

2025

IMPACT REPORT



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IMPACT REPORT

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LAND ACKNOWLEDGEMENT

The Royal Canadian Mint acknowledges that its facilities rest on Indigenous territories. The lands on which its Ottawa facilities are located are the traditional and unceded territory of the Algonquin Anishinaabe People. Its Winnipeg facilities are located on Treaty 1 Territory and these lands are the traditional territory of the Anishinaabe, Cree, Oji-Cree, Dakota, and Dene Peoples, and the homeland of the Métis Nation.



Mint facilities in Ottawa and Winnipeg

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SECTION 1: INTRODUCTION

MESSAGE FROM THE CHAIR

As the Royal Canadian Mint pursues its sustainability journey, the Board of Directors continues to support the integration of environmental, social and governance considerations in the Mint's day-to-day operations, planning, and decision-making. In the years since it introduced a comprehensive Sustainability Action Plan, the Mint has consistently progressed against clear, measurable targets. It has demonstrated its value as a modern and successful enterprise, delivering sustainable economic value for Canada in ways that are both socially and environmentally responsible.

I would like to acknowledge the contribution of outgoing President and CEO Marie Lemay, who spearheaded many advancements during her time at the Mint. She instilled a culture where differences are valued and where employees are empowered to actively address systemic racism, discrimination, and barriers to inclusion. She was a strong advocate for ethics and accountability, and ensured environmental considerations were embedded in our business practices. Marie has cultivated a spirit of engagement throughout the Mint, and we are thankful that the employees and teams she inspired to champion sustainability will help keep the Mint on a responsible and sustainable path for years to come.

Throughout 2025, the Board has continued to provide strategic guidance through the important work of the Governance and Nominating Committee. Committee members continue to endorse the priorities outlined in the Mint's Sustainability Action Plan and are keenly monitoring progress in several key areas.

The Board is encouraged that the Mint's Decarbonization Roadmap remains on track to achieve a carbon-neutral Circulation business by 2030, and a 2050 net-zero goal for the entire organization.

As sovereign refining capacity grows increasingly important to Canada and its mining industry, the Board is pleased to see the Mint investing in technology to account for the provenance of gold deposited at its refinery, while processing ever greater volumes of this strategic natural resource.

The Board also maintains support for the Mint's equity, diversity, inclusion and accessibility initiatives, which include an Accessibility Action Plan to which the members directly contributed and continue to oversee.



Phyllis Clark | Chair of the Board

Above all, the 2025 Impact Report transparently accounts for the Mint's sustainability wins, as well as those areas where it needs to improve. This report echoes the Mint's values of honesty, respect, pride, and passion. The Board of Directors is confident that it lays out a clear path to sustainable success for the Mint, and for its future leadership.

MESSAGE FROM THE PRESIDENT

As I reflect on my time at the Royal Canadian Mint, I am struck by the tremendous transformation realized by dedicated teams and caring employees on our sustainability commitments since my arrival in 2019.

Together, we have made great strides in operating more sustainably and creating a healthy, respectful work environment. We have invested in changing the Mint for the better in many ways, from installing a geoexchange system in Winnipeg to help make our Circulation business carbon-neutral, to supporting Canadian university research to foster homegrown innovation such as refining processes that reduce reliance on harsh chemicals, and leveraging blockchain technology to achieve a new level of transparency in the tracing and responsible sourcing of precious metals in our refinery.

We also embarked on an important journey toward creating a more inclusive workplace, addressing biases, removing barriers to inclusion, and opening ourselves to new perspectives so that every employee can feel safe, valued, and welcome in the workplace. This investment in our people is creating an organization founded on human dignity, collaboration, and partnership — values that build confidence among our customers and business partners, and that position the Mint for long-term success.

All of this positive change has been made possible by committing to an ambitious and achievable set of environmental, social and governance goals detailed in our Sustainability Action Plan. Publicly reporting on our performance against these goals is a cornerstone of our commitment to being a caring and sustainable Mint, and we are continuing to deliver on that promise with our 2025 Impact Report.

Even as our Ottawa facility maintained high gold refining volumes, and as Winnipeg operated at full capacity to meet high foreign circulation coin demand, we were able to continue working on initiatives aimed at reducing our water consumption and carbon emissions and improving waste diversion rates. Thanks to our sophisticated Coin Management System, we continue to responsibly meet our core mandate to produce and distribute Canada's coinage by redistributing existing coins to satisfy the bulk of demand, limiting new coin production to what is strictly needed.

We continue to progress on our equity, diversity, inclusion and accessibility journey through our *ALL IN* Action Plan. Our updated Accessibility Action Plan is the product of close consultation with external contributors — from those with lived experience, to government partners and subject matter experts such as Accessibility Standards Canada and the Canadian Association for the Deaf.

We continue to engage with the Canadian Council for Indigenous Business to progress through the Committed phases in the Partnership Accreditation in Indigenous Relations (PAIR) and strive towards Bronze Certification.

We were once again honoured to be named one of Corporate Knights' Best 50 Corporate Citizens in Canada in 2025, improving our ranking to fifth overall in this public accounting of corporate responsibility. Being named one of the world's 25 most sustainable public sector corporations, in a new Corporate Knights ranking, was a welcome recognition of the value of our sustainability work.

It was also a personal honour to be invited to Windsor Castle for a high-level briefing to His Majesty King Charles III on Circularity and Bio-Based Alternatives, convened by the Sustainable Markets Initiative. To be included in an exclusive



Marie Lemay | President and CEO

roundtable of 15 CEOs from around the world, each sharing their organization's unique contributions to advancing circularity and renewable business approaches, was a ringing endorsement of our focus on coin recirculation and use of recycled materials in new coin production. It was also an exceptional opportunity to showcase innovation in sustainability through our work on replacing corrosive chemicals through a new acoustic process in our refinery.

Navigating an unpredictable trade landscape has added to the task of planning the Mint's future on a commercial and sustainability front. The past year has demonstrated that our people are creative and capable, and through their work and dedication, they have proven that the Mint is in good hands. Their commitment to delivering best-in-class products and services while minting with care will allow the Mint to keep balancing profitability with sustainability, to deliver great value for Canada, and to remain a respected and influential industry leader.

ABOUT THE ROYAL CANADIAN MINT

The Royal Canadian Mint is a Crown corporation owned solely by the Government of Canada. We are mandated by the *Royal Canadian Mint Act* to mint coins in anticipation of profit and to carry out other related activities.

With our facilities in Ottawa, Ontario, and Winnipeg, Manitoba, the Mint produces coins for Canadian trade and commerce, as well as countries around the world,

and oversees Canada's Coin Management System for optimum efficiency and cost. With an on-site refinery, the Mint is a world-renowned manufacturer of precious metals, investment products, collectibles and medals.

Our vision is to be the best mint in the world. We intend to get there through our customer focus, talented people and passion for innovation, all of which are underpinned by a commitment to ethical and sustainable practices.

Our values of honesty, respect, pride and passion reflect the spirit of the Mint and are intrinsic to our success.

The Mint aims to be an agile Crown corporation focused on the future and prepared to act on opportunities to create value for Canada. Our mission is to lead by using our know-how to transform natural resources, creating value for Canada and customers around the world. In line with those goals, the Mint's ongoing corporate objectives are:

CANADA



- Ensure coins are available when and where needed across Canada for use in trade and commerce.
- Support Canada's mining and financial industries' role in the global precious metals supply chain, while celebrating Canada's culture, history, and values.
- Demonstrate social responsibility while delivering strong financial performance.



CUSTOMERS



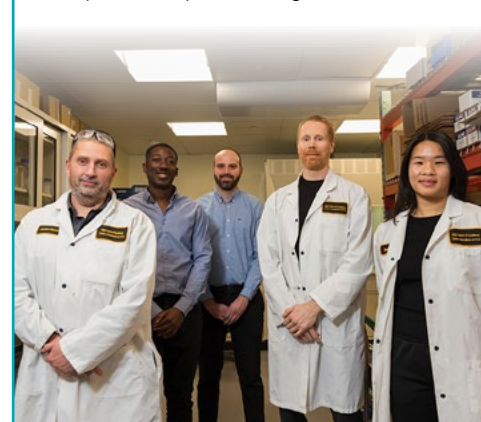
- Maintain a trusted brand for Canada and customers around the world that is known for industry-leading innovations.
- Enhance agility to deliver on customer and Shareholder expectations.



PEOPLE



- Be an employer recognized for leadership excellence and a culture of inclusion, collaboration and innovation.
- Provide a healthy, safe, and caring workplace where employees can grow and achieve their goals as part of a performing team.



SUSTAINABILITY



- Provide products and services that are differentiated by being socially and environmentally responsible.
- Take actions that contribute positively to communities and minimize the impact on the environment.
- Invest in and develop environmentally responsible technologies and processes.




2025 SUSTAINABILITY HIGHLIGHTS



ENVIRONMENTAL

	20.57 tonnes of waste sent to compost
84.47 tonnes of wood and wooden pallets collected for recycling	
	3,234.6 tonnes of steel sent to recycling from coin manufacturing
Achieved 59.8% waste diversion rate	Successful ISO 14001:2015 surveillance audits for Environmental Management Systems in both locations

SOCIAL

	40 Coin exchange events held across Canada
8.97 professional training and development days completed, on average, per Mint employee	Over 253,951 visitors to Mint Boutiques
	13 scholarships awarded to children of Mint employees
86.3% of financial institution demand was met with recirculated coins	0 coin shortages reported by financial institutions

GOVERNANCE

	Only Canadian-owned LBMA Good Delivery Certified refiner in Canada
33 Mint executives and leaders attended strategic AI training in 2025	Ranked No. 2 globally in gold and silver bullion coins
	2 International Awards
Ranked #4 among the world's 25 most sustainable public sector corporations and 5th among Canada's Best 50 Corporate Citizens by Corporate Knights	BEST 50 2025 CANADA'S BEST CORPORATE CITIZENS



SECTION 2:
**SUSTAINABILITY
AT THE MINT**

MESSAGE FROM THE CHIEF IMPACT OFFICER

I am pleased to introduce the Royal Canadian Mint's 2025 Impact Report, which offers a clear and objective view of our progress against environmental, social and governance commitments. More than simple metrics, this report reflects the dedication of our employees, whose efforts turn sustainability goals into measurable results.

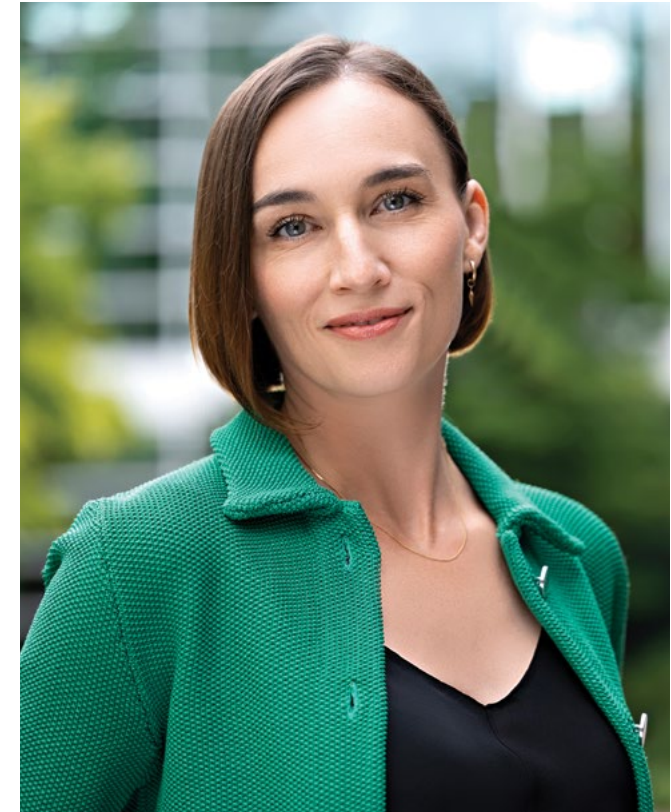
The Mint is a vital asset to Canadians. We are a world-class refiner, providing critical support to Canada's mining and financial sectors. We produce and distribute Canada's coinage, operating a sophisticated national Coin Management System that ensures all Canadians have equitable access to an inclusive payment method, no matter where they live. Internationally, we deliver end-to-end coin solutions that help modernize and strengthen currency systems worldwide. Driven by innovation, we continue to advance the art and science of circulation, numismatic and bullion production, while improving and developing new processes that boost productivity, reduce our environmental impact and contribute to Canada's economic and climate goals.

Our value lies not only in competing successfully as an agile Crown corporation, but in demonstrating that responsible business practices drive stronger outcomes. By finding better ways to operate, we reinforce Canada's reputation as a reliable and sustainable partner.

