



Growth with Purpose

2025 Sustainability Report



Sustainability Performance

July 2026

2025 Sustainability Accounting Standards Board (SASB) Index **Gibraltar Mine**

SASB Topic	Accounting Metric	SASB Code	Data - Gibraltar Mine
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions, (2) Percentage covered under emissions limiting regulations	EM-MM-110a.1	(1) 124,317 t CO ₂ e (2) 100%
	Discussion of long-term 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	Management of Scope 1 emissions at Gibraltar is driven by an 'Energy Management Policy,' which integrates programs and practices with the goal of achieving continuous improvement in energy efficiency. Trekor is advancing the Florence Copper Project into commercial production. As an 'in-situ copper recovery' project, Florence is expected to be the lowest GHG and energy intensity primary copper producer in North America, lowering Trekor's enterprise-wide intensity per unit of production.
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) Particulate matter (PM ₁₀), (5) Mercury (Hg), (6) Lead (Pb), and (7) Volatile organic compounds (VOCs)	EM-MM-120a.1	(1) 981 (2) 247 (3) 29 (4) 1,914 (5) 0.0005 (6) 0.014 (7) 0.7
Energy Management	(1) Total energy consumed, (2) Percentage energy from grid electricity, (3) Percentage energy consumed from renewable energy sources	EM-MM-130a.1	(1) 3,525,458 GJ (2) 48% (3) 47%
Water Management	(1) Total fresh water withdrawn, (2) Total fresh water consumed* Percentage of each in regions with High or Extremely High Baseline Water Stress, (3) Increase in water stored on-site	EM-MM-140a.1	(1) 85 thousand cubic metres; 0% (2) -80 thousand cubic metres*; 0% *Includes water withdrawn and precipitation (contact water) stored on-site (3) -1,120 thousand cubic metres
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	One minor incident occurred in 2025. The incident was administrative in nature, promptly reported, and is not expected to have any lasting effect on aquatic habitat or aquatic life in the Fraser River. On Monday June 8, 2025, Gibraltar initiated discharge to the Fraser River following confirmation of acceptable, measured water quality. However, discharge was ceased 17 hours later, on June 9th, due to an increase in monitored pH. Because the discharge was of such short duration, and did not resume for the remainder of 2025, the required sample collection did not occur.
Waste and Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	18,470 kg of Recycled Cardboard; 10,840 kg of Recycled Paper; 0 kg of E-Waste; 1,674 tires; and 7,264,188 kg of Recycled Steel
	Total weight of tailings produced	EM-MM-150a.5	27,247,475 metric tonnes
	Total weight of waste rock generated	EM-MM-150a.6	70,205,039 metric tonnes
	Total weight of hazardous waste generated	EM-MM-150a.7	14,300 kg of Oil Filters; 311,677 L of Waste Oil; 199,065 L of Grease/Oil Products; 11,800 L of Glycol; 19,703 kg of Batteries
	Total weight of hazardous waste recycled	EM-MM-150a.8	All of the above quantities were recycled
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Zero. Trekor's definition of a significant incident is one that reports beyond the mine site boundary and requires activation of emergency response to control, mitigate and clean up.
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Wood, metal and solid wastes generated at Gibraltar and Florence Copper are stored in designated areas for sorting and subsequent recycling or responsible disposal. Metal waste may be stored for later use or taken off-site and sold as scrap for recycling. At Gibraltar, municipal solid waste is disposed of at the Cariboo Regional District landfill. Hazardous wastes are managed in accordance with federal and provincial/state law and regulations, supplemented by specific company operating procedures. Waste manifests are maintained, and products are tracked throughout their lifecycle. Any hydrocarbon contaminated soils are removed from site and managed by a certified contractor.
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM160a.1	Gibraltar strives to contribute to the conservation of biological diversity through all stages of the mining lifecycle. This includes adherence to all relevant regulations and permit conditions and avoiding, mitigating and managing impacts on biodiversity related to vegetation removal, control of invasive species and implementation of measures to protect wildlife. Gibraltar monitors fauna return to reclaimed areas across the mine site through game cameras that capture and record wildlife presence. Trails are reclaimed on site with different tree species, with and without fertilizer application. The objective is to understand how fertilizer prescription influences survival, establishment and overall growth of individual species. This informs planning and costing of reclamation work in the future. As well, Gibraltar undertakes breeding bird surveys with the objective to identify bird species present in different vegetation types and to provide baseline data for ongoing bird monitoring. This program assists in evaluating the success of site rehabilitation efforts.
	Percentage of mine site where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM160a.2	(1) 26% (2) 26% (3) 26%
	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM160a.3	(1) 0% (2) 0%

