

# G4 Content Index

## General Standard Disclosures

INDICATOR	DESCRIPTION	LOCATION
<b>STRATEGY AND ANALYSIS</b>		
G4-1	Statement of the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy for addressing sustainability	Letter from the CEO: Pages 2,3
G4-2	Description of key impacts, risks and opportunities	About Endeavour Silver: Pages 4, 15, 16 Sustainability Priorities and Targets: Pages 19, 20
<b>ORGANIZATIONAL PROFILE</b>		
G4-3	Name of the organization	About Our Company: Page 15
G4-4	Primary brands, products and/or services	About Our Company: Page 15
G4-5	Location of organization's headquarters	About Our Company: Page 15
G4-6	Number of countries where the organization operates and names of countries either with major operations or that are specifically relevant to the sustainability issues covered in the report	About Our Company: Page 15 About Endeavour Silver: Page 4
G4-7	Nature of ownership and legal form	<a href="#">Annual Information Form (AIF)</a> : Pages 4,5
G4-8	Market served (including geographic breakdown, sectors served and types of customers/beneficiaries)	About Our Company: Page 15
G4-9	Scale of the reporting organization	About Endeavour Silver: Page 4
G4-10	Total number of employees by employment contract and gender Number of permanent employees by type and gender Total workforce by employees and supervised workers and by gender Total workforce by region and gender	Our People: Pages 34-36
G4-11	Percentage of total employees covered by collective bargaining agreements	Our People: Page 37 Key Performance Data: Page 63
G4-12	Description of the organization's supply chain	About Our Company: Page 15
G4-13	Significant changes during the reporting period regarding the organizations' size, structure, ownership or supply chain	None
<b>COMMITMENTS TO EXTERNAL INITIATIVES</b>		
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Governance: Page 25 Environment: Page 46
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	About Our Company: Page 17
G4-16	Memberships in associations and national or international advocacy organizations	About Our Company: Page 16
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	Entities included in the organization's consolidated financial statements and any entity not covered by the report	<a href="#">Annual Information Form (AIF)</a> : Page 8
G4-18	Process for defining report content and Aspect boundaries How the organization implementing the Reporting Principles for Defining Report Content	About this Report: Page 17
G4-19	Material Aspects identified in the process of defining report content	About this Report: Page 18
G4-20	Aspect Boundary within the organization for each material aspect	About this Report: Page 18 GRI Content Index: Pages 68-72
G4-21	Aspect Boundary outside the organization for each material aspect	About this Report: Page 18 GRI Content Index: Pages 68-72
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	Pages 29,51,63,65
G4-23	Significant changes from previous reporting periods in Scope and Aspect Boundaries	About this Report: Page 17 Terrorera advanced exploration project added to materiality assessment

INDICATOR	DESCRIPTION	LOCATION
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	List of stakeholder groups engaged by the organization	Governance: Page 26
G4-25	Basis for identification and selection of stakeholders with whom to engage	Governance: Page 26
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	Governance: Page 26
G4-27	Stakeholder groups that have raised key topics and concerns, the key topics and concerns raised through stakeholder engagement, and how the organization has responded including through its reporting	Community: Page 60
<b>REPORT PROFILE</b>		
G4-28	Reporting period for information provided	About this Report: Page 17
G4-29	Date of most recent previous report, if any	About this Report: Page 17
G4-30	Reporting cycle	About this Report: Page 17
G4-31	Contact point for questions regarding the report or its contents	Back Cover
<b>GRI Content Index</b>		
G4-32	In Accordance" option chosen GRI Content Index	Core GRI Content Index: Pages 68-72
<b>Assurance</b>		
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	About this Report: Page 18
<b>GOVERNANCE</b>		
<b>Governance Structure &amp; Composition</b>		
G4-34	Governance structure of the organization including committees under the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts	Governance: Page 24 <a href="#">Information Circular</a> : Pages
G4-36	Appointment of an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governing body	Governance: Page 25
G4-38	The composition of the highest governance body and its committees	Governance: Page 24
G4-39	Indication whether chair of the highest governance body is also an executive officer (and if so, their function within the organization and reasons for this arrangement)	Governance: Page 24
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	Governance: Page 22 <a href="#">Code of Conducts and Ethics</a>
<b>Role in Setting Purpose, Values and Strategy</b>		
G4-42	Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts	Governance: Page 24
<b>Role in Risk Management</b>		
G4-45	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities and whether stakeholder consultation is used to support the identification of the above	Governance: Pages 24-25
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Governance: Page 25
G4-47	Frequency of the highest governance body's review of the economic, environmental and social impacts, risks and opportunities	Governance: Page 24
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	Governance: Page 24
<b>Remuneration and Incentives</b>		
G4-51	Remuneration policies for the highest governance body and senior executives. Report how performance criteria in the remuneration policy relate to the highest governance bodies and senior executives' economic, environmental and social objectives	<a href="#">Information Circular</a> : Pages 8-18
<b>ETHICS AND INTEGRITY</b>		
G4-56	The organizations values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	About our Company: Page 15 Governance: Page 22 <a href="#">Corporate Website</a>
G4-58	The organizations values, principles, standards and norms of behavior such as codes of conduct and codes of ethics Internal and external mechanisms for reporting concerns about ethical and lawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Governance: Page 22 Our People: Page 36 Environment: Page 53 Community: Page 60