This culture of improvement and innovation is powered by employees who understand that profitability and sustainability go hand in hand. With the support of our Board of Directors and the Leadership Team, they are executing our Sustainability Action Plan with integrity, accountability and a commitment to good corporate citizenship.

Our people champion equity, diversity, inclusion, and accessibility, creating workplaces and business environments with fewer barriers. They are engaging with Indigenous communities and businesses in an ongoing effort to advance meaningful reconciliation. They are reducing waste and water use, driving an ambitious decarbonization plan and integrating powerful new technologies to strengthen the responsible sourcing and traceability of precious metals.

We are proud of the milestones we have achieved, while acknowledging the work that remains. This report outlines both the progress we have made and the path forward, continuing to seek improvements that make sense for the Mint as both a competitive commercial enterprise and as a public institution serving Canada and Canadians.



Michelle Richardson | Chief Impact Officer

AREAS OF FOCUS

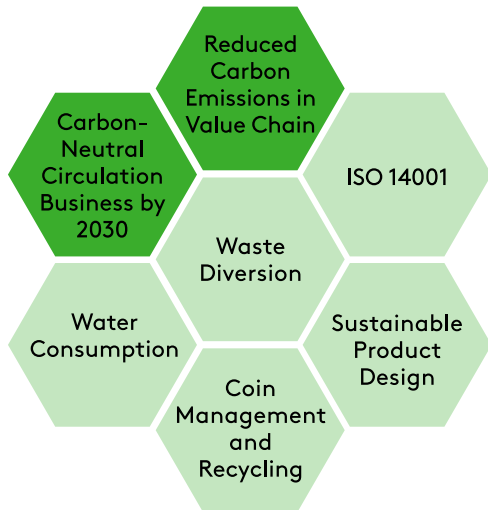
OUR SUSTAINABILITY JOURNEY

Our sustainability commitment is at the core of who we are and what we do at the Mint. By ensuring access to coinage when and where needed across Canada and committing to responsibly sourcing precious metals, we have continued to build on this strong foundation.

ENVIRONMENTAL

We are committed to investing in solutions that lower our carbon footprint, reduce water use and waste, and minimize our environmental impact.

AREAS OF FOCUS:
CARBON EMISSIONS
AND CLIMATE
CHANGE



 Darker cells directly align to Sustainability areas of focus

The Mint is proud to support the United Nations' (UN) Sustainable Development Goals (SDGs), the focus of the UN's 2030 Agenda for Sustainable Development. The 17 goals aim to mobilize countries worldwide to act against poverty, inequality, and climate change.

SOCIAL

We are committed to developing a healthy, safe and caring workplace for employees grounded by inclusive practices, where differences are valued and reflected in our diverse offerings, while ensuring equitable access to coinage.

AREAS OF FOCUS:
EQUITY, DIVERSITY,
INCLUSION AND
ACCESSIBILITY

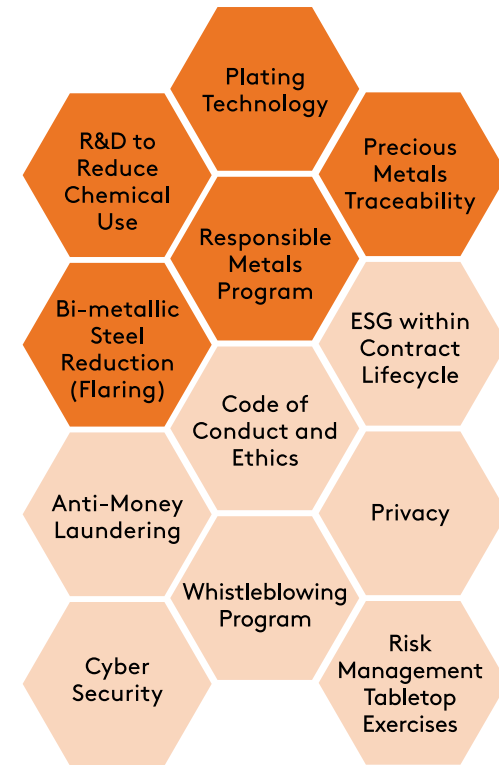


The illustrations that follow show our areas of focus, key initiatives around sustainability, and their connection to specific UN Sustainable Development Goals.

GOVERNANCE

Sustainability is foundational to our governance processes and integrated into business performance and accountability.





AREAS OF FOCUS:
RESPONSIBLE
SOURCING AND
MANUFACTURING



AREAS OF FOCUS

OUR SUSTAINABILITY JOURNEY

ENVIRONMENTAL

SDG	KEY AREAS	PRIORITIES	ONGOING INITIATIVES
 	Climate Change	Greenhouse Gas (GHG)/Air Emissions	<ul style="list-style-type: none"> • Reduced Carbon Emissions in Value Chain • Carbon-neutral Circulation business by 2030
		Energy and Renewable Energy	
  	Environmental Stewardship	Water Stewardship	<ul style="list-style-type: none"> ◦ Waste Diversion ◦ Water Consumption Reduction ◦ ISO 14001:2015 ◦ Sustainable Product Design ◦ Coin Management and Recycling
		Waste and Hazardous Materials	
		Biodiversity Impacts	

SOCIAL

SDG	KEY AREAS	PRIORITIES	ONGOING INITIATIVES
 	Employee Safety, Development and Wellbeing	Occupational Health and Safety	<ul style="list-style-type: none"> • Employee Wellbeing ◦ Flexible Working Practices ◦ Learning and Development
		Human Rights and Labour Practices	
		Human Capital Management	
	Equity, Diversity, Inclusion and Accessibility (EDIA)	Equity, Diversity, Inclusion and Accessibility	<ul style="list-style-type: none"> • ALL IN Action Plan • Equitable Access to Coinage • Diversity Reflected in our Products • Accessibility Action Plan • Official Languages
 	Community Relations	Rights of Indigenous Peoples	<ul style="list-style-type: none"> ◦ PAIR Program ◦ Charitable Campaigns ◦ Supporting Families and Tuition Program
		Community	

GOVERNANCE

SDG	KEY AREAS	PRIORITIES	ONGOING INITIATIVES
 	Responsible Sourcing and Manufacturing	Supply Chain Management	<ul style="list-style-type: none"> • Fight against Forced Labour and Child Labour • Precious Metals Traceability • Research and Development to Reduce Chemical Use • Plating Technology • Bi-metallic Steel Reduction (Flaring) • Responsible Metals Program ◦ ESG in Contract Lifecycle
		Responsible Sourcing and Manufacturing	
	Business Ethics and Compliance	Values and Ethics	<ul style="list-style-type: none"> ◦ Code of Conduct and Ethics ◦ Whistleblowing Program ◦ Anti-Money Laundering ◦ Cybersecurity ◦ Privacy ◦ Risk Management Tabletop Exercises
Privacy and Security			

• Initiatives tied directly to the Mint's ESG Commitment and Action Plan and Areas of Focus

2025 TARGETS AND PERFORMANCE

TRACKING OUR 2025 SUSTAINABILITY TARGETS AND PERFORMANCE

ENVIRONMENTAL			SOCIAL			GOVERNANCE		
2025 TARGET	2025 RESULTS	STATUS	2025 TARGET	2025 RESULTS	STATUS	2025 TARGET	2025 RESULTS	STATUS
Implement water consumption reduction opportunities to achieve a 5% reduction (intensity) over three years (2024–2026)	Identified water reduction initiatives in Winnipeg; initiated process changes on Winnipeg’s electroplating line that demonstrated water reduction improvements towards the end of 2025	Partially achieved	Reduce reportable injury rate (year-over-year)	Reportable injury rate in 2025 was lower than in 2024 (2024: 5.25, 2025: 4.29) Reportable injury rate = reportable injuries per 200,000 hours worked	Achieved	Generate awareness and adoption of traceability of precious metals technology solution (Bullion GENESIS™)	Fully implemented Bullion Genesis, providing mine-to-bar traceability and addressing a key concern for customers at home and around the world. Actively exploring how this process can be expanded to be applied to other mined material.	Achieved
Increase the Mint’s corporate waste diversion rate to 55%	Achieved 59.8% waste diversion rate Completed waste audits for both Ottawa and Winnipeg facilities highlighting opportunities for further waste diversion improvements	Achieved	Achieve objectives for the four designated employment equity groups. Achieve a workforce % identifying as:	The Mint launched the next phase of its <i>ALL IN</i> Action Plan (2025–2027) featuring three areas of focus: Inclusion, Accountability, and Meaningful Reconciliation. We achieved a workforce with objectives for the four designated employment equity groups	Achieved	Achieve and maintain industry leading certifications	The Mint maintained ISO 14001:2015 certification across the organization and completed a London Bullion Market Association (LBMA) audit against the LBMA’s updated Responsible Gold Guidance Version 9 (RGG9 standard)	Achieved
Begin implementation of Winnipeg Decarbonization Roadmap actions	Replaced two propane powered forklifts with electric units Completed scrubber air flow optimization on Winnipeg electroplating line	Achieved	<ul style="list-style-type: none"> Women: 32% Visible minority: 26% Indigenous Peoples: 4.5% Living with a disability: 5% 	<ul style="list-style-type: none"> Women: 32.4% Visible minority: 29.8% Indigenous Peoples: 4.7% Living with a disability: 5% 	Achieved	Maintain transparent reporting by publishing the SASB Index (Mining & Metals)	Integrated SASB and ESG performance metrics into the Mint’s 2024 Impact Report, and continued to share sustainability reporting insights with the minting community through industry webinars and conferences	Achieved

2025 TARGETS AND PERFORMANCE

ENVIRONMENTAL

2025 TARGET	2025 RESULTS	STATUS
Initiate supplier engagements for material Scope 3 greenhouse gas emissions, and align to SBTi requirements	<p>The Mint participated in and presented at the plenary Sustainability session titled <i>Treading Lightly: Carbon Footprint Reduction in the Minting Industry</i> at the 2025 Mint Directors' Conference in Cape Town, South Africa</p> <p>Received proposal for Science Based Targets initiative (SBTi) support from external expert; on hold until Q2-2026</p>	Partially achieved
Zero major environmental incidents	There were no major environmental incidents at the Mint in 2025. These are defined as incidents involving a release into the natural environment that results in remediation, property damage, or enforcement action	Achieved

SOCIAL

2025 TARGET	2025 RESULTS	STATUS
<p>Obtain Partnership Accreditation in Indigenous Relations (PAIR) Committed status to build stronger links with Indigenous communities</p> <p>Develop action plan to achieve Bronze status by 2028</p>	<p>Maintained Partnership Accreditation in Indigenous Relations (PAIR) Committed status</p> <p>Completed Phase 1 (of 3) of path to PAIR Bronze certification, and submitted to Canadian Council for Indigenous Business (CCIB) for review</p>	Achieved
Maintain an engaged workforce. Achieve an employee engagement survey mean > 3.8	Employee Survey: engagement mean score of 3.80	Achieved



2026 TARGETS

ENVIRONMENTAL



- Achieve a 5% water consumption reduction (intensity) over three years (2024-2026)
- Increase the Mint's corporate waste diversion rate to 60%
- Continue implementation of Winnipeg Decarbonization Roadmap actions
- Initiate supplier engagements for material Scope 3 greenhouse gas emissions, and align to SBTi requirements
- Zero major environmental incidents



SOCIAL



- Reduce reportable injury rate (year-over-year)
- Achieve workforce objectives for the four designated employment equity groups. Achieve a workforce % identifying as:
 - Women: 31.2%
 - Visible minority: 26.1%
 - Indigenous Peoples: 4.6%
 - Living with a disability: 4.9%
- *The Mint's annual employment equity statistics (based on Employment and Social Development Canada reporting methodology)*
- Implement an action plan to achieve Partnership Accreditation in Indigenous Relations (PAIR) Bronze certification by 2028
- Maintain an engaged workforce and achieve an employee engagement survey mean > 3.85

