scope 1 and 2 emissions in alignment with GRI and SASB
- Implement GHG reduction initiatives
- Establish a performance baseline for each site upon commencement of operation



## PERFORMANCE

### Energy and Emissions

Energy (Gigajoules)	2024
Total energy consumed - Grid	134,434.35
Total energy consumed - Renewable	45,778.74
Energy intensity	6.90 GJ/oz

GHG Emissions (Metric tonnes (t) CO <sub>2</sub> e)	2024
Scope 1	5,817
Scope 2	25,478
GHG emissions intensity	1.19 tCO <sub>2</sub> e/oz





# PEOPLE AND PARTNERS



# OCCUPATIONAL HEALTH AND SAFETY

## Our Approach

Health and safety are foundational to our approach to responsible mining—even before operations begin. We believe a strong safety culture must be embedded from the earliest stages of project development to ensure the well-being of our workforce, contractors, and surrounding communities. **Our commitment goes beyond compliance; it reflects our values and long-term vision for sustainable and ethical operations.**

i-80 Gold's focus is on proactive identification of risks and hazard control implementation. We have conducted site-specific hazard assessments to identify potential safety concerns related to current activities. These assessments inform the development of tailored safety protocols, emergency response plans, and training programs to deliver continual improvement to support our commitment to health and safety.

**We have also established a comprehensive safety management system that aligns with industry best practices and exceeds the regulatory standards set forth by the Mine Safety and Health Administration (MSHA).** This system defines clear roles and responsibilities, outlines procedures for incident reporting and investigation, and supports continuous improvement through regular audits and feedback loops. As we move toward operational readiness, we will continue to refine and expand our safety practices to ensure they remain effective, inclusive, and responsive to evolving risks.

Ultimately, our goal is to foster a safety-first culture empowering every individual on site to take ownership of their health and safety, while contributing to a resilient and responsible mining operation.



## SAFETY MANAGEMENT SYSTEM

Maintaining a healthy and safe work environment is a top priority in everything we do – in the office, on-site, and our day-to-day operations. To uphold our commitments, we follow a range of procedures and best practices designed to minimize risks and promote safe behavior. **We continually seek and implement programs, policies, and procedures to maintain our high standards.**

The implementation of our EHS Management System, completed in 2023, leverages the EHS Insight platform and has led to increased accountability and efficiency across multiple aspects of health and safety throughout the Company. In 2024, a total of 414 corrective actions identified from hazard identification inspections, incidents, and field engagement were rectified, reflecting 100% resolution.

Additionally, we have developed extensive operating guidelines outlining details on operational processes and safety procedures. These guidelines ensure routine tasks are performed in a standardized manner at each site, and across sites.





33

PEOPLE AND  
PARTNERS

## ADVANCING PROACTIVE SAFETY MANAGEMENT

---

**Training & Skill Development:** We have a robust training program to onboard new employees and refresh the competencies of our workforce and contractors. Training modules are designed to meet regulatory requirements while also meeting best practices in site access, task training, and technical safety competencies. They cover a range of topics including crisis management, emergency response operations, Hazardous Waste Operations and Emergency Response (HAZWOPER), first aid, and CPR. In 2024, 10 employees and 3 business partners were upskilled from first aid training to the Emergency Medical Responder (EMR) level. The program was designed to enhance the team's capabilities in emergency medical situations and reflects i-80 Gold's commitment to fostering a safe work environment.

**Risk Management:** Team and individual risk assessments are conducted by our workforce and business partners to raise awareness of work-related risks and to employ controls before the start of work. These assessments include lineout meetings at the start of shifts, pre-operation inspections, field-level risk assessments, and comprehensive risk assessments for larger scale projects and changes.

**Emergency Preparedness:** Mining and tailings management can involve potentially dangerous situations for workers, the environment, and surrounding communities. As part of our larger risk management strategy, we also identify, prepare for, and mitigate causes of potential emergencies. In 2024, we introduced an additional layer of emergency preparedness through the signing of memorandums of understanding with the Winnemucca and Battle Mountain District's BLM Wildland Fire Fighters to cover all sites.

