

## KEY PERFORMANCE DATA

PEOPLE	2021		2020		2019	
<b>INFORMATION ON EMPLOYEES AND OTHER WORKERS</b>						
Total number of employees	1259		1222		1116	
	M	F	M	F	M	F
Total number of permanent employees*	1,075	184	1,067	155	995	121
Total number of temporary employees	0	0	0	0	0	0
Female % for employees	14.6%		12.7%		10.8%	
Total number of contractors	493		732		876	
	M	F	M	F	M	F
Contractors by gender	468	25	727	34	828	48
Total number of contractors and employees	1,752		1,954		1,992	
Total number of foreigners hired	18		12		14	
	M	F	M	F	M	F
Total number of foreigners hired by gender	17	1	11	1	14	0
* all permanent employees are full time						
<b>Total bi-weekly paid employees</b>						
Permanent employees	435		390		362	
Fixed term or temporary	0		0		0	
Local hires (from nearby communities) *	100		102		54	
Local hires (within state)	161		193		179	
Regional hires (within the country)	156		82		115	
International hires	18		13		14	
	M	F	M	F	M	F
Total by gender	325	110	291	99	277	85
Indigenous hires	0		1		1	

PEOPLE	2021		2020		2019	
<b>Total weekly paid employees</b>						
Permanent employees	824		832		754	
Fixed term or temporary	0		0		0	
Local hires (from nearby communities)	334		429		447	
Local hires (within state)	446		315		243	
Regional hires (within Mexico)	44		88		64	
	M	F	M	F	M	F
Total by gender	750	74	777	55	720	34
Indigenous hires	0		0		0	
<b>PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY</b>						
Total senior management	78		74		81	
	M	F	M	F	M	F
Total senior management by gender	64	14	56	18	67	14
Total senior management hired locally (within state)	37		40		42	
Total senior management hired nationally (within the country)	23		27		31	
Total senior management hired internationally	18		7		8	
Percentage of international senior management	23%		9%		10%	
Indigenous hires	1		1		1	
<b>EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS</b>						
Total union employees	824		832		754	
Percentage of union employees	65%		68%		68%	
Non-union employees	435		390		359	
Percentage of non-union employees	35%		32%		32%	

PEOPLE	2021	2020	2019			
<b>NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER</b>						
Total number of new hires	419	445	363			
Total new hires locally (country wise)	410	433	357			
Total new hires internationally	9	12	8			
Total number of employees voluntarily leaving employment or dismissed	189	286	422			
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	185	279	408			
Total number of international employees voluntarily leaving employment or dismissed	4	7	14			
Turnover rate for all employees	16.27%	24.40%	40.15%			
<b>HOURS OF TRAINING</b>						
Total hours of training	79,805	37,253	85,451			
Average hours per employee	52	28	47			
Average hours per contractor	31	12	27			
Average hours per contractor and employees	44	21	38			
	M	F	M	F	M	F
Contractors	20,529	954	8,267	468	24,654	1,510
Union employees	41,120	1,937	23,846	234	46,178	1,760
Non-union employees	12,171	3,094	3,469	969	9,061	2,288
Total per gender	73,820	5,985	35,582	1,671	79,893	5,558
Average hours per employee by gender	55	43	29	14	66	33
Average hours per contractor by gender	33	43	12	13	26	38
<b>TRAINING BY TOPIC</b>						
Safety	54,376	25,049	60,457			
Production	18,592	11,867	20,963			
People	6,837	337	4,031			
Induction*	110,912	N.A.	N.A.			
*We started reporting this in 2021, thus we don't have values for 2020 and 2019						