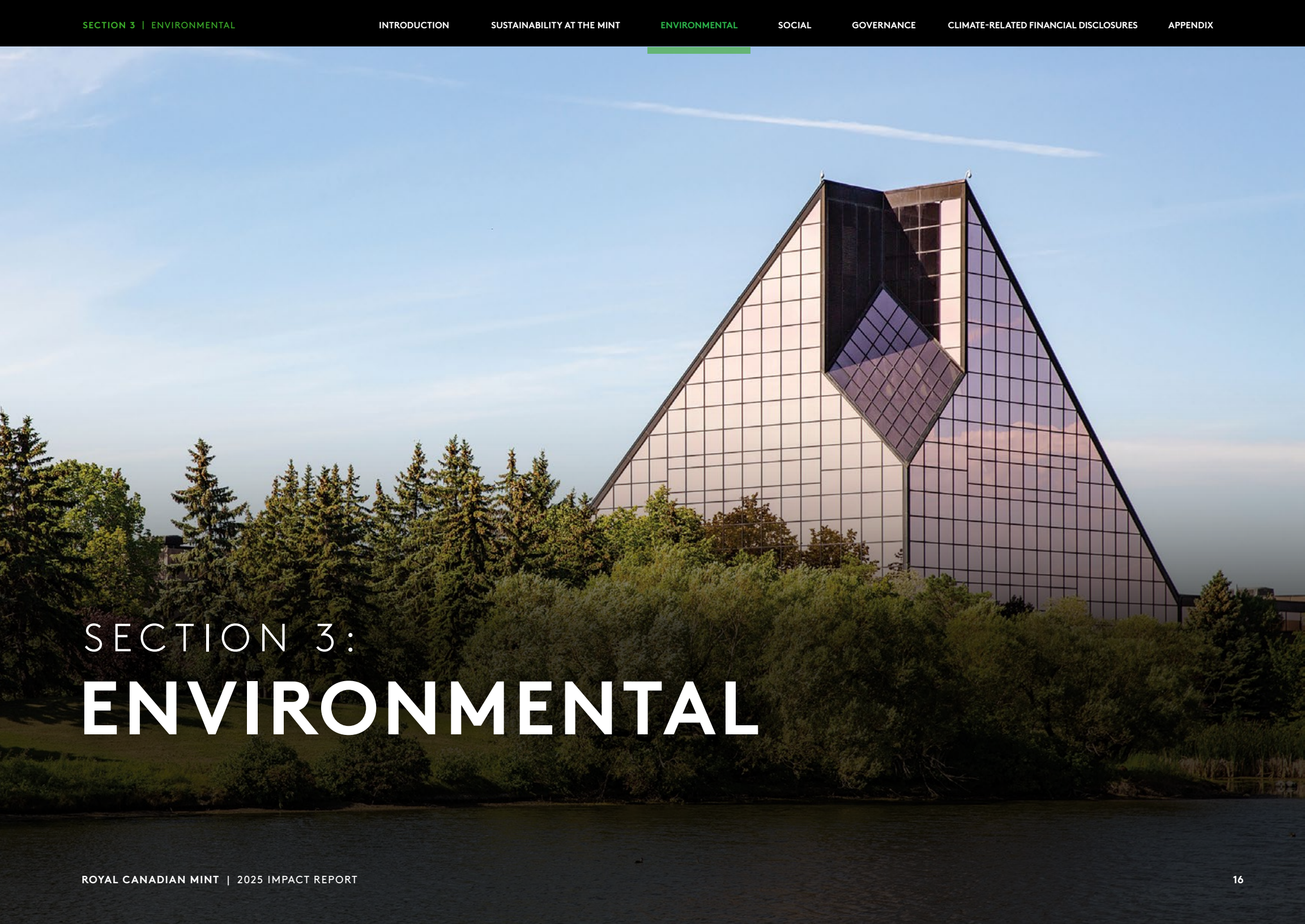


GOVERNANCE



- Implement governance framework for the use of artificial intelligence that includes accountability and alignment with our information, security, privacy and ethical standards.
- Achieve and maintain industry leading certifications
 - Gold and Silver Good Delivery List accreditation maintained
 - Environmental Management System (EMS) ISO 14001:2015 certification
- Maintain transparent reporting
 - Publish 2025 Impact Report
 - Publish 2026 Report for Fighting Against Forced labour & Child labour in Supply Chains





SECTION 3: ENVIRONMENTAL

FROM THE GROUND UP

GEOEXCHANGE TECHNOLOGY HELPS PAVE THE WAY TOWARD CARBON NEUTRALITY

Visitors to the Mint's towering Winnipeg facility are often struck by its mirrored glass facade that houses its circulation coin plating and manufacturing operations. The state-of-the-art facility sits on a large piece of land but one of the most impressive innovations isn't what you see above ground but what lies below.

The Royal Canadian Mint has installed an onsite geexchange system that partially supports the building's heating and cooling needs and equipment process cooling.

This from-the-ground-up solution, with a \$4.6-million (CAN) initial investment, is an integral part of the Mint's Decarbonization Roadmap, a strategic, multi-year plan to achieve a carbon-neutral Circulation business by 2030.

Geexchange technology uses water from underground wells dug on the grounds to cool process machinery and heat and cool parts of the facility. Pumping and recharging wells, and geexchange pipes, bring water from deep underground aquifer into the building's heat-exchanger systems. This water helps cool down select production machinery, which previously required energy-intensive chillers. The newly heated water is then circulated around the facility to heat different areas of the building before it returns underground.

This cycle, known as an open-loop system, reduces energy consumption and greenhouse gas emissions and lowers operating costs. The method does not consume or contaminate the water sourced from the wells, which is

returned to the ground through a recharge well to repeat the cycle once it leaves the building.

Since 2022, 871 metres of underground pipe and five wells have been installed on the Mint's grounds. The geexchange system began operating in 2024. The facility's extensive grounds allow room for potential project expansion to support future heating and cooling needs across more areas of the plant.

Working with local engineering experts and contractors, the Mint continues to implement building modifications for the geexchange system, incorporating this innovative technology efficiently in one of Canada's harshest winter climates. Winnipeg is known for winters where temperatures can often drop to -40° Celsius.

The project is one of several in the Mint's Decarbonization Roadmap that focuses on both short- and longer-term projects, including building maintenance and asset optimization. In 2025, the Mint started the replacement of liquid propane powered forklifts to electric powered machines along with optimizing our ventilation system to be more energy efficient.

These projects align with the Mint's larger sustainability goals addressing carbon emissions and climate change — and they are already yielding results. When the geexchange system became operational in 2024, it, combined with other emissions-reducing initiatives, cut nearly 500 tonnes of carbon dioxide from the Mint's overall Scope 1 (direct) emissions, compared to 2023 levels.



Mint employees in front of geexchange pipes in the Winnipeg facility.

WASTE DIVERSION

In 2025, the Mint diverted 59.8% of its solid waste from landfill — exceeding our goal of a 55% waste diversion rate for the year. This included over 203.22 metric tonnes of recyclable items and 20.57 metric tonnes of organic and compostable materials.



WATER CONSERVATION

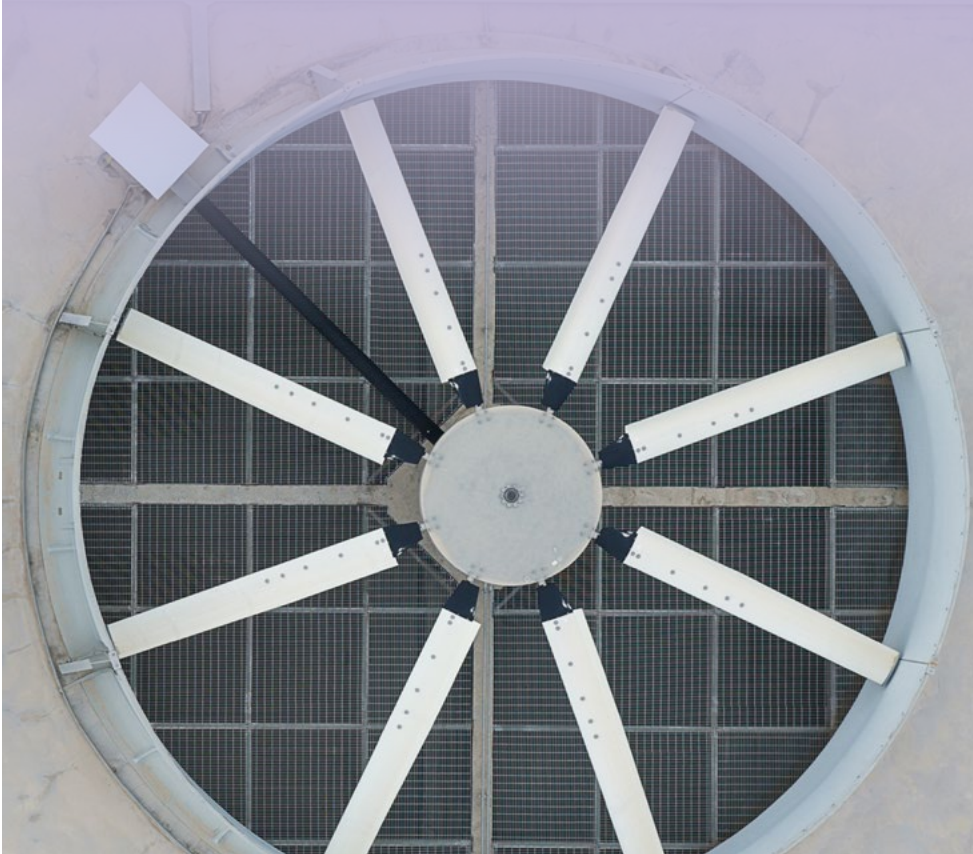
Minting and water use go hand in hand; we need H₂O to produce coins. The Mint's Research & Development and Production teams are exploring ways to use less water in our circulation coin production processes, without compromising quality. This includes safely reducing water consumption in the plating process by improving rinsing effectiveness and efficiency.

Projects like these help us progress toward our target of a 5% reduction in water-consumption intensity from pre-2024 baselines by 2026.



EFFICIENT AIR FLOW

In 2025, teams in Winnipeg worked to decrease our energy use and greenhouse gas emissions in plating and maintain safety and air quality standards. Scrubbers are large, energy intensive fans used to remove chemical exhaust from the air. On one of the plating lines, half of the air scrubbers were eliminated, thanks to the implementation of more environmentally-responsible plating chemistry using non-cyanide bronze – a solution developed in-house by the Research & Development and Operations teams.



GOING FOR GOLD

The Mint updated and expanded our refinery operations in Ottawa with the addition of a new gold electrolysis process. This equipment, used in the final step of gold purification, cleans or “scrubs” the chemical exhaust, preventing the chemicals used from being vented into the environment. This process requires fewer chemicals – making the refining process safer for our people and the planet.

The gold electrolysis expansion also included several health and safety improvements. Automated chemical transfer equipment and enhanced ergonomic features such as lifting devices improved both workplace safety and refining capacity.

These investments further solidify the Mint’s reputation as a responsible and respected refiner and producer of 99.99% and 99.999% gold, primarily sourced from Canada.



MONARCHS OF THE PAST LES MONARQUES DU PASSÉ



1902-1910
EDWARD VII / ÉDOUARD VII

1911-1936

EVOLUTION OF THE QUEEN'S EFFIGY L'ÉVOLUTION DE L'EFFIGIE DE LA REINE



1990-2000

1990-2000

SECTION 4: SOCIAL

ADVANCING ACCESSIBILITY AND INCLUSION ACROSS OUR OPERATIONS

Since publishing its first Accessibility Action Plan in 2022, the Mint has made strides in advancing accessibility for its employees and customers. Several meaningful initiatives to address barriers and promote awareness of accessibility standards have since been implemented.

At our Ottawa and Winnipeg locations, we enhanced the physical environment by installing braille signage and tactile navigation features, projects that have contributed to ensuring our buildings are welcoming and navigable for all.

To deepen understanding and embed inclusive practices across our organization, we delivered accessibility awareness training and continued to leverage our Equity, Diversity, Inclusion, and Accessibility Lens Toolkit. These initiatives have helped strengthen the design and delivery of our programs and services.

We also focused on improving the customer and employee experience through innovative accessibility solutions. Visitors with audio needs now benefit from technology-assisted tour tools, while private tour options and tactile engagement opportunities have been introduced for customers who are blind or visually impaired. For employees, we have expanded access to American Sign Language and Langue des signes québécoise interpretation tools, supporting more inclusive communication in the workplace.

These efforts reflect the Mint's broader commitment to cultivating a safe, welcoming, and inclusive environment for all.

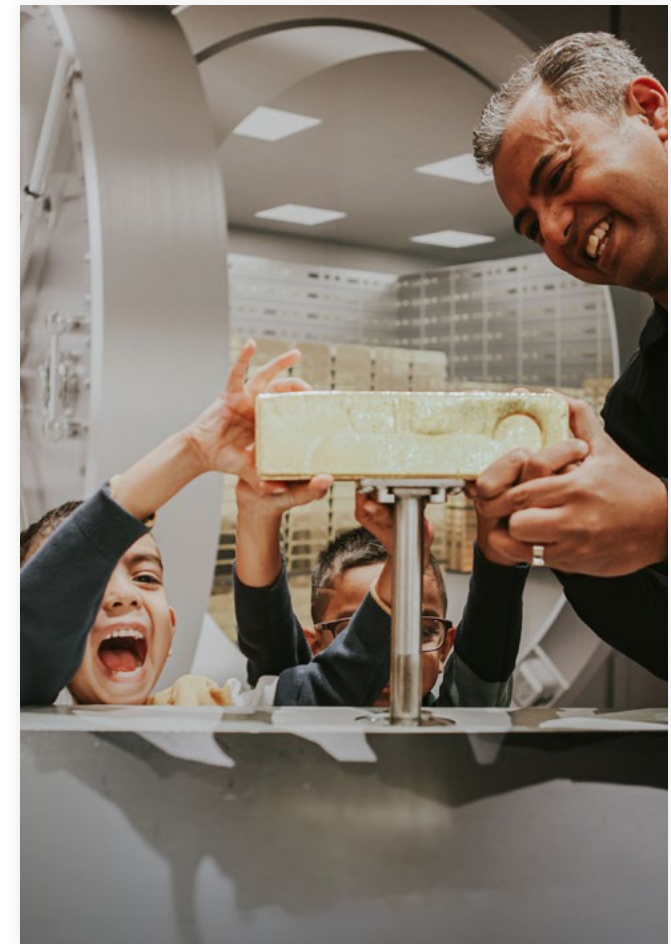
Building on the foundation of our 2022 Accessibility Action Plan, we engaged external accessibility expertise to conduct a comprehensive assessment aligned with the *Accessible Canada Act*. It identified current barriers and provided actionable recommendations to help us evolve towards sector leadership.

