

## GRI INDEX/SASB DISCLOSURES

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GRI SPECIFIC DISCLOSURES			
<b>BOUNDARY ASPECT LEGEND</b>			
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2. Guanaceví Mine	4. El Compas Mine	6. Supply Chain	8. Shareholders
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SASB EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	<a href="#">ESG Performance Data</a>	
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204-1	Proportion of spending on local suppliers	Page 63. <a href="#">ESG Performance Data</a>	
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303-3	Water withdrawal	Page 49. <a href="#">ESG Performance Data</a>
SASB EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 49. <a href="#">ESG Performance Data</a>
303-4	Water discharge	Page 49. <a href="#">ESG Performance Data</a>
303-5	Water consumption	Page 49. <a href="#">ESG Performance Data</a>
SASB EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	<a href="#">ESG Performance Data</a>
<b>304</b>	<b>Biodiversity. Boundary 2-8</b>	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 48. <a href="#">Approach to Water and Biodiversity</a>
304-2	Significant impacts of activities, products, and services on biodiversity	Page 48. <a href="#">Approach to Water and Biodiversity</a>
SASB EM-MM-160a.1	Description of environmental management policies and practices for active sites	Page 48. <a href="#">Approach to Water and Biodiversity</a>
SASB EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	None of our operating sites has acid rock drainage
304-3	Habitats protected or restored	Page 49. <a href="#">ESG Performance Data</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 49
SASB EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Page 48. <a href="#">Approach to Water and Biodiversity</a>

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305-1	Direct (Scope 1) GHG emissions	Page 41. <a href="#">ESG Performance Data</a>
SASB EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 41. <a href="#">ESG Performance Data</a>
305-2	Energy indirect (Scope 2) GHG emissions	Page 41. <a href="#">ESG Performance Data</a>
305-4	GHG emissions intensity	Page 41. <a href="#">ESG Performance Data</a>
SASB EM-MM-110a.2	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	Page 40. <a href="#">Approach to Carbon Footprint</a> . Currently the company has not set targets for GHG emissions reductions
SASB EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	<a href="#">ESG Performance Data</a> (only particulate matter)
<b>306</b>	<b>Waste. Boundary 2-6</b>	
306-1	Waste generation and significant waste-related impacts	Page 44. <a href="#">Approach to Tailings and Waste Management</a> .
306-2	Management of significant waste-related impacts	Page 44. <a href="#">Approach to Tailings and Waste Management</a> . <a href="#">Tailings Disclosure Table</a>
SASB EM-MM-150a.4	Total weight of non-mineral waste generated	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-150a.5	Total weight of tailings produced	Page 45. <a href="#">ESG Performance Data</a> . <a href="#">Tailings Disclosure Table</a>
SASB EM-MM-150a.6	Total weight of waste rock generated	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-150a.7	Total weight of hazardous waste generated	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-150a.8	Total weight of hazardous waste recycled	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Page 44. <a href="#">Approach to Tailings and Waste Management</a> . <a href="#">Tailings Disclosure Table</a>

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306-3	Waste generated	Page 45. <a href="#">ESG Performance Data</a>
306-4	Waste diverted from disposal	<a href="#">ESG Performance Data</a>
306-5	Waste directed to disposal	<a href="#">ESG Performance Data</a>
<b>307</b>	<b>Environmental Compliance. Boundary 1-9</b>	
307-1	Non-compliance with environmental laws and regulations	<a href="#">ESG Performance Data</a>
<b>308</b>	<b>Supplier Environmental Assessment. Boundary 1-9</b>	
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<b>400. SOCIAL</b>		
103	Disclosure of Management Approach	Page 23, 28, 33. <a href="#">Approach to Safety, Health and Wellness.</a> <a href="#">Approach to Engaged and Inclusive Workforce.</a> <a href="#">Approach to Thriving Communities</a>
<b>401</b>	<b>Hiring. Boundary 1-9</b>	
401-1	New employee hires and employee turnover	Page 29. <a href="#">ESG Performance Data</a>
SASB EM-MM-130a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	<a href="#">ESG Performance Data</a> . There is only one US employee, based in Mexico and for this report, he is considered a foreigner.
401-3	Parental leave	<a href="#">ESG Performance Data</a>
<b>403</b>	<b>Occupational Health and Safety. Boundary 1-9</b>	
403-1	Occupational health and safety management system	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-2	Hazard identification, risk assessment and incident investigation	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-3	Occupational health services	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-5	Worker training on occupational health and safety	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a> <a href="#">ESG Performance Data</a>