PEOPLE	2021	2020	2019			
<b>EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS</b>						
Number of people that receive performance evaluations	365	387	394			
Percentage of employees receiving regular performance	29%	32%	35%			
	M	F	M	F	M	F
Number of people that receive performance evaluations by gender	266	99	288	99	300	94
<b>PARENTAL LEAVE</b>						
Total number of people that left on maternity	5	2	6			
Total number of people that left on paternity	21	33	29			
Total number of people that came back to work after parental leave	26	35	33			
Percentage of people that came back to work after parental leave	100%	100%	94%			
<b>WORK-RELATED INJURIES</b>						
Reportable Injury Frequency Rate	1.22	2.09	2.77			
Lost Time Injury Frequency Rate	0.75	1.39	2.59			
Lost Time Injury Severity Rate	260.39	34.26	281.07			
Number of fatalities	1	0	1			
Number of lost time accidents	18	26	72			
Near miss incidents	26	12	16			
High potential incidents*	93	N.A.	N.A.			
*We started reporting this in 2021, thus we don't have values for 2020 and 2019						
Absentee rate – all employees	2.24%	1.84%	2.60%			

PEOPLE	2021		2020		2019	
<b>WORK INJURY RATES BY EMPLOYEES AND CONTRACTORS</b>						
	EDR	Contractor	EDR	Contractor	EDR	Contractor
Reportable Injury Frequency Rate	1.31	1.08	2.88	1.01	3.63	1.77
Lost Time Injury Frequency Rate	0.72	0.69	1.95	0.63	3.23	1.77
Lost Time Injury Severity Rate	27.07	609.64	36.00	31.91	482.48	46.33
Number of fatalities	0	1	0	0	1	0
Number of lost time accidents	11	7	21	5	49	23
Near miss incidents	11	15	7	5	7	9
High Potential incidents*	53	40		N.A.		N.A.
*We started reporting this in 2021, thus we don't have values for 2020 and 2019						
<b>COMMUNITY INVESTMENT (USD)</b>						
Education	\$40,249		\$112,292		\$34,605	
Local Economic Development	\$84,807		\$91,362		\$37,645	
Public Management and Community Participation	\$177,079		\$3,074		\$51,145	
Other	\$754		\$ -		\$ -	
<b>Total community investment</b>	<b>\$302,891</b>		<b>\$206,728</b>		<b>\$123,395</b>	
<b>TYPE OF EXPENSE*</b>						
*We started reporting this in 2021, thus we don't have values for 2020 and 2019						
Community investment – Cash	\$88,714		N.A.		N.A.	
Community investment – In-kind	\$214,176		N.A.		N.A.	
<b>OPERATIONS WITH CLOSURE PLANS</b>						
Number of sites that have closure plans	4		4		4	
Financial provision for closure (Thousands USD)*	\$7,397.00		\$8,876.00		\$8,403.00	
*2021 doesn't consider Cubo anymore as it was sold in early 2021. The comparable number for 2020, excluding Cubo would be \$4,331						

ENVIRONMENT	2021	2020	2019
<b>TOTAL WATER WITHDRAWAL BY SOURCE (m<sup>3</sup>)</b>			
Surface water, including water from wetlands, rivers, lakes, and oceans	68,773	115,231	44,170
Ground water (from mining)	184,644	207,623	174,032
Rainwater	0	10,317	17,278
Recovered water from dry tailings pond	12,962	6,887	11,287
Recycled water (from tailings)	3,418,143	2,851,318	3,899,720
Purchased water (pipes)	0	0	0
<b>Total</b>	<b>3,684,522</b>	<b>3,191,376</b>	<b>4,146,487</b>
Water intensity (water consumed/tonnes processed)	4.15	4.21	4.31
Fresh water intensity (fresh water consumed/tonnes processed)	0.29	0.43	0.23
<b>WATER RECYCLED</b>			
Percentage of water recycled and reused as a percentage of total water withdrawal	93.1%	89.6%	94.3%
<b>WATER DISCHARGE (m<sup>3</sup>)</b>			
Surface waters	9,690,131	9,828,819*	5,056,003
*This number was corrected from the 2020 publication as the calculation was wrong			
<b>WASTE BY TYPE*</b>			
<b>Hazardous Waste (kg)</b>			
Hazardous solid waste. Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries	76,603	91,476	99,090
Hazardous liquid waste. Includes oils and water contaminated with oil *	58,269	54,748	87,990
<b>Total Hazardous Waste</b>	<b>134,872</b>	<b>146,224</b>	<b>187,080</b>
Hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.152	0.193	0.194