Key strengths highlighted in the assessment include our centralized accommodations team, proactive customer-facing enhancements, and strong leadership support.

With the publication of our updated 2026-2028 Accessibility Action Plan, we remain committed to fostering a barrier-free organization. By integrating accessibility into our strategic planning, investing in inclusive design, and amplifying the voices of persons with disabilities, the Mint is well-positioned to lead by example.

We have set our sights on clear opportunities for growth, which include strengthening internal feedback mechanisms, expanding role-specific training, and establishing a scalable accessibility governance structure to ensure consistent implementation across departments.

While progress has been made, accessibility remains an ongoing priority for the Mint. The evolving needs of Canadians with disabilities, coupled with the organization's sustainability goals, underscore the importance of continued efforts to identify and address barriers. By embedding accessibility into its sustainability strategy, the Mint is working to further solidify its position as a leader in inclusion.



Hands-on displays like the Mint's secure gold bars help enrich the visitor experience.

PARTNERSHIP ACCREDITATION IN INDIGENOUS RELATIONS



In late 2024, the Mint entered the Committed phase of the Partnership Accreditation in Indigenous Relations (PAIR) certification process from the Canadian Council for Indigenous Business (CCIB).

With the CCIB's guidance in 2025, the Mint's PAIR working group undertook the following steps: Indigenous cultural awareness training; worked with the Leadership Team to compose a PAIR leadership statement; created an inventory of the organization's current approach and practices pertaining to each of the PAIR pillars; and identified communities with whom to work more closely going forward.

Engaging in the PAIR process strengthens the Mint's active commitment to meaningful reconciliation, an area of focus in our *ALL IN* Action Plan.



Mint President and CEO Marie Lemay and Stan Somerville, son of First Nations artist Daphne Odjig, at the launch of a commemorative circulation coin celebrating her long and illustrious career.

BLACKNORTH INITIATIVE PLEDGE

In 2021, the Mint signed the BlackNorth Initiative (BNI) Pledge, committing to undertake actions to create opportunities for those in the underrepresented Black, Indigenous and People of Colour (BIPOC) communities.

The BlackNorth Initiative is committed to ending anti-Black systemic racism and removing barriers negatively affecting the lives of Black Canadians. Since signing on, the collaboration has helped bolster the Mint's approach to recruitment, engagement, learning, and training.

In November, the Mint hosted a group of youth and young adults to tour the facilities and participate in a collaborative workshop. The outreach opportunity was coordinated in partnership with BNI, an example of community engagement that helps create lasting relationships.



EQUITABLE ACCESS TO COINAGE AND STRATEGIC COIN MANAGEMENT

Working with Canada's financial institutions and partners across the payments ecosystem, the Mint operates a national Coin Management System to efficiently and sustainably produce and distribute Canada's coinage. This vital function supports daily trade and commerce and ensures that coins remain a sustainable and inclusive payment option for everyone living in Canada. By carefully monitoring usage trends, as well as forecasting and pinpointing demand, the Mint maintains free and reliable access to coins where and when they are needed.

In 2025, approximately 86.3% of financial institution demand for coins was met by using coins already in circulation, ensuring we are both manufacturing and recycling the right number of coins to meet Canadian usage requirements. This resource and distribution planning also resulted in no reported coin shortages.



DIVERSITY IN HIRING

Understanding the composition of our workforce and the employee experience allows the Mint to better serve employees and ensure the availability of inclusive programs and services for all. By participating in the Mint's voluntary self-identification program, Mint employees help us work towards achieving that goal.

The employment equity self-identification questionnaire provides an opportunity for employees to self-identify as members of one or more designated groups.

As of 2025, the Mint achieved a new record with over 99% of current employees having opted in to complete the questionnaire, providing the Mint with valuable real-time insights on its workforce diversity.

Data from the questionnaire also helps tailor recruitment efforts to better reflect Canada's diversity. The Mint is committed to supporting the growth of passionate employees of all gender identities, ethnicities, abilities, and experiences who bring their inclusive mindset to the workplace.



MINT EDIA COMMUNITY FAIR

In November, the Mint hosted its first Community Fair event for employees in Ottawa, an opportunity for colleagues to discover the many groups and services that help build an inclusive Mint.

Representatives from employee resource groups (ERGs) and support programs operated booths with engaging activities and helpful information. The internal event featured a presence from ERGs representing Latin American and Hispanic employees, 2SLGBTQIA+ employees and allies, Mandarin-speaking employees and women in defence and security roles as well as Official Languages. The fair highlighted the Mint's commitment to equity, diversity, inclusion and accessibility.



Mint employees in conversation with the support of video remote interpreting (VRI On-Demand), easing communication between hearing employees and their Deaf and hard of hearing colleagues.



SECTION 5:
GOVERNANCE

GOLD TRACEABILITY

More than a coin producer, the Mint is a world-class gold and silver refiner that stands as a model of innovation, sustainability, and governance. With over a century of experience, we are the only Canadian-owned London Bullion Market Association (LBMA) Good Delivery Certified refiner, renowned for exceptional purity standards, high-volume capacity, and rigorous metal sourcing and environmental practices.

Our sovereign refining capabilities are a strategic asset to Canada, providing an all-Canadian gold mining value chain that assures domestic control of a precious natural resource extracted by large and small Canadian mines. In turn, our strong, reliable output of 99.99% pure gold bullion bar products helps maintain the presence and participation of financial industry partners in the global precious metals market.

The refinery plays a vital role in adding value to Canadian resources and reinforcing the country's reputation for excellence in precious metals. It is a reputation built as much on the quality of our products and services, as on the quality of our precious metal sourcing. Though we have long and consistently met the demanding industry standards set by the LBMA's Responsible Gold Guidance, we are proud to have taken the proactive step of bolstering our transparency and accountability by implementing a digital solution that traces and permanently records the provenance of gold entering our refinery, at every step of its handling and transformation, from mine, to Mint, to investor.

Our participation in a Gold Bar Integrity pilot project, led jointly by the LBMA and World Gold Council, proved the feasibility of a new distributed ledger technology developed by aXedras. Its successful outcome was followed by our own adaptation of this platform, called Bullion Genesis™, which

started to perform end-to-end tracking of gold deposited and processed at our gold refinery in Ottawa in late 2023.

In the refinery, Bullion Genesis™ allows the Mint to attach a provenance record to each gold bullion bar to enable the owner to view the origin of the gold within the bar. This could be responsibly sourced gold of a specific origin, an aggregate of Canadian-mined gold, recycled gold, or co-mingled material that includes responsibly sourced gold and internal recycled material recovered as part of the refining process.

Bullion Genesis™ allows investors, financial institutions, dealers and distributors of Mint bullion products, as well as fabricators, to access secure, standardized and digitalized information about the provenance, and integrity of the production standards related to their products. Mines, recyclers and other precious metals suppliers, whose material is refined by the Mint, benefit from numerous business-to-business process enhancements, such as seamless immutable data transfer, easy access to reports, audits and certificates. Exchange traded funds and allocated storage clients can even view their holdings, including country of origin and provenance data, which supports transparency in trades and account movements.

To date, more than 44,000 standard 400-oz. gold trade bars have been registered, as have nearly 160 bags of 500-oz. single-origin gold grain that are a direct outcome of our growing capacity to segregate gold refining streams to precise origin specifications.

By partnering with the like-minded innovators who have helped us develop Bullion Genesis™, we are achieving a new level of supply-chain management that is adding a new layer of trust and transparency to the refinery's operations. We are giving refinery customers the ability to demonstrate



Bullion DNA technology is applied to specific bullion coins and bars. This Authenticator application helps protect investment products from counterfeiting.

transparency and trust, giving buyers of our products more confidence in their history and provenance.

Our proactive effort to take gold traceability to new heights supports industry-wide efforts to improve transparency at every level of the bullion supply chain. It strengthens the integrity of the markets we serve and advances Canada's reputation as a precious metal industry leader.

SINGLE MINE GOLD MAPLE LEAF PRODUCTS

In 2022, the Mint issued a new Single Mine Pure Gold Maple Leaf (GML) bullion coin. The bullion coin, entirely composed of gold extracted by Canadian gold mining giant Agnico Eagle at its Meliadine Mine in Nunavut, was refined under a rigorous segregation protocol. Partnering with Newmont in 2023, the Mint has since issued other Canadian-sourced Single Mine GMLs.



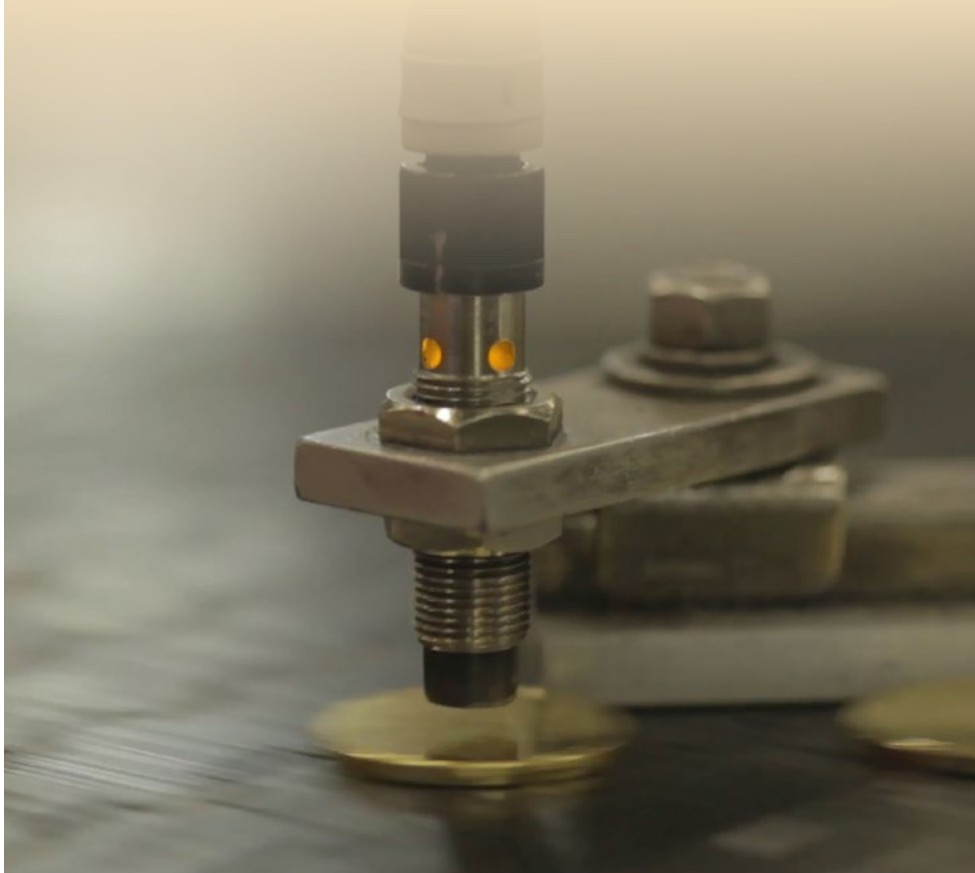
RESPONSIBLE SOURCING AND MANUFACTURING

Responsible sourcing and manufacturing are cornerstones of governance at the Royal Canadian Mint. Our Responsible Sourcing (Precious Metals) Policy ensures our refinery meets rigorous sourcing standards by engaging with transparent and verifiable mined or recycled precious metals supply chains. This complements the due diligence framework of our Responsible Metals Program, against LBMA and Organisation for Economic Co-operation and Development sourcing standards.