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403-6	Promotion of worker health	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 23. <a href="#">Approach to Safety, Health and Wellness.</a>
403-8	Workers covered by an occupational health and safety management system	All employees and contractors
403-9	Work related injuries	Page 24. <a href="#">ESG Performance Data</a>
SASB EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Page 24. <a href="#">ESG Performance Data</a>
403-10	Work related ill health	Page 24
<b>404</b>	<b>Training and Education. Boundary 2-8</b>	
404-1	Average hours of training per year per employee	Page 30. <a href="#">ESG Performance Data</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Page 28. <a href="#">Approach to Engaged and Inclusive Workforce.</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">ESG Performance Data</a>
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405-1	Diversity of governance bodies and employees	Page 29, 55. <a href="#">ESG Performance Data</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">ESG Performance Data</a>
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406-1	Incidents of discrimination and corrective actions taken	Page 58
<b>407</b>	<b>Freedom of Association and Collective Bargaining. Boundary 2,3,4,5,7,8</b>	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
SASB EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	<a href="#">ESG Performance Data</a>

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<b>408</b>	<b>Child Labour. Boundary 2,3,4,5,7,8</b>	
408-1	Operations and suppliers at significant risk for incidents of child labour	None
<b>410</b>	<b>Security Practices. Boundary 2,3,4,5,7,8</b>	
410-1	Security personnel trained in human rights policies or procedures	Page 61
<b>413</b>	<b>Local Communities. Boundary 1-9</b>	
413-1	Operations with local community engagement, impact assessments, and development programs	Page 33. <a href="#">Approach to Thriving Communities</a>
SASB EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 33. <a href="#">Approach to Thriving Communities</a>
413-2	Operations with significant actual and potential negative impacts on local communities	Page 33, 37. <a href="#">Approach to Thriving Communities</a>
SASB EM-MM-210b.2	Number and duration of non-technical delays	None
<b>415</b>	<b>Public Policy. Boundary 1-9</b>	
415-1	Political Contributions	None
<b>400. MINING AND METALS SUPPLEMENT</b>		
MM1	Amount of land disturbed or rehabilitated	Page 49. <a href="#">ESG Performance Data</a>
MM2	Sites identified as requiring biodiversity management plans, and sites with plans in place	None. <a href="#">Approach to Water and Biodiversity</a>
MM3	Total amounts of overburden, rock, tailings and sludge presenting potential hazards	Page 45. <a href="#">ESG Performance Data</a>
SASB EM-MM-540a.1	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	<a href="#">Tailings Disclosure Table</a>

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SASB EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Page 44. <a href="#">Approach to Tailings and Waste Management</a> .
SASB EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Page 44. <a href="#">Approach to Tailings and Waste Management</a> .
MM4	Number of strikes and lockouts	None
SASB EM-MM-310a.2	Number and duration of strikes and lockouts	None
MM5	Operations in or adjacent to Indigenous Peoples' territories, and formal agreements in place with Indigenous Peoples	None
SASB EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	None
MM6	Significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples	None
MM7	Grievance mechanisms used to resolve disputes related to land use and the customary rights of local communities and Indigenous Peoples	Page 34, 37. <a href="#">Approach to Thriving Communities</a>
SASB EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Page 61. <a href="#">Approach to Thriving Communities</a>
MM8	Artisanal and small-scale mining	Page 65
MM9	Resettlement	None
MM10	Mine closure	<a href="#">ESG Performance Data</a>
SASB EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	None