## CONTRACTOR AND WORKFORCE SAFETY

i-80 Gold continued its Business Partner Safety Summits throughout 2024. These gatherings unite leaders across sites to develop and sustain a unified approach to safety. The summits combine leadership discussions with expert-led learning sessions and interactive workshops. This collaborative approach has led to a rise in employee safety recognition awards, achievement certifications from the Mine Safety and Health Administration (“MSHA”), and clear improvements in overall health and safety metrics. **In 2024 i-80 Gold received safety awards from the Nevada Mining Association for outstanding safety performance and leadership for Surface Small Mine, EMS & Mine Rescue, Safety Champion (two), Safety Manager, Safety Professional, Superintendent, and Trainer.**

Our workforce and business partners are expected to live by and promote our safety culture. **We have streamlined the visitor onboarding program to standardize safety expectations across all sites and improve the overall experience while maintaining safety standards.** We evaluate task related health risks and the effectiveness of our controls to promote and protect the health of everyone working at our sites. Reportable and high potential incidents are identified and investigated. Corrective actions are taken to address the root causes of the incident and prevent another occurrence in the future.

### Our Safety Commitments

- Zero fatalities
- Maintain or increase the amount of training provided annually
- Increase emergency preparedness training for mine rescue teams



Health and Safety Indicators	i-80 Employees	Contractors
Number of hours worked	155,434	318,479
Fatalities because of work-related injury	0	0
Number of fatalities as a result of work-related ill health	0	0
Hours of training	8,124	3,538

i-80 Employees & Contractors Combined	
Total Recordable Injury Frequency Rate (TRIFR) per million hours worked	1.27
Near Miss Frequency Rate (NMFR)	13.93
Total recordable work-related injuries	3





# LOCAL COMMUNITY ENGAGEMENT

## Our Approach

At i-80 Gold, we understand earning and maintaining our social license to operate requires transparency, accountability, and trust. We are committed to actively engaging stakeholders—including Indigenous groups, host communities, local governments, regulatory agencies, and business partners—to foster open dialogue, mutual respect, and shared value. Through partnerships, strategic investments in community initiatives, and proactive, transparent engagement, we aim to build strong partnerships to support long-term community resilience and economic prosperity while minimizing the potential for project opposition and delay.

**Oversight of these efforts is provided by our Technical, Safety and Sustainability Committee, ensuring governance and accountability at the highest levels.** To further strengthen our impact, we are expanding our External Affairs & Sustainability Department to deepen our presence across Northern Nevada and better support initiatives to build trust and lasting prosperity.

35



## STAKEHOLDER ENGAGEMENT

Engaging with local communities is a cornerstone of our commitment to responsible and sustainable operations. **We recognize our activities can have direct and indirect impacts on the people living near our sites and employ a variety of strategies to listen, respond to, and partner with local stakeholders to ensure their voices are heard and their concerns are addressed.** Through engagement with local stakeholders, we aim to develop operations which contribute positively to local economies while respecting the unique cultural and environmental values of each community.

**Strategies implemented to foster strong, enduring relationships with our communities are:**

- **Regular Communication:** Hosting quarterly townhall meetings to share progress, challenges, opportunities, and upcoming activities.
- **Charitable Giving:** Investing in, and volunteering with, charitable organizations throughout Northern Nevada to help build resilient communities—reflecting our enduring commitment to the region’s long-term well-being.
- **Feedback Mechanisms:** Providing accessible channels (e.g., online forms, hotline) for stakeholders to submit feedback or grievances. Stakeholders may submit grievances by email to [communityrelations@i80gold.com](mailto:communityrelations@i80gold.com); mail to 5190 Neil Road, Suite 460, Reno, NV 89502; or phone to (866) 525-6450.
- **Collaborative Planning:** Involving stakeholders through focus groups, local business associations, and topic-focused leadership to identify impact mitigations and benefit-sharing opportunities.
- **Transparent Reporting:** Submitting environmental monitoring data and compliance reports which are available on public-facing portals.



In 2024, i-80 Gold supported community organizations through leading sessions on sustainability in mining at NVMA Teacher Workshops in Las Vegas and Reno; **hosting the Girl Scouts of the Sierra Nevada for a “Day at the Mine” tour at Lone Tree;** and participating in Mining Industry Foundation & Education Committee events in Humboldt and Lander counties.

Throughout 2024, i-80 Gold and its employees participated in numerous community initiatives focused on industry advocacy, education and workforce development, sustainable communities, and inclusive economic growth. **More than \$90,000 and 1,750 volunteer hours were contributed to 53 organizations throughout our host communities.**





## OUR COMMUNITY COMMITMENTS

- Respect the needs and concerns of all stakeholders, including communities, suppliers, regulators, and shareholders.
- Seek free, prior, and informed consent from directly affected communities throughout project lifecycles.
- Host public meetings, town halls, and participate in community events to share project information and engage directly with stakeholders.
- Collaborate with local business associations and chambers of commerce to promote partnership opportunities.
- Build relationships with elected officials to advocate for responsible resource development and highlight mining's economic and social contributions to Nevada.
- Participate in industry events to promote responsible mining and share best practices.
- Support employee volunteerism and invest in charitable organizations to strengthen community resilience and promote sustainable growth.
- Cooperate with regulatory agencies and emergency response teams through Memorandum of Understandings, inspections, and joint training to ensure preparedness and compliance.



