

GRI INDEX / SASB DISCLOSURES

GRI GENERAL DISCLOSURES

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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)	ESG Performance Data (only particulate matter)
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SASB EM-MM-130a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Page 37. Employees from the US are considered foreigners in this reports, as they are usually based in Mexico.
401-3	Parental leave	ESG Performance Data
403	Occupational Health and Safety. Boundary 1-9	
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403-6	Promotion of worker health	Page 30
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 30-31
403-8	Workers covered by an occupational health and safety management system	All employees and contractors
403-9	Work related injuries	Page 28. ESG Performance Data
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 28-29. ESG Performance Data. The company internally tracks the near miss frequency rate but is currently not reporting externally. Will start doing it next year.
403-10	Work related ill health	ESG Performance Data

404	Training and Education. Boundary 2-8	
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404-3	Percentage of employees receiving regular performance and career development reviews	ESG Performance Data
405	Diversity and Equal Opportunity. Boundary 1-5	
405-1	Diversity of governance bodies and employees	Page 34. ESG Performance Data
408	Child Labour. Boundary 2,3,4,5,7,8	
408-1	Operations and suppliers at significant risk for incidents of child labour	None
413	Local Communities. Boundary 1-9	
413-1	Operations with local community engagement, impact assessments, and development programs	Page 42-48
SASB EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 42-48
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MINING AND METALS SUPPLEMENT		
MM1	Amount of land disturbed or rehabilitated	Page 58. ESG Performance Data
MM2	Sites identified as requiring biodiversity management plans, and sites with plans in place	None. Page 58
MM3	Total amounts of overburden, rock, tailings and sludge presenting potential hazards	Page 52. ESG Performance Data
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SASB EM-MM-310a.2	Number and duration of strikes and lockouts	Page 35
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 34-36, 42-43
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 42
MM8	Artisanal and small-scale mining	Page 66
MM9	Resettlement	None
MM10	Mine closure	ESG Performance Data
SASB EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	None



ESG PERFORMANCE DATA

SAFETY & HEALTH

	2020	2019	2018
WORK-RELATED INJURIES			
Reportable Injury Frequency Rate ¹	2.09	2.77	2.35
Lost Time Injury Frequency Rate ²	1.39	2.59	2.16
Lost Time Injury Severity Rate ³	34.26	281.07	57.79
Absentee rate - all employees	1.84%	2.60%	2.31%

1. (Total number of recordable injuries (including fatalities, lost time injury, restricted work and medical treatment injury) x 200,000 hours) / total worked hours.
 2. (Total lost time injuries x 200,000 hours) / total worked hours.
 3. (Total lost time days x 200,000 hours) / total worked hours.

OUR PEOPLE

	2020		2019		2018	
INFORMATION ON EMPLOYEES AND OTHER WORKERS						
Total number of employees	1,222		1,116		1,601	
	M	F	M	F	M	F
Total number of permanent employees*	1,067	155	995	121	1,422	179
Female % for employees	12.7%		10.8%		11.2%	
Total number of contractors	732		876		1,080	
	M	F	M	F	M	F
Contractors by gender	727	34	828	48	1,034	46
Total number of contractors and employees	1,954		1,992		2,681	
Total number of foreigners hired	12		14		13	
	M	F	M	F	M	F
Total number of foreigners hired by gender	11	1	14	0	13	0
* all permanent employees are full time						
TOTAL BI-WEEKLY PAID EMPLOYEES						
Permanent employees	390		362		450	
Local hires (from nearby communities)*	102		54		125	
Local Hires (within state)	193		179		208	
Regional Hires (within the country)	82		115		103	
International Hires	13		14		13	
	M	F	M	F	M	F
Total by gender	291	99	274	85	352	98
Indigenous Hires	1		1		1	
TOTAL WEEKLY PAID EMPLOYEES						
Permanent employees	832		754		1151	
Fixed Term or Temporary	0		0		0	
Local hires (from nearby communities)	429		447		553	
Local Hires (within state)	315		243		510	
Regional Hires (within Mexico)	88		64		88	
	M	F	M	F	M	F
Total by gender	777	55	720	34	1075	76
Indigenous Hires	0		0		0	

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

	2020		2019		2018	
Total senior management	74		81		83	
	M	F	M	F	M	F
Total senior management by gender	56	18	67	14	74	9
Total senior management hired locally (within state)	40		42		39	
Total senior management hired nationally (within the country)	27		31		31	
Total senior management hired internationally	7		8		13	
Percentage of international senior management	9%		7%		7%	
Indigenous hires	1		1		1	

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Total Union Employees	832	754	1,151
Percentage of Union Employees	68%	68%	72
Non-Union Employees	390	359	441
Percentage of Non-Union Employees	32%	32%	28%