BUSINESS REFINERY PORTAL

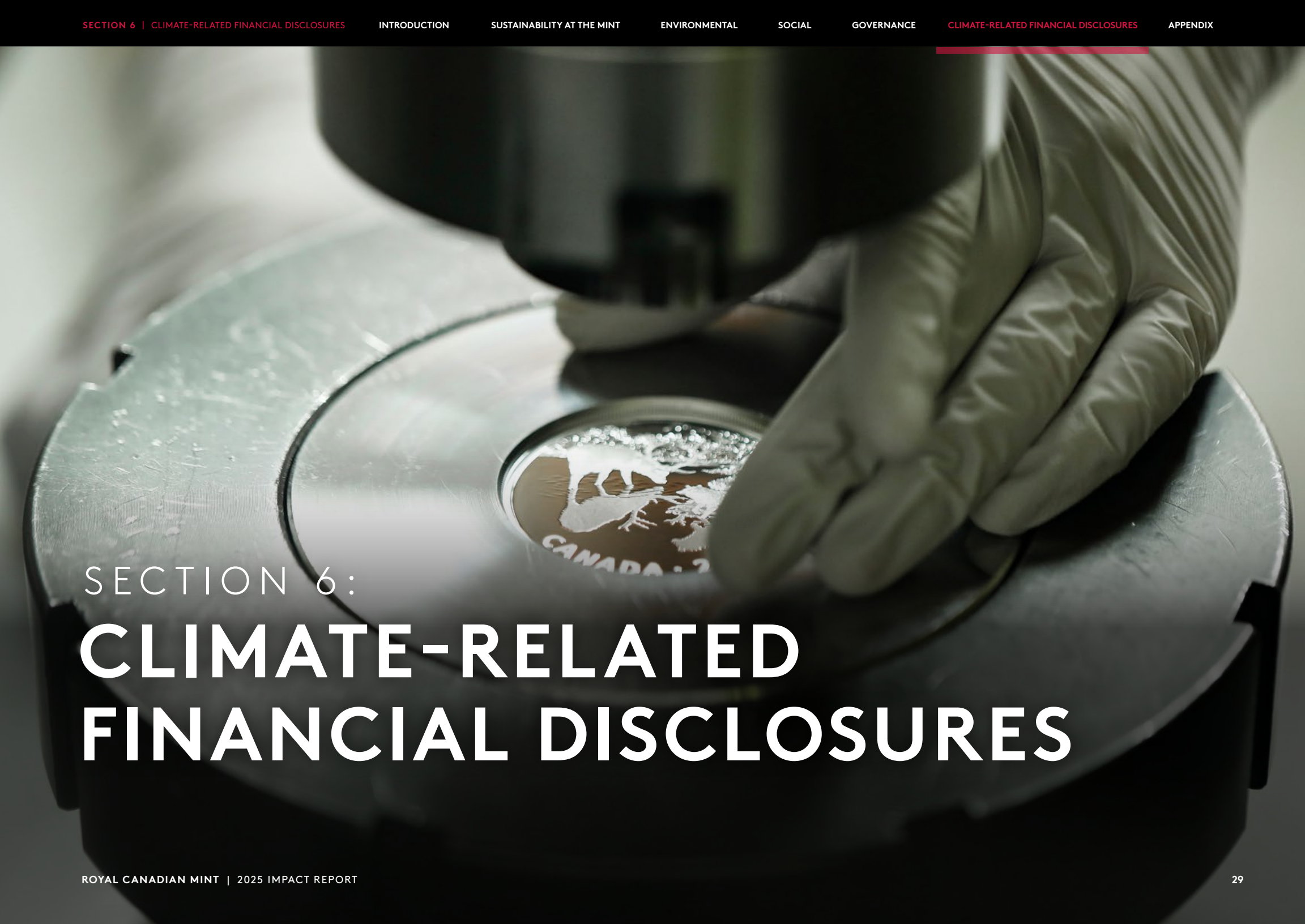
To upgrade its business-to-business digital capabilities, the Mint launched a new Business Refinery Portal. In addition to the convenience of filing refinery requests online, the portal gives refinery customers secure, 24/7 access to account transactions and balances as well as operational and financial reports. By 2026, this platform will be integrated with Bullion Genesis™, to streamline the creation of provenance records and enable the viewing and sharing of integrity certificates, once the Mint's new enterprise resource platform is fully implemented.



AI GOVERNANCE

As the Mint pursues the digital integration of all its systems and processes, it has started incorporating some proven elements of artificial intelligence (AI) while evaluating its future potential. A newly formed AI Council is taking a long-term approach to determining how AI is integrated, carefully weighing risks and opportunities. An Acceptable Use Directive was also created, providing comprehensive guidance on issues related to privacy, security, and governance. A number of pilot projects are underway, as is the ongoing assessment of cybersecurity measures, to keep up with the rapid growth of AI.





SECTION 6:

CLIMATE-RELATED FINANCIAL DISCLOSURES

HIGHLIGHTING OUR PROGRESS ON CLIMATE CHANGE ACTION AND FINANCIAL RISK DISCLOSURES

As the organization responsible for Canada's circulation coins and an important gold refiner and producer of gold and silver products, contributing to Canada's long-term resilience and prosperity is an integral part of the Mint's mission. The same holds true with regards to our work on climate change: as an organization, we continue to see climate change as a global concern requiring strong action across countries and sectors. The Mint remains committed to working with our industry partners, the Government of Canada and our employees to advance strategies to reduce GHG emissions and increase resilience to changing climate conditions.

The Mint reports information on climate-related risks by following the Task Force on Climate-related Financial Disclosures (TCFD) framework. We first published TCFD-aligned content two years ago in our 2023 Impact Report. We have since expanded our TCFD-related disclosures to include information related to Scope 3 GHG emissions and targets. In 2025, we continue to demonstrate our commitment to better understand and manage the potential impacts of climate change for our business and enhance our disclosures on potential risks and opportunities in alignment with the TCFD recommendations.

The following sections of this report describe our governance, risk management and strategy related to climate risks and opportunities, and provide updated information on our short- and long-term climate change targets and metrics.

HIGHLIGHTING OUR PROGRESS ON CLIMATE CHANGE ACTION AND FINANCIAL RISK DISCLOSURES

Our continued commitment to climate change action and climate-related financial disclosures

In 2025, we saw some of the world's highest temperatures on record, second only to 2024. The impacts of higher temperatures were felt across Canada, from devastating wildfires to severe drought conditions.

This is a reminder that climate change remains one of the most pressing and complex issues of our time. We recognize that our own organization, our communities and our industry partners could be exposed to climate risks. Conversely, climate change could also create opportunities in some locations and in some sectors. It is by taking steps to understand, respond to and disclose climate risks and opportunities that an organization can improve its resilience and preparedness.

This is why we have adopted climate change goals as part of our Sustainability Commitment, and we have followed a phased approach to implement the TCFD recommendations and report on our progress.

Monitoring evolving industry best practices and standards on sustainability- and climate-related disclosures

In 2024, the International Financial Reporting Standards (IFRS) Foundation took over the responsibility

for monitoring the implementation of the TCFD recommendations and released its new reporting standard titled "IFRS S2 Climate-related Disclosures" (IFRS S2).

In Budget 2021, the Government of Canada mandated Crown corporations to follow the TCFD recommendations for their climate risk disclosures, and thus we continue to use the TCFD as our climate risk disclosures framework. However, we have reviewed the contents of IFRS S2 and found that our practices and disclosures related to climate risk issues are broadly aligned with this new standard.





Highlighting our progress in 2025

Our two previous Impact Reports established our foundational work on climate-related risks and described our journey towards TCFD-aligned corporate disclosures. In the following chapters, we will reiterate the foundational aspects of our governance, risk management, strategy, and metrics and targets related to climate risk issues, and we will highlight some of our progress in 2025 and our plan for future years.

Table 1 describes our work on climate risks in 2025 across the four areas of the TCFD recommendations — Governance, Risk Management, Strategy, and Metrics and Targets — and our plan for 2026 and beyond. More details are provided in the following pages of this report.

CLIMATE-RELATED FINANCIAL DISCLOSURES

TABLE 1. AREAS OF THE TCFD RECOMMENDATIONS

	2025	2026 AND BEYOND
<p>GOVERNANCE</p> 	<ul style="list-style-type: none"> The Board provided strategic direction and monitored progress on the Mint's Sustainability Commitment and climate change targets. The Mint continued to look for opportunities to incorporate information on climate change risk issues in Executive- and Board-level reporting and reviews. 	<ul style="list-style-type: none"> Continue to provide strategic direction and monitor progress related to climate risk issues. Provide regular opportunities for Board members and the Leadership Team to discuss climate-related issues.
<p>RISK MANAGEMENT</p> 	<ul style="list-style-type: none"> Continued with the monitoring of climate change risks and opportunities in the ERM system, including strategic and operational risk registers. Started planning for the update to the 2023 Climate Change Risk Assessment (CCRA) scheduled for 2026. 	<ul style="list-style-type: none"> Review and update the results of the CCRA Continue to integrate and monitor climate change risks and opportunities alongside other enterprise risks within the ERM system.
<p>STRATEGY</p> 	<ul style="list-style-type: none"> Implemented the Phase 1 actions in the Decarbonization Roadmap for the Circulation business to reduce direct GHG emissions from the Winnipeg facility. Identified opportunities to optimize our transportation logistics for the Ottawa facility to deliver immediate GHG reductions and cost savings. Conducted direct consultations with the Mint's largest gold suppliers covering climate risk issues to deliver on our targets related to Scope 3 GHG emission reductions. 	<ul style="list-style-type: none"> Continue with the implementation of the actions of the Decarbonization Roadmap for the Circulation business to achieve our targets for Scope 1 GHG emission reductions. Continue our active engagement with partners to evaluate renewable energy options for the Ottawa facility to deliver on our long-term climate change targets for Scope 1 and 2 GHG emission reductions. Formalize our supplier engagement strategy on decarbonization to deliver on our long-term climate change targets for Scope 3 GHG emission reductions.
<p>METRICS AND TARGETS</p> 	<ul style="list-style-type: none"> Published data on Scope 1, Scope 2 and Scope 3 GHG emissions to track progress on our climate change targets. 	<ul style="list-style-type: none"> Provide regular updates with clear and transparent metrics on our progress toward our climate change targets. Continuously review the adequacy of our targets and metrics in line with evolving climate change science, policy objectives and the Mint's business environment. Develop a science-aligned framework to deliver and report on our targets in alignment with the Science Based Targets initiative (SBTi).

CLIMATE-RELATED FINANCIAL DISCLOSURES

1. GOVERNANCE

Board oversight of climate change risks and opportunities

At the Mint, the Board's Nominating and Governance Committee has the overall responsibility for providing oversight on the execution of the Sustainability Commitment, including on TCFD-related matters. The Committee meets quarterly and reviews information on TCFD-related initiatives. Its responsibilities include:

- Providing strategic direction on the assessment and management of climate change risks and opportunities.
- Reviewing climate-related corporate disclosures, alongside the Board's Audit Committee.
- Monitoring progress in the implementation of the TCFD recommendations across the organization.

Management's role in assessing and managing climate change risks and opportunities

The Mint's Chief Impact Officer is part of the organization's Leadership Team (LT) and has responsibility for the execution of the Sustainability Commitment and the implementation of the TCFD recommendations. The Chief Impact Officer reports directly to the CEO on TCFD-related matters.

The Mint's LT, chaired by the CEO, meets weekly and reviews information on the progress of TCFD-related initiatives on a quarterly basis. Different members of the LT provide direction and insights on various initiatives related to climate change. For instance, in 2024 and 2025, the Mint's Chief Impact Officer together with members of the Mint's commercial team met with the Mint's largest gold suppliers to discuss topics including sustainability and climate risk

as part of the Mint's efforts to implement a direct supplier engagement strategy to deliver Scope 3 GHG emission reductions. The LT plans to continue its direct engagement efforts with gold suppliers and will work on formalizing this process in the years ahead.

Another important climate-related initiative led by the Vice-President, Operations, is the implementation of the Decarbonization Roadmap for the Circulation business to deliver immediate and long-term GHG emissions reductions in the Winnipeg facility. The LT compiles and reviews regular updates on the implementation of this carbon reduction plan and its impact on operations, finance and the organization's carbon footprint. For more information on this, see the chapter "Strategy" in this section.

The LT also monitors evolving corporate disclosure standards and practices, as well as Government of Canada's expectations and goals related to climate change and climate-related disclosures. The Mint's LT reports quarterly to the Board of Directors on the Sustainability Commitment, including TCFD-related matters.

The Mint is recognized the world over for its innovation and performance on sustainability. The Mint's LT regularly engages with leaders from other minting organizations to exchange information and lessons learned around sustainability and climate risk management. At the April 2025 Mint Directors Conference, the Mint shared details on its supplier engagement strategy with gold suppliers and learned from other mints about how to drive carbon reductions in operations and deliver on net-zero carbon goals in line with the SBTi standard.