2024 Performance	
Community Investment	\$90,033 USD
Employee hours volunteered	1,783
Grievances received	0
Non-technical delays due to community activism	0
Taxes paid to Region & Country	\$2,657,302 USD





# WORKFORCE AND SUPPLIER DEVELOPMENT

## Our Approach to Workforce Development

Responsible mining requires investing in people and partnerships to drive long-term value. Through our principles of collaboration, inspiration, and transformation, we are committed to attracting, developing, and retaining a high-performing workforce. **Our people are central to our success, and we strive to foster an environment where they feel valued and empowered.**

**We do this by offering competitive compensation packages and a comprehensive suite of health and wellness benefits.** We also invest in continuous learning through core corporate and department-specific training programs tailored to each role. Through our learning programs, we strive to keep our workforce skilled and prepared to meet changing business demands.

**We ensure all employees are aligned with our strategic priorities through annual goal setting and performance reviews.**

Employees are assessed on their individual progress on performance, behavior, safety skills, and environmental awareness. 100% of our employees receive regular performance and career development reviews.

Most of our operational work is conducted by contractors, and the same standards and expectations for safety, performance, and environmental stewardship are applied to our business partners. Contractors are integral to the success of our operations, and we work closely with them to maintain alignment with our values and strategic priorities.

## EMPLOYEE BENEFITS

At i-80 Gold we are committed to attracting and retaining top talent for the long-term success of our Company. In addition to competitive pay, we also offer our employees an extensive benefits package. Employees and their families are covered by comprehensive health insurance including medical, dental, and vision coverage, with the Company contributing 95% of the cost.

Our disability programs provide critical support in the event of illness or injury, with short-term disability covering 60.57% of salary for up to one year, and long-term disability providing continued assistance for extended recovery periods. We also foster financial empowerment and future planning through a 401(k) retirement plan with company matching contributions, and a stock ownership plan which gives employees a direct stake in the Company's success.

**“If you are respectful of all of your various stakeholders and you really look to be a lead in sustainability, it allows you to attract and retain the best people with similar values and to be able to execute and deliver for shareholders.”**

**- Richard Young, President & CEO**

## EQUITY AND BELONGING

We are committed to fostering an inclusive workplace where every individual is treated with respect, fairness, and dignity. Our organization actively promotes equal opportunity and prohibits discrimination of any kind. **We believe a respectful and equitable environment strengthens our team and enhances innovation, collaboration, and long-term value creation.** i-80 actively engages with employees through multiple channels, ensuring open communication, continuous feedback, and shared responsibility for health and safety.

### Some of these channels are:

- Training and development
- Town halls
- Performance evaluations
- Feedback mechanisms
- Development and communication of relevant policies and procedures, such as the Whistleblower Policy

Through clear policies, ongoing education, and open dialogue, we strive to make all employees feel valued and empowered to contribute fully to their development and the Company's success. **These principles are applied in our decision making for recruiting, employee development, and appointing our Board members.** In 2024, there were zero reported incidents of discrimination.

## OUR APPROACH TO CONTRACTOR & SUPPLIER DEVELOPMENT

We view our suppliers as strategic partners in building a responsible mining value chain. Our approach to supplier development is rooted in collaboration and shared growth. **i-80 regularly engaged its suppliers through Business Partner Safety Summits led by the Health & Safety team throughout 2024.**

**In late 2024, we finalized our Supply Chain Policy outlining our procurement procedures, which was Board-approved and published in the first quarter of 2025.** We continue to seek local contractors and suppliers with whom to partner and will maintain this as a priority as our assets develop into production.