# Specific Standard Disclosures

## Boundary Aspect Legend

Internal External

1	Corporate Office
2	Guanaceví Mine
2a	Local/adjacent communities and government agencies
3	Bolañitos Mine
3a	Local/adjacent communities and government agencies
4	El Cubo Mine
4a	Local/adjacent communities and government agencies
5	Terronera
6	Supply Chain
7	Shareholders

INDICATOR	DESCRIPTION	LOCATION
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### ECONOMIC INDICATORS

<b>Disclosure of Management Approach</b>		Economic: Page 29
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<b>Aspect: Economic Performance   Boundary: 1-7</b>		
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee wages and benefits, donations and other community investments, retained earnings, and payments to capital providers and payments to governments, by country	Economic: Page 29 Community: Page 58 Key Performance Data: Page 62
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Environment: Page 47
G4-EC3	Coverage of the organization's defined benefit plan obligations	Our People: Page 35
G4-EC4	Financial assistance received from government, by country	Economic: Page 29

<b>Aspect: Market Presence   Boundary: 1-5</b>		
G4-EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation	Our People: Page 35 Key Performance Data: Page 62
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Our People: Page 35 Key Performance Data: Page 64

<b>Aspect: Indirect Economic Impacts   Boundary: 2-5</b>		
G4-EC7	Development and impact of infrastructure investments and services provided	Economic: Page 31

<b>Aspect: Procurement Practices   Boundary: 2-6</b>		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Economic: Page 30 Key Performance Data: Page 62

### ENVIRONMENTAL INDICATORS

<b>Disclosure of Management Approach</b>		Environment: Page 46
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<b>Aspect: Energy   Boundary: 1,2,3,4,6,7</b>		
G4-EN3	Energy consumption within the organization	Environment: Page 50 Key Performance Data: Page 66
G4-EN5	Energy intensity	Environment: Page 48 Key Performance Data: Page 66
G4-EN6	Reduction of energy consumption requirements as a result of these initiatives	Environment: Page 51

<b>Aspect: Water   Boundary: 1-7</b>		
G4-EN8	Total water withdrawal by source	Environment: Page 48 Key Performance Data: Page 65
G4-EN9	Water sources significantly affected by withdrawal of water	Environment: Page 48
G4-EN10	Percentage and total volume of water recycled and reused	Environment: Page 48 Key Performance Data: Page 65

<b>Aspect: Biodiversity   Boundary: 2-5</b>		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Page 53
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Environment: Page 53
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Environment: Page 48 Key Performance Data: Page 67
G4-EN13	Habitats protected or restored	Environment: Page 48 Key Performance Data: Page 67
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Environment: Page 53

