



Calibre Mining Corp.

Calibre is a growing, mid-tier Canadian gold producer, focused on the Americas, with a strong pipeline of development and exploration opportunities across Nevada and Washington in the United States, and in Nicaragua. We strive to deliver sustainable value for shareholders, local communities and all stakeholders through responsible operations and a disciplined approach to growth.

- Calibre is incorporated under the laws of British Columbia, Canada and maintains its corporate head office in Vancouver, British Columbia.
- Calibre's common shares are listed on the Toronto Stock Exchange in Canada (under the ticker symbol CXB) and in the United States on the premium OTCQX Best Market (ticker symbol CXBMF).
- Calibre complies with international standards of ethics and transparency. The company files annual MD&A, ESTMA and AIF reports (available on SEDAR and our website) and is subject to international audits, ensuring traceability and accountability in all transactions and commercial relations.
- Calibre's Code of Business Conduct calls for compliance with the laws of countries where we operate, and specifically with Canada's Foreign Corrupt Practices Act (FCPA) and Corruption of Foreign Public Officials Act (CFPOA), as well as all other applicable laws and regulations in Canada, the United States and Nicaragua.
- Calibre is a member of the World Gold Council (WGC) and on track to comply fully with the WGC's Responsible Gold Mining Principles (RGMP) year-three requirements. The RGMPs provide guidelines to ensure that gold mining is conducted responsibly and that gold mining companies act in ways that are ethical, transparent, accountable, and respectful of the rights of others.
- Calibre's five-year sustainability strategy (2022-2026) focuses on three pillars: responsible practices (ensuring a culture of international best practices internally and with partners), contributions to sustainability (generating positive impacts beyond mining), and global challenges (connecting with efforts to safeguard the future).

Nicaragua as a Jurisdiction

Nicaragua is receptive to the mining industry and welcomes the benefits that responsible mining brings. The country has established clear mining laws and regulations and has encouraged, over the past 30 years, responsible foreign investment in the sector. Many of the communities in which Calibre works are long-standing mining communities, with mining families that date back generations.

Calibre's Operations in Nicaragua

In October 2019, Calibre acquired 100% ownership of the mines and mills of La Libertad (Chontales) and El Limon (Leon) and several exploration projects in Nicaragua from B2Gold Corp. Calibre developed and began transporting ore from the Pavon mine (Matagalpa) to La Libertad mill in 2020 and from the Eastern Borosi Project (Rosita) in early 2023.

Calibre operates these assets in a way that is protective of people, respectful of human rights and cultural heritage, and that contributes to economic development, while acting as a steward of the natural environment. Our core values of Safety, Social and Environmental Responsibility, Integrity, Teamwork, and Accountability are our guiding business principles and vital to our long-term success.

Maintaining a social license to operate and grow requires that we engage openly with stakeholders to build transparent, productive, sustainable and mutually advantageous alliances, generating shared value and benefits.



Benefits for our employees

- Calibre currently generates over 3,500 safe, stable, good-paying direct and contractor jobs in Nicaragua, as well as an additional estimated 5,550 induced jobs.
- In Nicaragua, 95% of Calibre’s direct employees are Nicaraguan nationals, of whom over 80% are from communities located immediately around the mines.
- Our sites uphold the right of freedom of association. At present, there are three labor organizations at El Limon Mine and one at La Libertad Mine, where 94% and 91% of non-staff employees, respectively, are union members. Both sites have active collective agreements, negotiated every two years, which cover all non-staff employees, including non-union members.
- Employee benefits include social security, preventive health care and on-site medical attention, medication coverage, life insurance, food subsidy / basic food basket, collective transportation, annual salary adjustment, production bonus, and others.
- Official data show that salaries in the mining sector are among the best in Nicaragua, and independent studies have shown that incomes of mining families are twice those of similar non-mining households.

Benefits for our host communities

- Calibre is committed to significant social investment in the communities where we operate, focusing on sustainable projects to improve health, education, livelihoods, and infrastructure.
- A study by the Nicaraguan Foundation for Economic and Social Development (FUNIDES) showed that the multi-dimensional poverty rate in municipalities with industrial mining averages 10%, compared to 40% in similar non-mining municipalities and 69% nationwide.

Benefits for the national and local economies

- Gold is currently Nicaragua’s top export, and Calibre is one of the largest single exporting companies of any product from Nicaragua. Calibre was responsible for 35% of the gold exported from Nicaragua in 2022 (180,490 oz of 511,182 oz).
- Direct economic value generated and distributed in Nicaragua (US\$ millions):

Calibre in Nicaragua	2020	2021	2022
DIRECT ECONOMIC VALUE GENERATED	242.8	335.7	331.8
ECONOMIC VALUE DISTRIBUTED	198.4	285.9	323.8
Operating Costs	144.2	203.5	242.7
Employee Wages and Benefits	35.8	47.4	46.3
Payments to Providers of Capital	0.0	0.0	1.0
Taxes and Royalties	16.7	32.0	31.1
Community Investments	1.7	3.0	2.7
ECONOMIC VALUE RETAINED	44.4	49.8	8.0

- In 2022, Calibre’s direct economic value distributed in Nicaragua (US\$ 324 million) represented approximately 2% of Nicaragua’s GDP (US\$ 15,672 million).
- Municipalities with industrial mining operations rank among the highest in Nicaragua in terms of tax revenues per capita.

Calibre could not continue operating in Nicaragua without the support of our employees, their families, and communities. Calibre maintains its social license by upholding the highest environmental, social and governance (ESG) standards.



Links to Additional Information

Calibre is committed to transparency and accountability. For general information, see the [Calibre website](#).

Calibre's annual [Sustainability Reports](#) documents our approach to responsible and sustainable mining and, in particular, our alignment with the Responsible Gold Mining Principles of the World Gold Council (WGC), the Responsible Mining Principles of the International Council on Mining and Metals (ICMM), and our contributions to the United Nations' Sustainable Development Goals (SDGs). We believe these principles reflect leading practices in managing environmental, social, and governance issues.

Calibre prepares [Annual Information Forms \(AIFs\)](#), [Consolidated Financial Statements, and Management Discussion and Analysis \(MD&A\)](#) and [Extractive Sector Transparency Measures Act \(ESTMA\)](#) reports following the guidelines established in the International Financial Reporting Standards (IFRS), as well as those defined by the World Gold Council for reporting to third parties about economic performance.