ENVIRONMENT	2021	2020	2019
<b>Special Management Waste (kg)</b>			
Scrap	456,680	443,994	352,995
Tires	46,963	6,438	47,730
<b>Total special management waste</b>	<b>503,643</b>	<b>450,432</b>	<b>400,725</b>
<b>Non-Hazardous Waste (kg)</b>			
Plastic	312	1,059	2,110
Card board	9,568	6,749	7,894
Urban solid waste	341,738	95,034	222,017
<b>Total non-hazardous waste</b>	<b>351,618</b>	<b>102,842</b>	<b>232,021</b>
Non hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.96	0.73	0.29
<b>TOTAL WEIGHT OF WASTE BY DISPOSAL METHOD</b>			
Recycling	632,797	N.A.	N.A.
Co-Processing	40,452	N.A.	N.A.
Final Disposition	316,116	N.A.	N.A.
<b>Total</b>	<b>989,365</b>	<b>N.A.</b>	<b>N.A.</b>
Percentage that is diverted from final disposition	68%	N.A.	N.A.
<b>OVERBURDEN, ROCK, TAILINGS, AND SLUDGE (tonnes)</b>			
Overburden/Waste rock that is used inside the mine (Tepetate)	185,645	247,352	592,545
Overburden/ Waste rock that is taken outside the mine (Tepetate)	362,828	232,434	70,967
<b>Total overburden/waste rock</b>	<b>548,473</b>	<b>479,786</b>	<b>663,512</b>
Tailings	894,061	767,362	960,424
Sludge	0	0	0

ENVIRONMENT	2021	2020	2019
<b>ENERGY CONSUMPTION WITHIN THE ORGANIZATION (Gj)</b>			
<b>Non-renewable sources</b>			
Purchased electricity	350,406	298,996	451,661
LPG	11,081	9,135	6,810
Diesel or Av Gas use for mobile equipment	97,613	78,759	79,332
Gasoline use for mobile equipment	5,555	4,841	8,787
Diesel for Generators	0	0	0
Explosives	8,387	7,945	9,343
<b>Total Energy consumption</b>	<b>473,042</b>	<b>399,676</b>	<b>555,933</b>
Energy intensity (Gj used by tonnes of material processed)	0.53	0.53	0.58
<b>GREENHOUSE GAS (GHG) EMISSIONS (tCO2e)</b>			
<b>Scope 1 – Direct Emissions</b>			
LPG	700	577	430
Diesel or Av Gas use for mobile equipment	7,636	6,225	6,283
Gasoline Use for mobile equipment	401	349	634
Diesel for Generators	0	0	0
Refrigerants	48	24	25
Explosives	356	338	397
<b>Scope 2 – indirect emissions</b>			
Purchased electricity	41,173	41,029	66,118
<b>Total GHG (direct and indirect)</b>	<b>50,314</b>	<b>48,542</b>	<b>73,887</b>
GHG intensity (tCO2e used by tonnes per material processed)	0.057	0.064	0.077