# PERFORMANCE



41

PEOPLE AND PARTNERS

Employee breakdown by category and gender	Female	Male	Total
Employee headcount	38	72	110
Permanent employees	37	70	107
Temporary employees	1	2	3
Full time employees	38	72	110
Part time employees	0	0	0

Employee breakdown by position and gender	Female	Male
Board of Directors	3	5
Senior Management	3	9
Middle Management	1	5
Junior Management	5	9
Total Management Employees	12	28

New employee hires and employee turnover	New Employees	Employee Turnover
Female	11	10
Male	5	15
Under 30 years old	7	6
30-50 years old	7	10
Over 50 years old	3	7

Parental leave	Female	Male
Number of employees entitled to parental leave	38	0
Number of employees that took parental leave	0	0
Number of employees that returned to work in the reporting period after parental leave ended	n/a	n/a
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	n/a	n/a
Return to work rate	n/a	n/a
Retention rate	n/a	n/a





# CORPORATE GOVERNANCE



## BOARD

---

The Board of Directors at i-80 are responsible for supervising the business and affairs of the Company, as well as overseeing sustainability issues. The Board operates independently and through four committees. The Board is comprised of individuals whose skills and expertise are relevant to the business and impacts commonly associated with mining. Board directors are elected at the annual shareholder meeting and meet at minimum on a quarterly basis.





# COMMITTEES OF THE BOARD

## AUDIT COMMITTEE:

The Audit Committee is responsible for the integrity and supervision of internal financial controls, along with accounting and financial reporting. The committee evaluates management reports, public disclosures, quarterly and annual financial statements, and is responsible for appointing and overseeing an independent auditor. Additionally, they oversee the Whistleblower policy and assess major internal and external risks faced by the company and the measures implemented to mitigate these risks.

## COMPENSATION COMMITTEE:

The Compensation Committee is responsible for assisting the Board in setting director and senior officer compensation and developing and submitting recommendations regarding employee benefits. Their objective is to offer competitive compensation to attract, retain, and motivate qualified executives. Additionally, the committee reviews the goals, performance, and remuneration of the CEO and senior executives on an annual basis.

## CORPORATE GOVERNANCE AND NOMINATING COMMITTEE:

The Corporate Governance and Nominating Committee is responsible for ensuring that the Company meets applicable laws and regulations, promotes a culture of integrity and high ethical standards, and identifies and recommends new nominees for election to the Board. Nominations to the Board take into account the current diversity and independence of the Board, and the nominees' competencies related to mining. On an annual basis, the Committee assesses the effectiveness of the Board, its committees, and directors, and provides onboarding and education for new and existing directors.

## TECHNICAL, SAFETY, AND SUSTAINABILITY COMMITTEE (TSS):

The TSS Committee (previously known as the Health, Safety, Environment, and Sustainability Committee) is responsible for fulfilling the Company's obligations in regard to safety, health, and environment. They review and recommend changes to sustainability policies and standards, and the Company's fulfillment of compliance and legislative requirements. They are also responsible for the review of the annual sustainability report.







# OUR ETHICS COMMITMENTS

As part of our approach to Business Ethics, we are committed to:

- Initiating compliance with the Sarbanes-Oxley Act (SOX), with provisions for corporate governance, risk management, auditing, and financial reporting, including provisions to deter corporate accounting fraud and corruption.
- Achieving zero incidents of bribery or corruption.
- Providing annual updates to internal and external stakeholders on the Company's approach, performance, and training on business ethics and compliance.

A summary of the tools i-80 Gold utilizes to facilitate governance of its operations is in the following table including each tool's purpose, frequency of use and the party responsible for its use.



Tool	Purpose	Frequency/Use	Responsible Party
<b>Board ESG Oversight</b>	Integrates sustainability into strategic decisions	Quarterly board meetings	TSS Committee
<b>Code of Conduct</b>	Defines ethical standards and expectations	Annual review & onboarding	Direct Manager, CFO, or Audit Committee
<b>Whistleblower Hotline</b>	Enables anonymous reporting of misconduct	24/7 availability	Direct Manager, CFO, or Audit Committee
<b>Risk Management Framework</b>	Identifies and mitigates ESG-related risks	Annual risk assessments	Audit Committee
<b>Emergency Action Plans (EAPs)</b>	Ensures preparedness for high-risk infrastructure (e.g., tailings dams)	Annual review & drills	Operations / Safety Teams
<b>Training &amp; Awareness Programs</b>	Builds governance capacity across the organization	As needed	HR / EHS / ESG Teams



### RON CLAYTON

Ron Clayton is a highly experienced mining executive with over 40 years in the business. He has successfully guided companies through all stages of the mine life-cycle: advanced-stage exploration, development, construction, and production. Prior to his current role, Mr. Clayton served as President, CEO and Director of Tahoe Resources Inc. until June 2018, and President & CEO of 1911 Gold Corporation until March 2022. He also held senior operational roles with Hecla Mining Company and Stillwater Mining Company. Mr. Clayton holds a Bachelor of Science in Mining Engineering from the Colorado School of Mines and is a graduate of the Tuck Executive Program at Dartmouth.