Internally, and at an operational level, the Chief Impact Officer works with professionals across the Mint and chairs



CLIMATE-RELATED FINANCIAL DISCLOSURES

the Sustainability Forum. The Sustainability Forum is the interdisciplinary steering group that provides guidance and support on the implementation of sustainability- and climate-related actions across the organization. Membership in the Sustainability Forum is dynamic and broad-aligned, ensuring representation from all departments involved in the implementation of the Mint's Sustainability Action Plan and considering the organization's current needs and priorities.

2. RISK MANAGEMENT

Process to identify and assess climate risks and opportunities

The Mint has a formal Enterprise Risk Management (ERM) framework that guides Management on how to apply risk management across the organization in an integrated, systematic, inclusive, and transparent manner. This framework lays out the expectations, process, and tools to identify, analyze, communicate, and manage risks.

As a megatrend with impacts on macroeconomic conditions and the local environments where the Mint operates, climate change presents potential risks and opportunities for the organization. In 2023, the Mint conducted a scenario-aligned, enterprise-wide Climate Change Risk Assessment (CCRA) with the help of the climate risk consulting firm Viridi Global.

This CCRA relied on data, information and expert insights across the organization, and the Mint's Integrated Risk Management Committee reviewed and commented extensively on the risks and opportunities identified, the internal controls available to manage these, and the risk and opportunity scores. The Mint's LT and Board of Directors reviewed the results of the CCRA and continue to monitor how these issues are being managed over time.

More details about the results of the 2023 CCRA are provided in the next Section of this report titled "Strategy."

In 2026, the Mint plans on reviewing and updating the results of the CCRA by drawing on the latest climate change science data, and the latest policy, market and technology risk information to ensure that its appraisal of potentially material climate change risks and opportunities is up to date.

Process to manage climate risks and opportunities

The Mint's Risk function has incorporated the results of the CCRA on potential material climate risks and opportunities into the organization's strategic and operational risk registers so that they can be appropriately monitored and reported to Management and the Board of Directors. Each climate risk and opportunity incorporated into a risk register has been tracked and assigned a risk/opportunity owner with the responsibility to implement appropriate business responses.

Integration into the Mint's ERM framework

Sustainability issues and climate-related matters are part of the Mint's Corporate Plan review process, which influences capital allocation decisions.

With the integration of climate-related risks and opportunities into the organization's strategic and operational risk registers, climate change has become an integral component of the Mint's ERM framework. Climate risks and opportunities are monitored, and information is reported to Management and the Board at the same frequency and with the same diligence as all other enterprise risks.

3. STRATEGY

Driving carbon reductions through operational improvements

The Mint has set a goal to reach carbon neutral operations (Scope 1 and 2) for our Circulation business by 2030 and net-zero carbon emissions by 2050. We are also committed to not only reduce GHG emissions from our direct operations (Scope 1 and 2), but also to promote and drive carbon reductions in our value chains through active supplier engagement (Scope 3). For more information on our work to quantify our GHG emissions and develop science-aligned climate change metrics and targets see the chapter "Metrics and Targets" in this section.

In 2025, we implemented key infrastructure upgrades and operational improvements. First, the Mint made significant progress in the implementation of its Decarbonization Roadmap to achieve carbon neutral operations for its Circulation business by 2030.

1. The Mint completed one of the cornerstones of our Decarbonization Roadmap by investing \$4.6 million in a new geoexchange heating and cooling system for the Winnipeg facility. Natural gas consumption represents more than 98% of our Scope 1 carbon emissions in Winnipeg and this new system will help to reduce our consumption of natural gas and deliver Scope 1 carbon reductions. For more information on this major infrastructure retrofit investment, see the insert on page 34.
2. We implemented a series of other equipment and system upgrades to further reduce our carbon footprint in the Winnipeg facility, including: the replacement of two propane powered forklifts with electric equipment and the optimization of air scrubber units.

CLIMATE-RELATED FINANCIAL DISCLOSURES

- The Mint is working on an operational plan to deliver the rest of the carbon reduction actions in the Decarbonization Roadmap by identifying critical schedule constraints and dependencies, technology choices and budget requirements for future investments.
- The Winnipeg facility enrolled in the Strategic Energy Management Program offered by Efficiency Manitoba to further optimize energy use and look for other opportunities to deliver more carbon reductions and cost savings.

Over the course of 2024-2025, the Mint also implemented operational changes to deliver Scope 1 carbon reductions related to transportation. In prior years, the Mint ran two to three shuttle truck runs a week between Montréal and Ottawa and three shuttle truck runs a day within Ottawa to move goods necessary for manufacturing. Recognizing the high costs and carbon emissions associated with this shuttle service, the Mint introduced operational changes to reduce the number of these shuttle truck runs. The Mint's data for 2025 shows that this has resulted in a reduction of more than 50% in shuttle service kilometres and their associated carbon emissions. For the Mint's latest GHG emissions data, see page 48 of this report.

Transition risks and opportunities

Transition risks and opportunities relate to the regulatory, market, technological and reputational forces arising from the transition to a net-zero carbon economy.

Table 2 outlines the Mint's current understanding of the most important transition risks and opportunities for its business by the 2030s in a 2°C climate change scenario based on the results of the CCRA conducted in 2023 (see the previous "Risk Management" section). The CCRA also considered

these same risks and opportunities in a baseline scenario of increasing GHG emissions. The impact and likelihood scoring scales in the table indicate the relative importance of each risk and opportunity in the context of all the other risks and opportunities that the Mint faces. These scoring scales are based on the Mint's own definitions of risk levels from its ERM framework.

Deploying geexchange heating and cooling technology to deliver carbon reductions in the Winnipeg facility

Working with local engineering and specialized contracting firms, the Mint designed an energy-efficient open loop geexchange system for its Winnipeg facility. The new system brings cool water from deep underground to cool the Mint's machinery and reduce natural gas consumption. It is a low-carbon heating source for the Mint's buildings.

This \$4.6-million infrastructure retrofit investment involved the drilling of five wells deep into the limestone bedrock under the Mint's facility and the installation of 870 metres of ground piping below the frost line. Various trades also worked on electrical power supply and HVAC system improvements, fire alarm and emergency electrical power system upgrades, the construction of a new furnace room, the addition of mechanical piping and a new control system to monitor well water and process loop water temperatures and operations.

The project will deliver Scope 1 carbon reductions and provides a potential blueprint for low carbon energy management and building system operations for other manufacturers in Canada and around the world.



CLIMATE-RELATED FINANCIAL DISCLOSURES

TABLE 2. SUBSET OF THE MINT'S TRANSITION RISKS AND OPPORTUNITIES BY THE 2030S IN A 2°C CLIMATE CHANGE SCENARIO

TRANSITION RISKS	ESTIMATED IMPACT	ESTIMATED LIKELIHOOD	CONTROLS
CARBON TARGET - The Mint's carbon-neutral target for the Circulation business by 2030 will require capital investments and operational changes.	Moderate	Somewhat likely	<ul style="list-style-type: none"> The Circulation business is working on its Decarbonization Roadmap to meet the Mint's 2030 target. The Mint has already identified low-carbon energy options for its facilities.
CARBON PRICES - The Mint relies on production inputs that may be subject to rising carbon prices, and the carbon tax component in diesel transportation and heating prices will increase.	Moderate	Likely	<ul style="list-style-type: none"> The Mint's Circulation business is on target to be carbon-neutral by 2030. The Mint sees opportunities to work with its commercial partners to reduce its Scope 3 GHG emissions and embedded carbon costs.
COMPETITION FOR RESOURCES AND MARKETS - Most minerals and metals used in the Mint's operations will see higher demand from low-carbon technology companies (e.g., solar photovoltaic, electric vehicle batteries).	Moderate	Likely	<ul style="list-style-type: none"> The Mint has strong procurement relationships with suppliers of minerals and metals. Thanks to its strong competitive advantages, the Mint has demonstrated its resilience during drastic market changes, such as the COVID-19 pandemic.
TRANSITION OPPORTUNITIES	ESTIMATED IMPACT	ESTIMATED LIKELIHOOD	CONTROLS
HIGHER DEMAND FOR LOW-CARBON PRODUCTS - Customers will increasingly favour low-carbon products.	Low	Likely	<ul style="list-style-type: none"> The Mint already prides itself on the low-carbon intensity of its products. It houses one of the most technically advanced gold and silver refineries in the world, and sources all its mined gold from Canada. The Mint is a technology leader in precious metals refining and minting operations. It holds several proprietary patents for resource-efficient production, which demonstrates a strong innovative culture. This positions the organization favourably to identify and implement further resource efficiency opportunities.
ENHANCED GOVERNMENT ENDORSEMENT - The Government of Canada encourages companies that contribute to the country's carbon targets.	Moderate	Likely	<ul style="list-style-type: none"> The Mint has a strong foundation in place to be a leader in sustainability topics, including climate change. The Mint has the potential to support the decarbonization of Canada's mining and metals sector by working with its suppliers of minerals and metals and contributing to the creation of additional value for Canada's economy.
HIGHER DEMAND FOR BULLION AS A RESILIENT INVESTMENT ASSET CLASS - With more socioeconomic disruptions due to climate change, demand for safe and resilient asset classes may increase (e.g. bullion).	Moderate	Somewhat likely	<ul style="list-style-type: none"> Canadian gold is uniquely positioned to take advantage of any potential increased demand in the face of market volatility and socioeconomic disruptions due to the relative resilience of Canada's resources and metals industries compared with other precious metals producing countries.

CLIMATE-RELATED FINANCIAL DISCLOSURES

Physical climate change risks

Changing average and extreme climate conditions will impact the Mint's buildings and workforce, as well as the industries, communities and utility networks that are part of the Mint's value chain in Canada and abroad from the mines where minerals are extracted to the buyers and users of the Mint's products.

In recent years, the Mint has experienced some of these impacts. For example, wildfires and their impacts on air quality in Winnipeg and Ottawa have affected operations and personnel commuting. The Mint has been able to maintain stable operations in the face of these events thanks to its business continuity processes and policies. The Mint will continue to test the adequacy and effectiveness of its risk management and business continuity management systems to cope with more extreme climate conditions in the future.

Table 3 summarizes the physical risks with the most potential to affect the Mint by the 2030s in a 2°C climate change scenario based on the results of the CCRA conducted in 2023 (see the previous "Risk Management" section for more details on the method and sources of scenario data used for the CCRA).

TABLE 3. SUBSET OF THE MINT'S PHYSICAL RISKS AND OPPORTUNITIES BY THE 2030S IN A 2°C CLIMATE CHANGE SCENARIO

PHYSICAL RISKS	ESTIMATED IMPACT	ESTIMATED LIKELIHOOD	CONTROLS
<p>INDIRECT IMPACTS ON THE SUPPLY CHAIN AND LOGISTICS DUE TO MORE EXTREME CLIMATE - With more extreme climate-related hazards (e.g. storms, floods, wildfires) there is a risk that the Mint's suppliers would suffer loss, disruptions and/or backlogs.</p>	Moderate	Likely	<ul style="list-style-type: none"> The Mint has a diversified supply chain. Inventory management controls are in place to enhance resilience in case of disruptions. The Mint has demonstrated its resilience during the supply chain disruptions caused by the COVID-19 pandemic and the 2021 West Coast floods.
<p>BUSINESS INTERRUPTION DUE TO DIRECT DAMAGE TO THE MINT'S FACILITIES OR SURROUNDING INFRASTRUCTURE BECAUSE OF MORE EXTREME CLIMATE - The Mint's physical assets (e.g., buildings, parking lots) and their surrounding infrastructure (e.g., roads and utilities) could suffer direct damage due to more extreme climate-related hazards (e.g. storms, floods, wildfires).</p>	High	Somewhat likely	<ul style="list-style-type: none"> Winnipeg and Ottawa have already experienced more extreme climate-related hazards in recent years, but to date the Mint has not suffered consequential impacts from these events. The Mint's asset maintenance, remote work, and other planning practices (e.g., backup power) contribute to reduce the likelihood of business interruption.
<p>HIGHER POTENTIAL FOR OCCUPATIONAL HAZARDS DUE TO MORE EXTREME CLIMATE - The risk of injury and illness among employees and contractors could increase due to more hazardous climate-related conditions.</p>	Low	Somewhat likely	<ul style="list-style-type: none"> The Mint has a very strong culture of health and safety. Remote work for office workers has the potential to mitigate many potential injuries during times of extreme adverse weather. The Mint has heating, ventilation, and air conditioning systems in its buildings to mitigate the impact of possible increases in high temperatures on personnel, and outdoors operations are limited.

CLIMATE-RELATED FINANCIAL DISCLOSURES

Impact on the Mint's business, strategy, and financial planning

In the short-term the CCRA found no severe climate risk to the Mint, but it points to a potential increase in the severity of climate risks for the organization by the 2030s. The CCRA findings have informed the Mint's monitoring of emerging risk issues related to climate change in the context of its strategic and operational planning.

