PAID

JUN 29 2020

DEPARTMENT OF BUSINESS SERVICES

FILED

JUN 26 2020

JESSE WHITE
SECRETARY OF STATE

FORM **BCA 8.12**
FEMALE AND MINORITY DIRECTORS REPORT
Business Corporation Act

Jesse White, Secretary of State
Department of Business Services
501 S. Second St., Rm. 350
Springfield, IL 62756
217-782-7808
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CD0235899

Payment must be made by check or money order payable to Secretary of State.

FILING FEE: $25.00 File prior to: 6·1 Year: 2020 File #: 0878·4301 Approved: _____

Corporate Name: Coeur Mining, Inc.
Registered Agent: Casey M. Nault
Registered Office: 104 S. Michigan Ave., Ste. 900
City, IL, ZIP: Chicago, IL 60603 County: Cook

A COPY OF THE CORPORATION'S MOST RECENT SEC 10-K MUST ACCOMPANY THIS REPORT.

1. Is the corporation a publicly held corporation with its principal executive office located in Illinois? ☑ YES ☐ NO

1a. Principal address of executive office in Illinois:

104 S. Michigan Ave., Ste. 900, Chicago, IL 60603

2. Set forth data on specific qualifications, skills and experience that the corporation considers for its board of directors, nominees for the board of directors, and executive officers. (If additional space is required, please attach an additional page(s) as needed.)

See Attached

3. Set forth the self-identified gender of each member of the board of directors.
(If additional space is required, please attach an additional page(s) as needed.)

See Attached

4. Set forth the race or ethnicity of each member of the board of directors.
(If additional space is required, please attach an additional page(s) as needed.)

See Attached

5. Set forth a description of the corporation's process for identifying and evaluating nominees for the board of directors, including whether and, if so, how demographic diversity is considered. (If additional space is required, please attach an additional page(s) as needed.)

See Attached

6. Set forth a description of the corporation's process for identifying and appointing executive officers, including whether and, if so, how demographic diversity is considered. (If additional space is required, please attach an additional page(s) as needed.)

See Attached

7. Set forth a description of the corporation's policies and practices for promoting diversity, equity and inclusion among the board of directors and executive officers. (If additional space is required, please attach an additional page(s) as needed.)

See Attached

Under the penalty of perjury and as an authorized officer, I declare that this report, pursuant to provisions of the Business Corporation Act, has been examined by me and is, to the best of my knowledge and belief, true, correct and complete.

Item 8 must be signed.

8. By _____ VP, Assistant General Counsel & Assistant Secretary May 29, 2020
Any Authorized Officer's Signature Title Date

Form BCA 8.12

Question 2.

Coeur Mining, Inc.'s Board of Directors (the "Board") believes that the Board, as a whole, should possess a combination of skills, professional experiences and diversity of viewpoints necessary to oversee the company's business. In addition, the Board believes that there are certain attributes that every director should possess, as reflected in the Board's membership criteria summarized below. The Nominating and Corporate Governance Committee of the Board ("NCGC") is responsible for establishing criteria for selecting potential directors, taking into account all factors it considers appropriate, which may include strength of character, mature judgment, independence, professional experience, industry knowledge, financial acumen, personal accomplishments, career specialization, relevant technical skills, diversity of viewpoints, background and experience in light of the needs of the company. Among other things, the Board has determined that it is important to have individuals with the following skills and experiences *on the Board: current and former chief executive; environmental, social and governance/health and* safety; strategy development and execution; extractive or cyclical industry; finance and accounting; human capital management; relevant geographic experience in the locations and jurisdictions where we operate; project development and management; government affairs, regulatory and legal; capital markets transactions; U.S. public company board service; technology and cyber security; and culture. The NCGC looks for individuals who have displayed the highest personal and professional ethics, integrity and values and sound business judgment. For incumbent directors, the NCGC's criteria also include past performance and term of service on the Board. The Board and the NCGC consider the qualifications of directors and director candidates individually and in the broader context of the Board's overall composition and our current and future needs, including an incumbent director's or potential *director's ability to contribute to the diversity of viewpoints and experience represented on the Board.*

3.	Robert E. Mellor	Male
	Linda L. Adamany	Female
	Sebastian Edwards	Male
	Randolph E. Gress	Male
	Mitchell J. Krebs	Male
	Eduardo Luna	Male
	Jessica L. McDonald	Female
	John H. Robinson	Male
	Brian E. Sandoval	Male
	J. Kenneth Thompson	Male

4.	Robert E. Mellor	White
	Linda L. Adamany	White
	Sebastian Edwards	Hispanic or Latino
	Randolph E. Gress	White
	Mitchell J. Krebs	White
	Eduardo Luna	Hispanic or Latino
	Jessica L. McDonald	White
	John H. Robinson	White

Brian E. Sandoval	Hispanic or Latino
J. Kenneth Thompson	White

5. The Board and the NCGC consider the qualifications of incumbent directors and director candidates individually and in the broader context of the Board's overall composition and our current and future needs, including an incumbent director's or potential director's ability to contribute to the diversity of viewpoints and experience represented on the Board, and it regularly reviews its effectiveness in balancing these considerations when assessing the composition of the Board. The company's Corporate Governance Guidelines, which is available on Coeur's website (www.coeur.com/company/corporate-governance/) outline the Board's nomination and recruitment process (See also the response to item 1 above.)

6. We seek to recruit employees at all levels who embody our purpose statement and its underlying principles through safe and ethical conduct. We invest in evaluating and developing our talent by providing meaningful feedback and training and believe that transparent, robust succession planning allows for progression and career growth, positioning the next generation of leaders to be ready to step up when needed. Rising stars and diversity discussions along with action plans are reviewed with leadership on a quarterly basis. With respect to executive officer recruitment, Coeur may utilize an executive search firm to compile a pool of candidates with diverse backgrounds who have the requisite education, career experience, technical skills and leadership ability to succeed in the role. As with the Board, Coeur values an executive team comprised of individuals with a diversity of viewpoints, backgrounds and experiences. Leadership and personality assessments are completed to screen the candidate pool, and interviews are conducted using a set of leadership principles compiled by Coeur to assess leadership effectiveness.

7. The Board has adopted Corporate Governance Guidelines and a Code of Business Conduct and Ethics (the "Code"), each of which is available on Coeur's website (www.coeur.com/company/corporate-governance/). As discussed in item 2 above, the Corporate Governance Guidelines outline the Board's nomination and recruitment process, including the goal that the Board, as a whole, should possess a combination of skills, professional experiences and diversity of viewpoints necessary to oversee the business. Among the factors considered in director recruitment are diversity of viewpoints, background and experience in light of the needs of the company. The Code confirms the importance of respecting all members of our diverse workforce and specifically prohibits harassment, discrimination and bullying. Our Code more generally aligns with our purpose statement of *"We Pursue a Higher Standard"* by expecting all of our directors, officers and employees to seek and deliver a higher standard of honesty, ethics and integrity in every aspect of our business and throughout our organization. In 2020, our CEO pledged to support the CEO ACTION for Diversity & Inclusion initiative. During the first quarter of 2020, as part of this initiative, Coeur held a full day of diversity and inclusion training for corporate office staff. Each year, company employees are required to attend in-person and online training sessions about various topics related to diversity and inclusion, including unconscious bias and harassment.