### RICHARD YOUNG

Richard Young is a gold mining executive with over 35 years of experience in the global mining industry. Mr. Young began his career at Barrick Mining, where for nearly a decade and a half he held roles in finance, operations, corporate development, project development and investor relations. He later joined Gabriel Resources as Chief Financial Officer to permit the largest gold deposit in Europe. In 2010, Mr. Young co-founded and served as President & Chief Executive Officer of Teranga Gold, overseeing its transformation from a single-asset junior gold producer to a low-cost, mid-tier gold producer. Teranga was acquired in 2021 at a valuation of over C\$2.5 billion by Endeavour Mining creating a new senior gold producer. Most recently, he served as President & Chief Executive Officer of Argonaut Gold before it was acquired by Alamos Gold in July 2024. Focused on responsible mining, Mr. Young has worked alongside teams that have implemented award-winning sustainability programs, winning the 2008 and 2017 PDAC Sustainability Award and the 2020 UN Global Compact Canada SDG Accelerator Award. He is a Chartered Accountant and a Certified Public Accountant.



### JOHN BEGEMAN

John Begeman is a professional mining engineer with more than 40 years of experience. He currently serves as a director for several public mining companies and previously served on the board of Yamana Gold Inc.. He was President & CEO of Avion Gold Corporation (2008–2012), President & CEO and Director of Valencia Ventures Ltd. (2008–2010), Chief Operating Officer-Canada at Zinifex Canada Inc. (2006–2008) and Vice President, Western Operations at Goldcorp Inc. (2000–2006). He holds a B.S. in Mining Engineering, an M.S. in Engineering Management and an MBA, and is a member of the Institute of Corporate Directors (ICD.D) and the National Association of Corporate Directors.





### JOHN SEAMAN

John Seaman is a mining executive with over 25 years of industry experience spanning exploration, development, and production. He previously served as Lead Director of Premier Gold Mines Limited and as CFO of Premier, Wolfden Resources Ltd., Pediment Gold Corp. and Tembo Gold Corp.. Mr. Seaman holds the ICD.D designation from the Institute of Corporate Directors.

### ARTHUR EINAV

Arthur Einav is General Counsel and Senior Managing Director at Sprott Inc. and brings extensive legal, corporate-finance and governance experience. Prior to Sprott, Mr. Einav was an associate at top law firms including Davis Polk & Wardwell LLP and McCarthy Tétrault LLP. He holds a Bachelor of Science from the University of Toronto, an LL.B. and an MBA from Osgoode Hall Law School / Schulich School of Business, and the ICD.D designation.



### CASSANDRA JOSEPH

Cassandra Joseph is a mining industry legal executive with over 20 years of experience in corporate, environmental and intellectual-property law. She serves as General Counsel & Corporate Secretary at Ivanhoe Electric Inc. and prior to that was Senior VP & General Counsel at Nevada Copper Corp. and VP/Associate General Counsel & Chief Compliance Officer at Tahoe Resources Inc.. She also worked at the Nevada Attorney General's Office representing the Division of Environmental Protection, the Division of Water Resources, and other state agencies. Ms. Joseph holds a J.D. from Santa Clara University School of Law and a B.A. from the University of California, Berkeley.





# MANAGEMENT TEAM

The Management Team consists of individuals with skills and competencies in areas relevant to the company's business and affairs. Their goals, performance, and remuneration are reviewed annually by the Board's Compensation Committee.

Name	Role	Experience	Gender
<b>Richard Young</b>	President, Chief Executive Officer & Director	30 years	Male
<b>Paul Chawrun</b>	Chief Operating Officer	25 years	Male
<b>Ryan Snow</b>	Chief Financial Officer	20 years	Male
<b>David Savarie</b>	Senior Vice President, General Counsel	24 years	Male
<b>Leily Omoumi</b>	Senior Vice President, Corporate Development & Strategy	17 years	Female



## RICHARD YOUNG

Richard Young was the founder and eventually CEO of Teranga Gold Corporation, playing a key role in Teranga's transformation from a single-asset producer into a successful low-cost, mid-tier gold producer that was ultimately acquired by Endeavour Mining PLC in 2021 for more than C\$2.5 billion. Most recently, Richard served as President and CEO of Argonaut Gold Inc., which was acquired by Alamos Gold Inc. in July 2024. During his career, Mr. Young has been responsible for implementing award-winning sustainability programs, including the 2008 and 2017 PDAC Sustainability Award, and the 2020 UN Global Compact Canada SDG Accelerator Award.