The CCRA concluded that the Mint's overall transition and physical climate change risk profile is low. This does not mean that the Mint does not face medium- or long-term challenges related to climate change. The Mint recognizes the importance of continuing to make progress towards decarbonization and improving its resilience to climate-related disruptions.

In 2026, the Mint plans to review and update the results of its 2023 CCRA, drawing from the latest climate change science data, and policy, technology and market risk information.

Resilience of the Mint's strategy in a 2°C climate change scenario

A key finding from the 2023 CCRA is that our business is resilient to climate change impacts in a 2°C climate change scenario. For instance, in our work with experts to develop our first science-aligned climate change targets, we had an opportunity to test our ability to drive down our direct and indirect GHG emissions by 2030 and 2050. What we found is that we are well positioned as an organization to meet our climate change goals thanks in part to our competitive advantages, our people and our internal controls.

1. The Mint's strong competitive advantages:

The Mint is a technology leader in precious metals refining

and minting operations. Its strong, innovative culture makes it well-positioned to maintain this technological advantage as the potential market changes brought by climate change may require technological advancements and industry transformation.

2. The Mint's people and internal controls:

Thanks to its people and internal controls, the Mint has demonstrated its ability to adapt, maintain operations and sustain growth during drastic market disruptions. These same strengths will contribute to the Mint's long-term resilience to climate change.

4. METRICS AND TARGETS

Scope 1 and 2 GHG emissions metrics

The Mint has been tracking its direct sources of Scope 1 and 2 GHG emissions for close to a decade. Compared with other industrial producers, our direct GHG emissions are low thanks to our use of low-carbon electricity from Manitoba Hydro and Hydro Ottawa. Most of our direct GHG emissions are from the use of natural gas for heating facilities.

In 2025, we completed significant capital investments and operational changes to start driving Scope 1 carbon reductions in future years. Among these achievements, the Mint has completed a \$4.6-million infrastructure retrofit investment in geoexchange heating and cooling in the Winnipeg facility and has further optimized its goods transportation shuttle service for the Ottawa facility. For more information on these carbon reduction actions, see the chapter "Strategy" above in this section. See page 48 for updated data about the Mint's GHG emissions.



CLIMATE-RELATED FINANCIAL DISCLOSURES

Scope 3 GHG emissions metrics

Scope 3 GHG emissions are those generated upstream and downstream in the Mint's value chain. It includes the extraction and refining of precious metals and other metals used in the coinage business, and transportation of these inputs to the Mint's facilities. It also includes final transportation of the Mint's products to end users. Scope 3 GHG emissions make up by far the largest share of the Mint's total emissions, more than 98% based on our 2023 GHG emissions study.

Our most material source of indirect Scope 3 GHG emissions originates from our gold purchases. We have long known the importance of working with gold suppliers who have socially responsible and sustainable production practices. For instance, we currently source the doré that we refine from Canadian mines. Canadian gold is known to have a much lower carbon intensity than the average gold from third party countries, and this already gives us a significant competitive advantage on carbon performance.¹ Looking at the climate change targets of our major gold suppliers, we are encouraged by their level of commitment to reduce their GHG emissions and disclose on climate-related risks.

In 2025, we continued to develop a new gold supplier engagement strategy to share information with our four largest gold suppliers on our respective GHG emissions and carbon reduction plans, as well as identify and collaborate on mutually beneficial commercial opportunities around gold sourcing and decarbonization. We plan on formalizing this supplier engagement strategy and disclose more on this in our future Impact Reports.

¹ See [Canada's edge in the race to decarbonization - Canadian Mining Journal](#)

Targets

The Mint's Board of Directors approved the Sustainability Commitment in June 2022 with the ambitious goal to achieve a carbon neutral Circulation business by 2030. The Mint has also the ambition of achieving net-zero carbon emissions by 2050, in alignment with Government of Canada's own climate change goals.

Working with external climate change experts we have translated these two goals into transparent and implementable science-aligned targets.

In relation to our Scope 1 and 2 GHG emissions, we are committed to reducing our direct GHG emissions by 42% by 2030 and by 95% by 2050 from a 2023 baseline.

As shown in Figure 1, these targets are well within our reach, and we have started implementing parts of our Decarbonization Roadmap, which will deliver carbon emissions reductions in the years ahead.

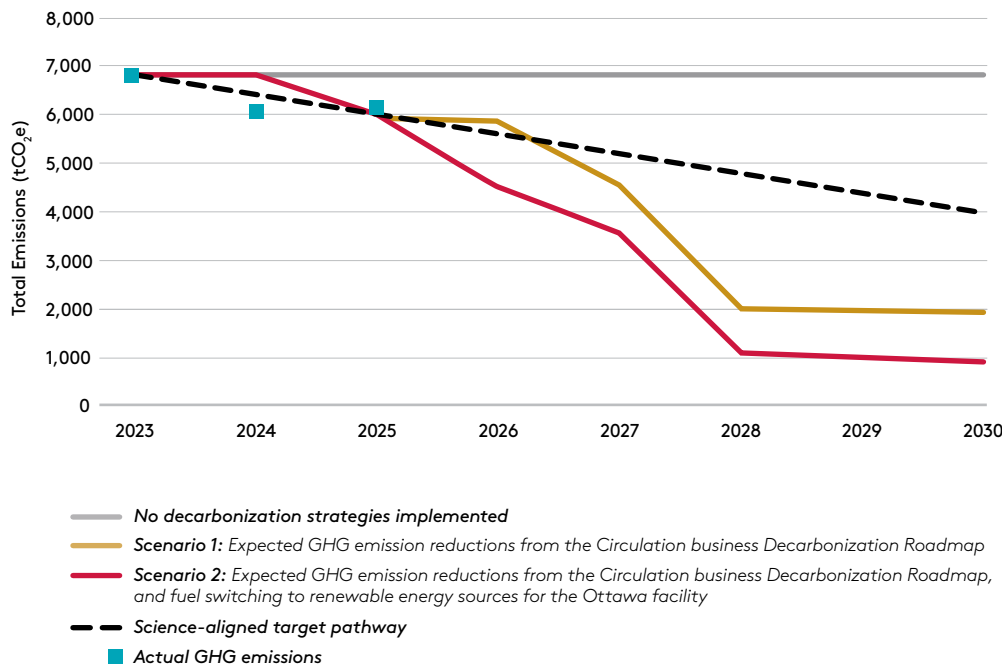
Beyond these improvements for the Circulation business, we have made other operational changes in Ottawa to deliver further carbon emissions reductions, for example by reducing our shuttle truck service. We also continue working with our federal government partners on studying the potential for renewable energy options through the Energy Services Acquisition Program for the Mint's Ottawa facility.



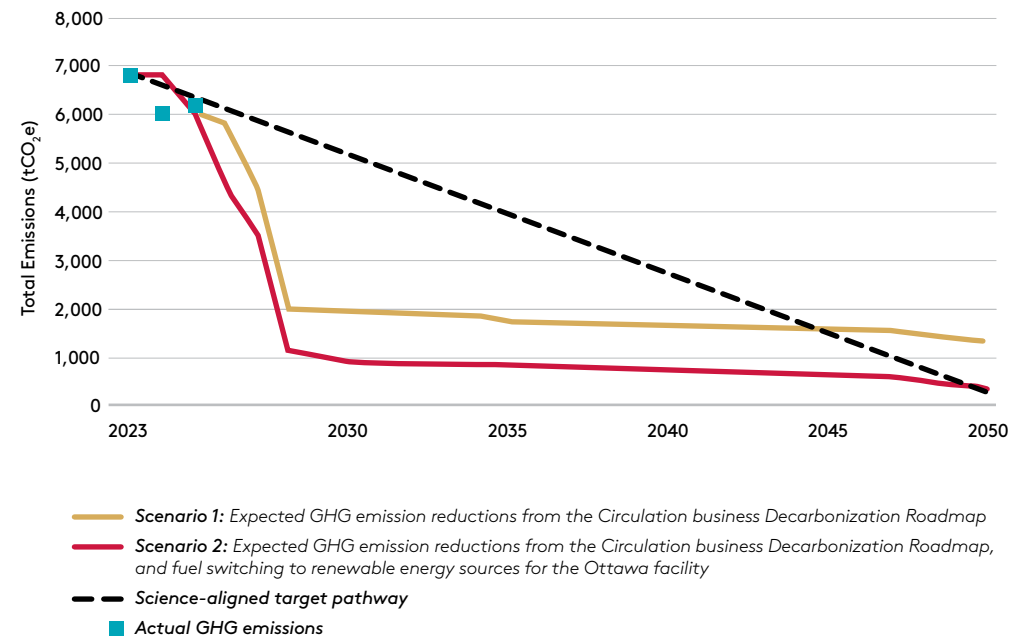
CLIMATE-RELATED FINANCIAL DISCLOSURES

FIGURE 1. PROJECTED TRAJECTORY OF OUR SCOPE 1 AND 2 GHG EMISSIONS

a) Between now and 2030



b) Between now and 2050



In relation to our Scope 3 GHG emissions, we commit to reduce our Scope 3 emissions from purchased goods and services by 95% by 2050 from a 2023 baseline. We aim to achieve this target through active supplier engagement, by increasing the use of recycled gold and other metals, and by exploring other low-carbon solutions (e.g. low-carbon transportation modes).

In relation to our gold suppliers, we have decided to adopt a supplier engagement target as a tool to actively monitor and manage our climate-related transition risks associated with our gold purchases and the decarbonization performance of our partners and our gold purchases.

Supplier engagement targets are an integral part of science-aligned climate change reporting standards such as the Science-Based Target Initiative (SBTi), and we are developing a science-aligned framework to deliver and report on our targets in alignment with SBTi.

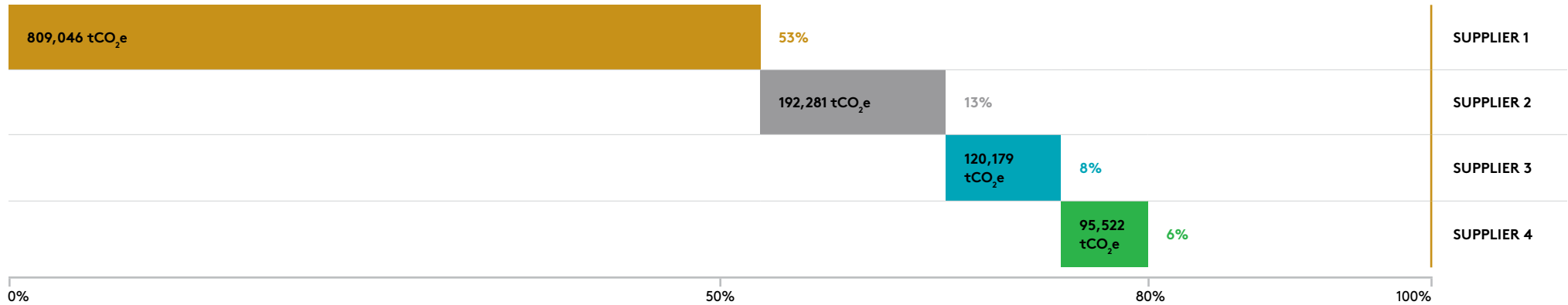
CLIMATE-RELATED FINANCIAL DISCLOSURES

We are encouraged by the fact that our top four gold suppliers have all committed to achieve at least a 30% reduction in their direct GHG emissions by 2030 and have

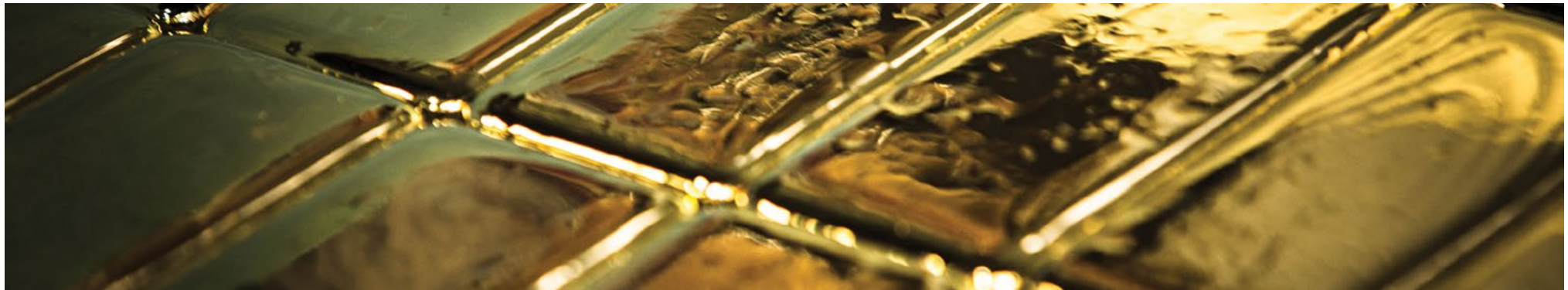
science-aligned targets. These suppliers also contribute more than 67% of our indirect GHG (Scope 3) emissions related to the purchase of goods and services (see Table 4).²

TABLE 4. OVERVIEW OF THE IMPACT OF THE MINT'S FOUR LARGEST GOLD SUPPLIERS ON OUR GHG EMISSIONS PROFILE

Absolute GHG emissions from our top four gold suppliers and cumulative % of our gold purchase emissions (2024)



²Note that our gold purchases were 50% higher in 2024 compared with 2023. For several mines, we also replaced country-level emissions intensity factors with updated, mine-specific emissions intensity factors. Two thirds of the increase in the Mint's total emissions intensity for gold purchases between 2024 and 2023 were due to updates in emissions intensity factors rather than changes in the composition of the Mint's gold supply.