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Total number of new hires	445	363	370
Total new hires locally (country wise)	433	357	366
Total new hires internationally	12	8	4
Total number of employees voluntarily leaving employment or dismissed	286	428	348
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	279	413	348
Total number of international employees voluntarily leaving employment or dismissed	7	14	0
Turnover rate for all employees	24.40%	40.15%	21.31%

HOURS OF TRAINING

	2020		2019		2018	
Contractors	8,267	468	24,654	1,510	35,731	2,275
Union employees	23,846	234	46,178	1,760	61,547	3,037
Non-Union Employees	3,469	969	9,061	2,288	13,008	4,014
Total Per Gender	35,582	1,671	79,893	5,558	110,285	9,326
Total hours of training	37,253		85,451		119,611	
Average hours per employee by gender	29	14	66	33	54	63
Average hours per contractor by gender	12	13	26	38	33	65
Average hours per employee	28		47		54	
Average hours per contractor	12		27		34	

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Number of people that receive performance evaluations	387	394	450
Total by gender	288	99	300
Percentage of employees receiving regular performance	32%	35%	25%

PARENTAL LEAVE

Total number of people that left on maternity	2	6	12
Total number of people that left on paternity	33	29	65
Total number of people that came back to work after parental leave	35	33	77
Percentage of people that came back to work after parental leave	100%	94%	100%

COMMUNITY	2020	2019	2018
COMMUNITY INVESTMENT (USD)			
Education and employability	\$112,292	\$34,605	\$222,543
Health and infrastructure	\$91,362	\$37,645	\$113,772
Community events	\$3,074	\$51,145	\$50,968
Total Community Investment	\$206,728	\$123,395	\$387,283
OPERATIONS WITH CLOSURE PLANS			
Number of sites that have closure plans	4	4	4
Financial provision for closure (Thousands USD)	\$8,876	\$8,403	\$8,195

ENVIRONMENT	2020	2019	2018
TOTAL WATER WITHDRAWAL BY SOURCE (M³)			
Surface water, including water from wetlands, rivers, lakes, and oceans	115,231	44,170	220,284
Ground water (from mining)	207,623	174,032*	99,354
Rainwater	10,317	17,278	13,213
Recovered water from dry tailings pond	6,887	11,287	14,826
Recycled water (from tailings)	2,851,318	3,899,720	4,831,364
Purchased water (pipes)	0	0	0
Total	3,191,376**	4,146,487	5,179,041
Water Intensity (water consumed/tonnes processed)	4.21	4.31	3.98
Fresh water intensity (Fresh water consumed/tonnes processed)	0.43	0.23	0.25
* This value was restated due to a mistaken change in meter units ** The high reduction from 2019 was mostly because of the cease of operations at Cubo			
WATER RECYCLED			
Percentage of water recycled and reused as a percentage of total water withdrawal	89.6%	94.3%	93.6%
WATER DISCHARGE (M³)			
Surface waters	1,952,310	5,056,003	2,966,232
HAZARDOUS WASTE (KG)			
Hazardous solid waste. Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries	91,476	99,090	74,058
Hazardous liquid waste. Includes oils and water contaminated with oil *	54,748	87,990	78,681
Total Hazardous Waste	146,224	187,080	152,739
Hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.193	0.194	0.117
SPECIAL MANAGEMENT WASTE (KG)			
Scrap	443,994	352,995	193,665
Tires	6,438	47,730	133,767
Total Special Management Waste	450,432	400,725	327,432
NON-HAZARDOUS WASTE (KG)			
Plastic	1,059	2,110	2,327
Card board	6,749	7,894	7,858
Urban solid waste	95,034	222,017	174,282
Total non-hazardous waste	102,842	232,021	184,467
*Hazardous and non-hazardous waste from 2019 are restated to reflect El Compas numbers, which were not included last year			
Non hazardous Waste Intensity (kg of hazardous waste/tonnes processed)	0.730	0.290	0.142