## PAUL CHAWRUN

Paul Chawrun is an executive mining engineer with over 30 years of technical, operating, and corporate leadership experience, after beginning his career as an exploration geologist. His work spans a range of commodities, with a focus on gold mining and a proven track record of permitting, building, and operating gold mines globally. Most recently, Mr. Chawrun served as COO and Executive Vice President at Centerra Gold. Prior to that, he was COO of Teranga Gold, playing a key role in transitioning the company from a single-asset to a multi-asset West African mid-tier gold producer. He previously held senior management roles in operations at Fording Inc. and Suncor Energy, as well as technical services and corporate development roles at various mine-development companies, including Detour Gold where he oversaw the technical development of the Detour Lake Project. Mr. Chawrun holds a Bachelor of Science in Mining Engineering from Queen's University, a Bachelor of Science in Geology from McMaster University, and a Master of Business Administration from Athabasca University.





## RYAN SNOW

Ryan Snow is a mining finance professional with over 20 years of experience in financial management and reporting in both Canada and the United States (IFRS and US GAAP), internal controls, mergers and acquisitions, risk management and taxation. Prior to joining i-80 Gold, Mr. Snow served most recently as Vice President of Finance for Nevada Copper, where he helped to secure project financing and restructure debt during the construction and production ramp-up of the Pumpkin Hollow mine. Mr. Snow was the Vice President, Finance and Controller for Tahoe Resources during which time he oversaw the financial aspects of the Sarbanes-Oxley implementation, two business acquisitions, and progressed the Escobal mine in Guatemala and the Shahuindo Mine in Peru through construction to commercial production. He began his professional career at Hecla Mining Company and holds a B.B.A. in Accounting (with distinction) from Gonzaga University.

## DAVID SAVARIE

David Savarie is an Ontario-qualified corporate commercial lawyer with over 20 years of experience in multiple jurisdictions and industries as both inside and outside counsel, senior business executive and company director. For the last 17 years, Mr. Savarie has worked exclusively within the gold-mining sector assisting in the development, permitting, financing and operations of projects across Eastern Europe, West Africa and North America. Most recently, Mr. Savarie served as SVP, General Counsel, Corporate Affairs & People at Teranga Gold Corporation until its acquisition in 2021, and thereafter as SVP, General Counsel at Argonaut Gold Inc. until its acquisition in July 2024. Mr. Savarie received his LLB from Queen's University (Kingston Ontario) in 1999 and prior to that a Bachelor of Arts (History) from the University of Western Ontario.