INDICATOR	DESCRIPTION	LOCATION
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Environment: Page 53
<b>Aspect: Emissions   Boundary: 2-4a</b>		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Environment: Page 51 Key Performance Data: Page 67
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Environment: Page 51 Key Performance Data: Page 66
G4-EN18	Greenhouse gas (GHG) emissions intensity	Environment: Page 51 Key Performance Data: Page 67
<b>Aspect: Effluents and Waste   Boundary: 2-5</b>		
G4-EN22	Total water discharge by quality and destination	Environment: Page 49 Key Performance Data: Page 65
G4-EN23	Total weight of waste by type and disposal method	Environment: Page 49 Key Performance Data: Page 66
MM3	Total amounts of overburden, rock, tailings, sludges and their associated risk	Environment: Page 50 Key Performance Data: Page 66
G4-EN24	Total number and volume of significant spills	Environment: Page 54
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III & IV, and percentage of transported waste shipped internationally	Environment: Page 49
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Environment: Page 53
<b>Aspect: Compliance   Boundary: 1-7</b>		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environment: Page 54 Key Performance Data: Page 67
<b>Aspect: Transport   Boundary: 2-5</b>		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Community: Page 60
<b>Aspect: Overall   Boundary: 2-5</b>		
G4-EN31	Total environmental protection expenditures and investments by type	Environment: Page 53 Key Performance Data: Page 67
<b>Aspect: Supplier Environmental Assessment   Boundary: 2-5</b>		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Environment: Page 46
<b>Aspect: Environmental Grievance Mechanisms I   Boundary: 2-5</b>		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environment: Page 53 Community: Page 60
<b>SOCIAL: LABOUR PRACTICES</b>		
<b>Disclosure of Management Approach</b> Our People:		Page 33
<b>Aspect: Employment   Boundary: 1-7</b>		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our People: Page 34 Key Performance Data: Page 64
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Our People: Page 32
G4-LA3	Return to work and retention rates after parental leave, by gender	Our People: Page 34 Key Performance Data: Page 64
<b>Aspect: Labour/Management Relations   Boundary: 2,3,4,5</b>		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Our People: Page 37
<b>Aspect: Occupational Health &amp; Safety   Boundary: 1-5</b>		
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Health & Safety: Page 43 Key Performance Data: Page 65
G4-LA6	Types and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region and by gender	Health & Safety: Page 42
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Health & Safety: Page 44
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Health & Safety: Page 41
<b>Aspect: Training &amp; Education   Boundary: 1-5</b>		
G4-LA9	Average hours of training per year per employee by gender and by employee category	Our People: Page 37, 39 Key Performance Data: Page 64

INDICATOR	DESCRIPTION	LOCATION
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Community: Page 52
G4-LA11	Percentage of employees receiving regular performance and career development reviews by gender and by employee category	Our People: Page 35 Key Performance Data: Page 64
<b>Aspect: Diversity &amp; Equal Opportunity   Boundary: 1,2,3,4,5</b>		
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Our People: Page 34,36 Key Performance Data: Page 63
<b>Aspect: Equal Remuneration for Women &amp; Men   Boundary: 1,2,3,4,5</b>		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Our People: Page 36
<b>Aspect: Labour Practices Grievance Mechanisms   Boundary: 1-6</b>		
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Our People: Page 36

## HUMAN RIGHTS INDICATORS

Disclosure of Management Approach		Governance: Page 23
<b>Aspect: Non Discrimination   Boundary: 1-5</b>		
G4-HR3	Total number of incidents of discrimination and actions taken	Governance: Page 23
<b>Aspect: Freedom of Association &amp; Collective Bargaining   Boundary: 2,3,4,5</b>		
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk and measures taken to support these rights.	Governance: Page 23 Our People: Page 37
<b>Aspect: Child Labour   Boundary: 2,3,4,5</b>		
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Governance: Page 23
<b>Aspect: Indigenous Rights   Boundary: not applicable</b>		
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Omission: Not Applicable
<b>Aspect: Human Rights Grievance Mechanisms   Boundary: 1-6</b>		
HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Governance: Pages 14,36,37 Environment: Page 53 Community: Page 60

## SOCIETY INDICATORS

Disclosure of Management Approach		Community: Page 56
<b>Aspect: Local Communities   Boundary: 2-6</b>		
G4-S01	Percentage of operations with implemented local community engagement, impact assessments and development programs	Community: Pages 57-59
G4-S02	Operations with significant potential or actual negative impacts on local communities	Community: Page 60
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Omission: Not Applicable
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Omission: Not Applicable
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Community: Page 61
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Omission: Not Applicable
MM10	Number and percentage of operations with closure plans	Environment: Page 54 Community: Page 61 Key Performance Data: Page 67
<b>Aspect: Anti-Corruption   Boundary: 1-7</b>		
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Governance: Pages 23,25
G4-S05	Confirmed incidents of corruption and actions taken	Governance: Page 23
<b>Aspect: Public Policy   Boundary: 1,2,3,4,5</b>		
G4-S06	Total value of political contributions by country and recipient/beneficiary	None
<b>Aspect: Compliance   Boundary: 1-7</b>		
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	None
<b>Aspect: Grievance Mechanisms for Impacts on Society   Boundary: 1-6</b>		
G4-S011	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Community: Page 60