2025 Sustainability Accounting Standards Board (SASB) Index

SASB Topic	Accounting Metric	SASB Code	Data - Enterprise-Wide
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proven and (2) probable reserves in or near areas of conflict	EM-MM210a.1	(1) 0% (2) 0%
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM210a.2	(1) 100% (2) 100%
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM210a.3	Trekor recognizes that building meaningful, trust-based relationships with Indigenous Nations requires transparency, respect and a commitment to ongoing engagement. The Company acknowledges the importance of meaningful partnerships and is dedicated to ensuring that engagement is built on shared values and sharing long-term benefits. Trekor has established and is working towards agreements with Indigenous groups across its operations and development projects. Trekor has an Indigenous Peoples Policy in place.
Workforce Health and Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR), (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM320a.1	(a) Employees: (1) 2.53 (2) 0.00 (3) 2.42 (4) 63.72 (b) Contract Employees: (1) 0.77 (2) 0.26; In November 2025, an accident at Gibraltar resulted in the death of a contract worker. (3) 1.81 (4) Not available.
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM210b.1	Trekor channels revenue directly into local economies through its hiring and procurement practices. This approach helps to build stronger, more resilient communities and reinforces the economic foundations of the regions in which we operate. See page 13-14 for more information.
	Number and duration of non-technical delays	EM-MM210b.2	0
Labour Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM310a.1	Canadian: 76% US: 0%
	Number and duration of strikes and lockouts	EM-MM310a.2.1	0
Business Ethics and Transparency	Management system for prevention of corruption and bribery throughout the value chain	EM-MM510a.1	Trekor's Code of Ethics and Trading Restrictions is set out in Appendix 4 of the Governance Manual. The Company's policy is to conduct business in accordance with the highest ethical and legal standards. Directors and employees certify annual compliance and may report concerns anonymously through a third-party whistleblower hotline covering issues such as fraud, harassment and safety.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM510a.2	Zero. Trekor operates in Canada and the United States.
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-MM540a.1	(1) Gibraltar Mine TSF (2) Gibraltar Mine (3) Operator (4) Active (5) Cyclone Sand Dam (CSD): Progressive downstream/modified centerline construction raises; North Earthfill Dam (NED): downstream and modified upstream; East Saddle Dam (ESD): Downstream; South Saddle Dam (SSD): Downstream; Underflow Stack East (UFS East): Upstream; Underflow Stack: Hydraulically placed (6) 757 million metric tonnes (dry) (7) 703 million metric tonnes (dry) (8) Extreme (9) July 21 - 23, 2025 (Annual ITRB Assessment) (10) No (11) Not required. No material findings from report (12) Management Approach - Movement of water to Granite Pit and Fraser River Discharge.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM540a.2	The design, operation, and monitoring of Gibraltar's TSF is managed to ensure safe operation and compliance with relevant permits and regulations. An Operation, Maintenance and Surveillance Manual (OMS) outlines roles and responsibilities, and the requirements to ensure safe operation and an Emergency Preparedness Plan is maintained. The Gibraltar TSF has several layers of oversight in place - including an internal TSF Qualified Person, an external Engineer of Record (EOR), an Independent Tailings Review Board (ITRB), as well as corporate and regulatory oversight. Trained operators and technical staff operate and monitor the facility on an ongoing basis in accordance with the OMS. In addition, third-party inspections and reviews - such as the Dam Safety Inspection by the EOR (annual), independent Dam Safety Review (every five years), and ITRB assessment (annual) - are fundamental to the ongoing successful operation of the TSF. The Gibraltar TSF is operated in conformance with the Health, Safety and Reclamation Code for Mines in British Columbia and follows multiple industry best practice standards. Kohn Crippen Berger, Gibraltar's Engineer of Record, audited Gibraltar's TSF management protocols, practices and operational performance and confirmed that its TSF operating practices are in conformance with the technical elements of ICMM's Global Industry Standard. In addition, Trekor manages the Gibraltar tailings storage facility in conformance with the Mining Association of Canada's 'A Guide to the Management of Tailings Facilities' (2011).
Activity Metrics	Production of (1) metal ores and (2) finished metal products	EM-MM000A	(1) Copper Concentrate: 98.1 million pounds; Molybdenum Concentrate: 1.9 million pounds (2) Copper Cathode: 2.2 million pounds
	(1) Total number of employees (2) Percentage contractors	EM-MM000B	(1) 964 (2) Not available

Trekor Values Metrics

Social: Our People	Vancouver Head Office	Gibraltar Mine	Florence Copper	Yellowhead Project
Commitment to Our Workforce				
Total # Employees	35	767	159	3
% of Female Employees	37%	13%	16%	100%
% of Female New Hires	67%	22%	14%	100%
% of Indigenous Employees	Not Tracked	14%	Not Tracked	33%
% of Indigenous New Hires	Not Tracked	15%	Not Tracked	0%
Retention Rate – Total	97%	88%	81%	100%
Retention Rate – Females	92%	91%	81%	100%
% Employees under 35	14%	26%	42%	0%
Average Length of Employment (years)	6.2	8.5	1.5	1.2
% of Workforce under Collective Bargaining Agreement	0%	76%	0%	0%
Number and Duration of Strikes	0	0	0	0
% of Local Employees	Not Applicable	97%	66%	100%
\$ Wages Distributed Locally	Not Applicable	\$99,365,923	USD\$10,836,915	Not Available
% of Wages Distributed Locally	Not Applicable	97%	83%	Not Available
\$ of Procurement Distributed Locally	Not Applicable	\$206,746,903	USD\$21,616,628	Not Available
% of Procurement Distributed Locally	Not Applicable	40%	13%	Not Available
% of Employees Recruited Locally	Not Applicable	86%	88%	100%
Health and Safety				
Annual Investment in Training	\$8,384	\$833,872	Not Tracked	\$11,410
Total Hours Training	Not Tracked	56,455	Not Tracked	65
Community Engagement				
Site Tours	Not Applicable	8	17	1
2025 Community Investment and Sponsorships	\$111,124	\$186,757	USD\$238,770	\$20,335
Total Community Investment and Sponsorships	\$5,143,089	\$2,449,566	USD\$809,493	\$36,014
2025 Scholarships / Bursaries Granted	5	Via Trekor's Program	18	0
Total Scholarships / Bursaries Granted	28	Via Trekor's Program	70	0



TSX: **TKO** NYSE American: **TGB** LSE: **TKO**

To find out more, visit trekormetals.com

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