## LEILY OMOUMI

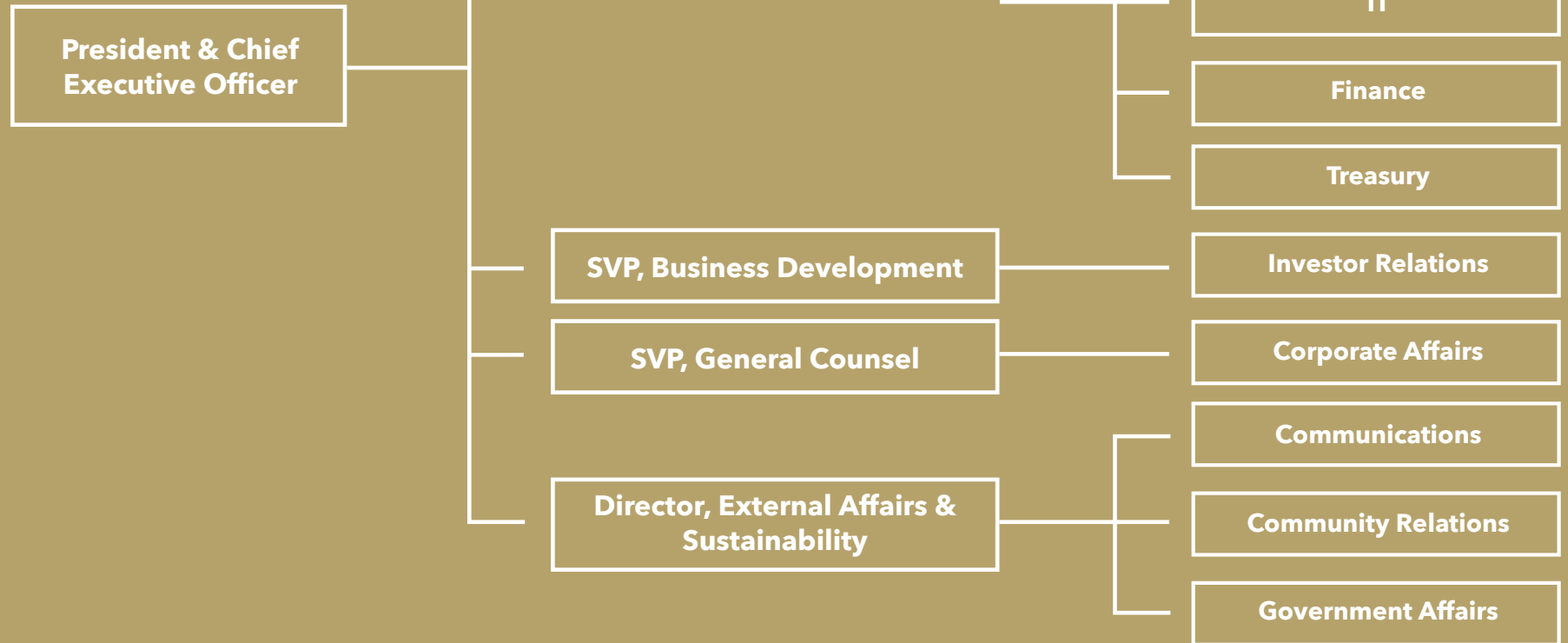
Leily Omoumi brings over 17 years of experience across the mining industry and capital markets. She was most recently Vice President, Corporate Development at Teranga Gold, a mid-tier gold producer, where she played an integral role in the advancement of the company's strategic direction and completed two landmark M&A transactions, including the sale of Teranga Gold to Endeavour Mining. Previously she was at BMO Asset Management covering mining and oil & gas equities as a buy-side analyst, and prior to that she was a sell-side analyst covering precious metals equities at Scotia Capital. Ms. Omoumi began her career at Hatch Consulting as an engineer, working in a technical capacity on various global mining projects. She holds a Bachelor's Degree in Mechanical Engineering and an MBA from the University of Toronto.





# OUR ORGANIZATION

53







## Metals and Mining Standard

Topic	Metric	Unit	SASB Code	Location in Report and Additional Information
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions	Metric tonnes (t) CO <sub>2</sub> e, Percentage (%)	EM-MM-110a.1	Energy and Emissions
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	NA	EM-MM-110a.2	Energy and Emissions
<b>Air Quality</b>	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tonnes (t)	EM-MM-120a.1	Environmental Performance
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	Energy and Emissions
<b>Water Management</b>	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	EM-MM-140a.1	Water Stewardship
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	EM-MM-140a.2	Water Stewardship
<b>Waste &amp; Hazardous Materials Management</b>	Total weight of non-mineral waste generated	Metric tonnes (t)	EM-MM-150a.4	Environmental Performance
	Total weight of tailings produced	Metric tonnes (t)	EM-MM-150a.5	Environmental Performance
	Total weight of waste rock generated	Metric tonnes (t)	EM-MM-150a.6	Environmental Performance
	Total weight of hazardous waste generated	Metric tonnes (t)	EM-MM-150a.7	Environmental Performance
	Total weight of hazardous waste recycled	Metric tonnes (t)	EM-MM-150a.8	Environmental Performance
	Number of significant incidents associated with hazardous materials and waste management	Number	EM-MM-150a.9	Environmental Performance
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	N/A	EM-MM-150a.10	Environmental Performance

<b>Biodiversity Impacts</b>	Description of environmental management policies and practices for active sites	N/A	EM-MM-160a.1	We are currently in the process of developing an Environmental Policy based on our current Environmental Commitment.
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage (%)	EM-MM-160a.2	Our operations currently do not have any acid rock drainage. As we continue to advance, our future operations may produce acid rock drainage and may require mitigation, treatment, or remediation.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-MM-160a.3	i-80 Gold does not operate any proved or probable reserves in or near sites with protected conservation status or endangered species habitat.
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-MM-210a.1	i-80 Gold does not operate any proved or probable reserves in or near areas of conflict.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	EM-MM-210a.2	i-80 Gold does not operate any proved or probable reserves in or near Indigenous land.
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-MM-210a.3	Our Code of Business Conduct and Ethics establishes our standards for ethical principles including human rights. For additional information, please see the Business Ethics section.
<b>Community Relations</b>	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-MM-210b.1	Local Community Engagement
<b>Business Ethics and Transparency</b>	1) Number and (2) duration of non-technical delays	Number, Days	EM-MM-210b.2	Local Community Engagement