APPENDIX

SASB INDEX TABLE

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The 2025 Impact Report contains information in line with the recommendations of the Sustainability Accounting Standards Board (SASB) - Metals and Mining industry classification.

The Index below lists where you can find information related to each SASB accounting metric – either within the 2025 Impact Report, the ESG performance metrics tables, or through links to other sources as required.

For some indicators, we provide a short qualitative statement.

TOPIC	METRIC	CODE	UNIT OF MEASURE	2025 DATA OR PAGE
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions	EM-MM-110a.1	Metric tonnes (t) CO ₂ -e	5982
	Percentage covered under emissions-limiting regulations		Percentage (%)	Not applicable
	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	EM-MM-110a.2	n/a	Refer to Section 6
AIR QUALITY	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Metric tonnes (t)	(1) CO = 25.85 tonnes (2) NO _x (excluding N ₂ O) = 30.92 tonnes (3) SO _x = 0.25 tonnes (4) particulate matter (PM ₁₀) = 7.84 tonnes (5) mercury (Hg) = 0.005 tonnes (6) lead (Pb) = 0.015 tonnes (7) volatile organic compounds (VOCs) = 0.14 tonnes
ENERGY MANAGEMENT	(1) Total energy consumed	EM-MM-130a.1	Gigajoules (GJ)	261731
	(2) percentage grid electricity		Percentage (%)	The Mint currently only consumes electricity from the grid (100%). This will remain constant unless the Mint decides to connect to some form of renewable energy.
	(3) percentage renewable		Percentage (%)	The Mint currently only consumes electricity from the grid (0% renewable). This will remain constant unless the Mint decides to connect to some form of renewable energy.

SASB INDEX TABLE

TOPIC	METRIC	CODE	UNIT OF MEASURE	2025 DATA OR PAGE
WATER MANAGEMENT	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Cubic metres (m ³), Percentage (%)	(1) Total water consumed (metered) = 271994 (2) The Mint's operations in Ottawa and Winnipeg source water from their respective Municipal water supply system. The water consumed is metered and invoiced for each facility. Neither municipality are in regions with High or Extremely High Baseline Water Stress.
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM-140a.2	Number	6 incidents related to wastewater compliance
WASTE & HAZARDOUS MATERIALS MANAGEMENT	Total weight of non-mineral waste generated	EM-MM-150a.4	Metric tonnes (t)	150
	Total weight of tailings produced	EM-MM-150a.5	Metric tonnes (t)	The Mint does not operate a tailings storage facility.
	Total weight of waste rock generated	EM-MM-150a.6	Metric tonnes (t)	The Mint does not generate waste rock from its operations.
	Total weight of hazardous waste generated	EM-MM-150a.7	Metric tonnes (t)	1465
	Total weight of hazardous waste recycled	EM-MM-150a.8	Metric tonnes (t)	410
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Number	0
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	n/a	Refer to Section 3 and see the Mint's Environmental initiatives

SASB INDEX TABLE

TOPIC	METRIC	CODE	UNIT OF MEASURE	2025 DATA OR PAGE
BIODIVERSITY IMPACTS	Description of environmental management policies and practices for active sites	EM-MM-160a.1	n/a	Refer to Section 3 and see the Mint's Environmental initiatives
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	Percentage (%)	Not applicable: the Mint does not operate mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Percentage (%)	Not applicable: the Mint does not operate a mining facility.
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Percentage (%)	Not applicable: the Mint does not own nor operate mineral reserves.
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM-210a.2	Percentage (%)	Not applicable: the Mint does not own nor operate mineral reserves.
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM-210a.3	n/a	Refer to Sections 4 and 5 and see the Mint's Social and Governance initiatives
COMMUNITY RELATIONS	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	n/a	Refer to Sections 4 and 5 and see the Mint's Social and Governance initiatives
	(1) Number and (2) duration of nontechnical delays	EM-MM-210b.2	Number, Days	0, 0
LABOUR PRACTICES	Percentage of active workforce employed under collective agreements	EM-MM-310a.1	Percentage (%)	65.8%
	(1) Number and (2) duration of strikes and lockouts	EM-MM-310a.2	Number, Days	0, 0

SASB INDEX TABLE

TOPIC	METRIC	CODE	UNIT OF MEASURE	2025 DATA OR PAGE
WORKFORCE HEALTH & SAFETY	(1) All-incidence rate	EM-MM-320a.1	Rate	Mine Safety and Health Administration all-incidence rate does not apply to the Mint's operations. The Mint's lost time injury frequency rate and lost time injury severity rate are presented in the Mint's ESG performance metrics.
	(2) fatality rate		Rate	0
	(3) near miss frequency rate (NMFR)		Rate	Mine Safety and Health Administration NMFR does not apply to the Mint's operations. The Mint's lost time injury frequency rate and lost time injury severity rate are presented in the Mint's ESG performance metrics.
	(4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees		Hours	(a) direct employees: 4.02 (b) contract employees: not available
BUSINESS ETHICS & TRANSPARENCY	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	n/a	Refer to Section 5 or see the Mint's Governance initiatives The Mint's Anti-bribery and Corruption Program's primary objective is to mitigate risk of bribery and corruption in our Foreign Circulation business. The program is in support of the Mint's Code of Conduct and Ethics policy, which prohibits all forms of bribery, as well as to comply with legislation under the Corruption of Foreign Public Officials Act (CFPOA).
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	Metric tonnes (t) saleable	0 All of the Mint's production takes place in Canada.

SASB INDEX TABLE

TOPIC	METRIC	CODE	UNIT OF MEASURE	2025 DATA OR PAGE
TAILINGS STORAGE FACILITIES MANAGEMENT	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	EM-MM-540a.1	Various	Not applicable: the Mint does not have a tailings facility storage inventory as the Mint does not operate a tailings storage facility.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	n/a	Not applicable: the Mint does not have a tailings management systems nor governance structure used to monitor and maintain the stability of tailings storage facilities as these are not part of the Mint's operations.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	n/a	Not applicable: the Mint's EPRPs do not include any elements for tailings storage facilities as these are not part of the Mint's operations.
ACTIVITY METRICS	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Metric tonnes (t) saleable	(1) Metal ores: 5.5 Gold (Au) Refined: 2.82 Silver (Ag) Refined: 2.68 (2) Finished metal products: 12.92 Gold (Au) Bullion: 0.55 Silver (Ag) Bullion: 11.65 Platinum (Pt) Bullion: 0.02 Gold (Au) Numismatic: 0.015 Silver (Ag) Numismatic: 0.686 Platinum (Pt) Numismatic: 0.001
	Total number of employees	EM-MM-000.B	Number	1173

ESG PERFORMANCE METRICS

PILLAR	INDICATOR	METRIC	UNIT OF MEASURE	2022	2023	2024	2025
ECONOMIC	Procurement Spend	Addressable spend with suppliers within Canada	Percentage (%)	65	67	75	77
	Financial Performance	Gold (Au) Bullion	Moz	1.49	0.99	0.57	0.55
		Gold (Au) Refined	Moz	5.07	5.71	4.81	2.82
		Gold (Au) Numismatic	Moz	0.013	0.016	0.015	0.015
		Silver (Ag) Bullion	Moz	37.1	24.8	15.6	11.65
		Silver (Ag) Refined	Moz	2.68	2.24	2.58	2.68
		Silver (Ag) Numismatic	Moz	0.577	0.548	0.558	0.686
		Platinum (Pt) Bullion	Moz	0.04	0.03	0.03	0.02
		Platinum (Pt) Numismatic	Moz	0.001	0.001	0.001	0.001
		New Canadian coins sold to financial institutions and others	M coins	336.5	248	240.5	252.7
		Revenues (in millions)	\$M CAD	3282.6	2162.0	1284.1	2001.0
	Customer Satisfaction	Net Promotor Score (NPS): Business to Customer (B2C)	-100 to +100	66.8	66.4	66.2	71.4
		Overall Satisfaction (OSAT): Business to Business (B2B)	0 to 10	8.6	9.1	8.9	8.7

ESG PERFORMANCE METRICS

PILLAR	INDICATOR	METRIC	UNIT OF MEASURE	2022	2023	2024	2025
ENVIRONMENTAL	Waste Management	Waste diverted from landfill	Percentage (%)	n/a	n/a	54.4	59.8
		Weight of steel recycled	Metric tonnes (t)	2819	1577	2296	3234
		Weight of hazardous waste generated	Metric tonnes (t)	1128	1312	1438	1465
		Weight of hazardous waste recycled	Metric tonnes (t)	449	681	478	410
	Water Management	Total water consumed (invoiced)	Cubic metres (m ³)	246341	223236	251419	271994
	Greenhouse gas emissions (GHG)	Scope 1	Metric tonnes (t) CO ₂ -e	6091	6047	5548	5982
		Scope 2	Metric tonnes (t) CO ₂ -e	373	383	401*	394
SOCIAL	Workforce Composition	Total number of employees	Number	1189	1147	1098	1173
		Age 30 years and under	Number	97	93	76	109
		Age 30 to 50	Number	732	690	639	631
		Age 50+	Number	360	364	383	433
	Board Representation	Board women	Percentage (%)	n/a	n/a	n/a	44
		Board visible minorities	Percentage (%)	n/a	n/a	n/a	22
	Workforce Representation	Executive women	Percentage (%)	33.3	25	25	25
		Executive visible minorities	Percentage (%)	22.2	25	25	25

* Updated to reflect refined calculation methodology.

ESG PERFORMANCE METRICS

PILLAR	INDICATOR	METRIC	UNIT OF MEASURE	2022	2023	2024	2025
SOCIAL	Workforce Representation	Senior Management Indigenous Peoples	Percentage (%)	0	0	0	0
		Senior Management persons with disabilities	Percentage (%)	4.4	6.7	6.5	6.5
		Senior Management visible minorities	Percentage (%)	17.8	17.8	17.4	17.4
		Senior Management women	Percentage (%)	35.6	40	41.3	37.0
		Overall workforce Indigenous Peoples	Percentage (%)	4.5	4.5	4.4	4.7
		Overall workforce persons with disabilities	Percentage (%)	5.1	5.3	4.8	5.0
		Overall workforce visible minorities	Percentage (%)	27.1	25.8	26.4	29.8
		Overall workforce women	Percentage (%)	32.1	32.6	32.8	32.4
	Engagement	Employee turnover rate	Percentage (%)	7.99	12.09	6.49	7.51
		Employees who agree or strongly agree that the Mint is an environmentally responsible company	Percentage (%)	57.0	59.0	60.0	62.0
		Employees who have completed Code of Conduct training	Number	332	107	1067*	165
		Employee Engagement Survey Score	0 to 5	3.64	3.73	3.74	3.8
		Participation rate in engagement survey	Percentage (%)	75.0	79.0	80.0	85.0

* New mandatory training initiated for all employees.

ESG PERFORMANCE METRICS

PILLAR	INDICATOR	METRIC	UNIT OF MEASURE	2022	2023	2024	2025
SOCIAL	Labour Relations	Grievances filed	Number	57	28	54*	63
		Grievances pending	Number	26	2	27	31
	Parental Leave	Number of employees taking parental leave	Number	10	20	19	9
	Philanthropic & Community Efforts	Amount spent or donated to philanthropic causes	\$M CAD	1.6	1.3	0.3	0.01
	Health & Safety	Lost time injury frequency rate	Rate	1.57	1.83	1.79	2.67
		Lost time injury severity rate	Rate	10.3	23.29	13.44**	20.18
GOVERNANCE	Human Rights	Number of Human Rights complaints	Number	0	0	0	0
	Executive Compensation	CEO to employee pay ratio	CEO : Median Salary	4.85 : 1	4.77 : 1	4.57 : 1	4.75 : 1
	Disclosure of Wrongdoing	Number of reports received (multiple allegations can be under a single disclosure)	Number	0	0	0	0
	Cyber Awareness	Employees who attended cyber awareness sessions	Number	1042	1071	1020	1095

* Value updated to reflect corrected data.

** Updated to reflect adjudication.

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