OVERBURDEN, ROCK, TAILINGS, AND SLUDGE (TONNES)						
Overburden/Waste rock that is used inside the mine (Tepetate)	247,352	592,545	298,288			
Overburden/ Waste rock that is taken outside the mine (Tepetate)	232,434	70,967	417,973			
Total overburden/waste rock	479,786	663,512	716,261			
Tailings	767,362	960,424	1,287,306			
Sludges	0	0	1,018			
ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) NON-RENEWABLE SOURCES						
Purchased electricity	298,996	451,661	538,494			
LPG	9,135	6,810	6,017			
Diesel or Av Gas use for mobile equipment	78,759	79,332	80,354			
Gasoline Use for mobile equipment	4,841	8,787	9,861			
Diesel for Generators	0	0	1,008			
Explosives	7,945	9,343	11,156			
Total Energy Consumption	399,676	555,933	646,891			
Energy intensity (GJ used /tonnes processed)	0.53	0.58	0.51			
GREENHOUSE GAS (GHG) EMISSIONS (tCO₂e) SCOPE 1—DIRECT EMISSIONS						
LPG	577	430	384			
Diesel or Av Gas use for mobile equipment	6,225	6,283	5,630			
Gasoline Use for mobile equipment	349	634	670			
Diesel for Generators	0	0	680			
Refrigerants	24	25	Not Tracked			
Explosives	338	397	474			
SCOPE 2—INDIRECT EMISSIONS						
Purchased Electricity	41,029	66,118	78,830			
Total GHG (direct and indirect)	48,542	73,887	86,668			
GHG Intensity (tCO ₂ e used/tonnes per material processed)	0.064	0.077	0.068			
AIR EMISSIONS (METRIC TONS)*						
Conducted Emissions	1.212	2.321	0.471			
Fugitive Emissions	250.177	240.184	286.651			
*Air emissions only include data from Bolañitos and Guanaceví.						
LAND DISTURBED OR REHABILITATED (HECTARES)						
	Within	Out	Within	Out	Within	Out
Total land disturbed so far*	63.57		109.2		108.38	
Total land rehabilitated so far	7.94	159.60	103.51	0.00	96.04	26.70
Total land disturbed in the reporting year	0.44		0.64		2.60	
Total land rehabilitated in the reporting year	0.30	28.45	25.81	0.00	35.40	0.00
* This number is smaller since 2020 is not reflecting anymore the land disturbed in El Cubo, as it was sold in early 2021						
HABITATS PROTECTED AND RESTORED						
Total trees planted	44,706		51,391		53,410	
Survival rate of reforestation projects	78%		88%		83%	
NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS						
Total amount of fines	0		5		0	
Monetary sanctions (USD)	\$ -		\$47,261,37		\$ -	
Estimated value for non-monetary sanctions	\$ -		\$ -		\$ -	

ENVIRONMENTAL PROTECTION EXPENDITURES (USD)

Transportation and final disposition of waste	\$ 97,401.42*	\$119,400.02	\$118,308.16
Environmental Studies	\$41,618.98	\$95,628.48	\$106,722.66
Monitoring	\$51,563.67	\$63,590.50	\$45,618.18
Projects (other than tailings ponds)	\$56,919.54	\$19,025.57	\$22,425.44
Tailings ponds projects	\$1,294,851.37	\$1,373,615.00	\$1,422,475.00
Total expenditures in environmental protection	\$1,542,354.98	\$1,671,259.58	\$1,715,549.44

ECONOMIC IMPACT
2020
2019
2018
DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (THOUSANDS OF USD)
Direct Economic Value

Revenues*	\$138,461	\$117,421	\$145,518
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Indirect Economic Value

Operating costs	\$73,170	\$80,856	\$77,299
Employee wages and benefits	\$32,445	\$41,669	\$41,817
Payments to providers of capital	\$4,330	\$1,981	\$11,000
Payments to Mexican governments [taxes]**	\$4,746	\$4,517	\$3,252
Payments to Canadian governments [taxes]	\$-	\$-	\$-
Payments to governments [payroll taxes, employer portion only] - Mexico	\$4,436	\$5,718	\$6,994
Payments to governments [payroll taxes, employer portion only] - Canada	\$65	\$57	\$52
Land use payments	\$551	\$534	\$1,856
Community investment (including infrastructure)	\$207	\$118	\$387
Total Economic Value Distributed	\$119,949	\$135,449	\$142,657
Total Economic Value Retained	\$18,512	\$(18,028)	\$2,861

* These values were adjusted in 2020 to reflect the change from gross sales to net revenue

** 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

RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

Local minimum wage in each region (Mexican pesos)	\$123	\$102.68	\$88.36			
Percentage of employees receiving minimum wage	0%	0%	0%			
Average entry level wage at locations (Mexican pesos)	\$302	\$181.95	\$162.20			
	M	F	M	F	M	F
Number of people that entered in that level wage at each location	85	36	10	15	15	30
Percentage of employees receiving entry level wage at each location	9.90%		2.81%		2.81%	

SPENDING ON LOCALLY-BASED SUPPLIERS (THOUSANDS USD)

Total procurement*	\$136,575	\$164,665	\$181,115
Total procurement spent locally (within state)	\$42,712	\$64,166	\$57,595
Percentage of state wise local procurement	31.3%	39%	31.8%
Total procurement spent nationally (within the country)	\$88,899	\$94,707	\$117,986
Percentage of country wise local procurement	65.1%	57.5%	65.1%
Total procurement spent internationally	\$4,963	\$5,791	\$5,533
Percentage of international procurement	3.6%	3.5%	3.1%
Percentage spent locally (state and nation wide)	96.5%	96%	97%

MATERIAL PROCESSED, GOLD AND SILVER

Material processed (tonnes)	757,160	962,259	1,301,476
Silver (Oz)	3,513,767	3,909,330	5,474,492
Gold (Oz)	37,139	41,416	53,903