<b>Labor Practices</b>	Percentage of active workforce employed under collective agreements	Percentage (%)	EM-MM-310a.1	Workforce and Supplier Development
	(1) Number and (2) duration of strikes and lockouts	Number, Days	EM-MM-310a.2	Workforce and Supplier Development
<b>Workforce Health &amp; Safety</b>	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Rate	EM-MM-320a.1	Health and Safety
<b>Business Ethics &amp; Transparency</b>	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	Business Ethics
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t) saleable	EM-MM-510a.2	Business Ethics
<b>Tailings Storage Facilities Management</b>	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	N/A	EM-MM-540a.1	Environmental Performance
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	EM-MM-540a.2	Environmental Performance
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	EM-MM-540a.3	Environmental Performance
<b>Activity Metrics</b>	Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	EM-MM-000.A	About Us
	Total number of employees, percentage contractors	Number, Percentage (%)	EM-MM-000.B	Workforce and Supplier Development

# GRI INDEX

## Statement of use:

i-80 Gold Corp. has reported with reference to the GRI Universal Standards for the period from January 1 – December 31, 2024.

**GRI 1 Used: GRI 1: Foundation 2021**

GRI Topic	GRI Disclosure	Response, Link, or Additional Information
General Disclosures		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About Us
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency, and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External Assurance	About This Report
	2-6 Activities, value chain, and other business relationships	About Us
	2-7 Employees	Performance (People and Partners)
	2-8 Workers who are not employees	Performance (People and Partners)
	2-9 Governance structure and composition	Governance
	2-10 Nomination and selection of the highest governance body	Governance
	2-11 Chair of the highest governance body	Governance





	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-13 Delegation of Responsibility for managing impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflicts of interest	Governance
	2-16 Communication of critical concerns	Business Ethics
	2-20 Process to determine remuneration	Governance
	2-22 Statement on sustainable development strategy	Welcome from our President
	2-23 Policy Commitments	Business Ethics
		Workforce and Supplier Development
	2-24 Governance	i-80 Gold is in the process of developing a Supplier Code of Conduct. For more information, please see the Workforce and Supplier Development section.
	2-25 Processes to remediate negative impacts	Local Community Engagement
	2-26 Mechanisms for seeking advice and raising concerns	Local Community Engagement
	2-27 Compliance with laws and regulations	Environmental Responsibility
	2-28 Membership associations	About Us
2-29 Approach to stakeholder engagement	Local Community Engagement	
2-30 Collective bargaining agreements	Workforce and Supplier Development	

Topic Specific Standards		
Economic Performance		
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Workforce and Supplier Development
Procurement Practices		
<b>GRI 204 Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Workforce and Supplier Development
Anti-Corruption		
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Business Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
Tax		
<b>GRI 207: Tax 2019</b>	207-4 Country-by-country reporting	Workforce and Supplier Development
Energy		
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy and Emissions
Water and Effluents		
<b>GRI 303 Water and Effluents 2018</b>	303-2 Management of water discharge-related impacts	Water Stewardship
	303-3 Water withdrawal	Water Stewardship
	303-4 Water discharge	Water Stewardship
	303-5 Water consumption	Water Stewardship





Emissions		
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Performance
Waste		
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste related impacts	Environmental Performance
	306-2 Management of significant waste-related impacts	Environmental Performance
	306-3 Waste generated	Environmental Performance
	306-4 Waste diverted from disposal	Environmental Performance
	306-5 Waste directed to disposal	Environmental Performance
Employment		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Workforce and Supplier Development
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	Workforce and Supplier Development
Occupational Health and Safety		
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-9 Work-related injuries	Health and Safety

<b>Training and Education</b>		
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce and Supplier Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce and Supplier Development
<b>Diversity and Equal Opportunity</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity, and Inclusion
<b>Freedom of Association and Collective Bargaining Agreements</b>		
<b>GRI 407: Freedom of Association and Collective Bargaining Agreements 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Workforce and Supplier Development
<b>Local Communities</b>		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Local Community Engagement







NYSE: IAUX  
TSX: IAU



**i-80**  
GOLD CORP

**1.866.525.6450 | 1.775.525.6450 | [www.i80gold.com](http://www.i80gold.com)**

**5190 Neil Road | Suite 460 | Reno, Nevada 89502**