ENVIRONMENT	2021		2020		2019	
<b>AIR EMISSIONS</b>						
Conducted emissions	5,902		1,212		2,321	
Fugitive emissions	319,445		250,177		240,184	
<b>LAND DISTURBED OR REHABILITATED (HECTARES)</b>						
	Within	Out	Within	Out	Within	Out
Total land disturbed so far*	67.85		63.57		109.02	
Total land rehabilitated so far	12.52	171.02	7.94	159.60	103.51	0.00
Total land rehabilitated in the reporting year	4.59	39.87	0.30	28.45	25.81	0.00
*The number from 2019 to 2020 is smaller than 2021 since it's not reflecting anymore the disturbance of El Cubo, which was sold in early 2021						
<b>HABITATS PROTECTED AND RESTORED</b>						
Total trees planted	54,755		47,306		51,391	
Survival rate of reforestation projects	83%		79%*		88%	
*The 2020 number is corrected as last year we hadn't included Guanaceví's reforestation project						
<b>NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</b>						
Total amount of fines	0		0		5	
Monetary sanctions (USD)	\$ -		\$ -		\$47,261.37	
Estimated value for non-monetary sanctions	\$ -		\$ -		\$ -	
<b>ENVIRONMENTAL PROTECTION EXPENDITURES (USD)</b>						
Transportation and final disposition of waste	\$130,442.91		\$97,401.42		\$119,400.02	
Environmental Studies	\$68,075.39		\$41,618.98		\$95,628.48	
Monitoring	\$62,476.58		\$51,563.67		\$63,590.50	
Projects (other than tailings ponds)	\$60,492.02		\$56,919.54		\$19,025.57	
Tailings ponds projects	\$1,173,321.80		\$1,294,851.37		\$1,373,615.00	
<b>Total expenditures in environmental protection</b>	<b>\$1,494,808.70</b>		<b>\$1,542,354.98</b>		<b>\$1,671,259.58</b>	

BUSINESS	2021	2020	2019
<b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (THOUSANDS OF USD)</b>			
<b>Direct economic value:</b>			
Revenues*	\$154,103	\$138,461	\$117,421
<b>Indirect economic value:</b>			
Operating costs	\$79,627	\$73,170	\$80,856
Employee wages and benefits	\$34,696	\$32,445	\$41,669
Payments to providers of capital	\$4,410	\$4,330	\$1,981
Payments to Mexican governments [taxes]*	\$5,423	\$4,746	\$4,517
Payments to Canadian governments [taxes]	\$ -	\$ -	\$ -
Payments to governments [payroll taxes, employer portion only] - Mexico	\$5,561	\$4,436	\$5,718
Payments to governments [payroll taxes, employer portion only] - Canada	\$77	\$65	\$57
Land use payments	\$569	\$551	\$534
Community investment	\$303	\$207	\$118
<b>Total economic value distributed</b>	<b>\$130,666</b>	<b>\$119,950</b>	<b>\$135,449</b>
<b>Total economic value retained</b>	<b>\$23,437</b>	<b>\$18,511</b>	<b>\$(18,028)</b>
* Payments to governments: as a Canadian company, we are compliant with the Extractive Sector Transparency Measures Act, which requires Canadian companies to disclose any payments to governments. We don't pay taxes yet in Chile and United States, as we only have projects there.			

BUSINESS	2021		2020		2019	
<b>RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE</b>						
Local minimum wage in each region (Mexican pesos)	\$141.70		\$123.00		\$102.68	
Percentage of employees receiving minimum wage	0%		0%		0%	
Average entry level wage at locations (Mexican pesos)	\$353.50		\$302.00		\$181.95	
	M	F	M	F	M	F
Number of people that are in that level wage at each location	7	64	85	36	10	15
Percentage of employees receiving entry level wage at each location	5.81%		9.90%		2.81%	
<b>SPENDING ON LOCALLY-BASED SUPPLIERS (THOUSANDS USD)</b>						
Total procurement*	\$165,605		\$136,575		\$164,665	
Total procurement spent locally (within state)	\$66,233		\$42,712		\$64,166	
Percentage of state wise local procurement	40.0%		39.0%		39.0%	
Total procurement spent nationally (within the country)	\$97,304		\$88,899		\$94,707	
Percentage of country wise local procurement	58.8%		65.1%		57.5%	
Total procurement spent internationally	\$2,068		\$4,963		\$5,791	
Percentage of international procurement	1.2%		3.5%		3.5%	
Percentage spent locally (state and nation wide)	99%		96%		96%	
<b>MATERIAL PROCESSED, GOLD AND SILVER</b>						
Material processed (tonnes)	887,425		757,160		962,259	
Silver (Oz)	4,845,939		3,515,767		3,909,330	
Gold (Oz)	42,714		37,139		41,416	