

# Key Performance Data

## Economic

**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. (Thousands USD)

### Direct Economic Value:

|   | 2016       | 2015       | 2014       | 2013       |
|---|------------|------------|------------|------------|
| Revenues  | \$ 156,767 | \$ 183,556 | \$ 196,928 | \$ 276,783 |
| <b>Indirect economic value:</b>   |            |            |            |            |
| Operating costs   | \$ 81,267  | \$ 92,844  | \$ 102,991 | \$ 186,006 |
| Employee wages and benefits   | \$ 39,667  | \$ 43,702  | \$ 46,800  | \$ 58,636  |
| Payments to providers of capital  | \$ 779     | \$ 1,041   | \$ 1,343   | \$ 1,474   |
| Payments to Mx governments [taxes]                                      | \$ 10,786  | \$ 14,401  | \$ 13,166  | \$ 15,516  |
| Payments to Cdn governments [taxes]                                     | \$ —       | \$ 335     | \$ 533     | \$ —       |
| Payments to governments [payroll taxes, employer portion only] - Mexico | \$ 6,610   | \$ 7,838   | \$ 8,542   | \$ 8,224   |
| Payments to governments [payroll taxes, employer portion only] - Canada | \$ 45      | \$ 41      | \$ 59      | \$ 145     |
| Land use payments   | \$ 1,013   | \$ 644     | \$ 585     | \$ 149     |
| Community investment (including infrastructure) *                       | \$ 193     | \$ 457     | \$ 515     | \$ 480     |
| Total Economic Value Distributed  | \$ 140,360 | \$ 161,302 | \$ 174,534 | \$ 270,630 |
| Total Economic Value Retained   | \$ 16,407  | \$ 22,254  | \$ 22,394  | \$ 6,153   |

\* See Breakdown in society worksheet

## MARKET PRESENCE

**G4-EC5** Ratios of standard entry level wage by gender compared to local minimum wage

|   | 2016      | 2015      | 2014      | 2013      |
|---|-----------|-----------|-----------|-----------|
| Local minimum wage in each region (Mexican pesos)                   | \$ 72.06  | \$ 73.00  | \$ 63.77  | \$ 61.38  |
| Percentage of employees receiving minimum wage                      | 0%        | 0%        | 0%        | 0%        |
| Entry level wage at each location (Mexican pesos)                   | \$ 158.44 | \$ 136.42 | \$ 114.91 | \$ 115.79 |
|   | M         | F         |           |           |
| Number of people that entered in that level wage at each location   | 36        | 26        | 52        | 27        |
| Percentage of employees receiving entry level wage at each location | 3.78%     | 3.13%     | 1.38%     | 1.80%     |

## INDIRECT ECONOMIC IMPACTS

**G4-EC7** Development and impact of infrastructure investments and services supported

[THOUSANDS USD]

|   | 2016         | 2015      | 2014      | 2013      |
|---|--------------|-----------|-----------|-----------|
| Total amount spent on infrastructure and services supported | \$ 48,336.32 | \$ 149.47 | \$ 243.13 | \$ 172.90 |

## PROCUREMENT PRACTICES

**G4-EC9** Proportion of spending on locally-based suppliers at significant locations of operation

[THOUSANDS USD]

|   | 2016      | 2015      | 2014      | 2013       |
|---|-----------|-----------|-----------|------------|
| Total procurement                                       | \$ 52,205 | \$ 83,684 | \$ 75,661 | \$ 135,510 |
| Total procurement spent locally (within state)          | \$ 13,667 | \$ 15,471 | \$ 30,848 | \$ 57,918  |
| Percentage of state wise local procurement              | 26.2%     | 18.49%    | 41%       | 43%        |
| Total procurement spent nationally (within the country) | \$ 37,731 | \$ 67,591 | \$ 42,534 | \$ 66,973  |
| Percentage of country wise local procurement            | 72.3%     | 80.77%    | 56%       | 49%        |
| Total procurement spent internationally                 | \$ 807    | \$ 621    | \$ 2,278  | \$ 10,619  |
| Percentage of international procurement                 | 1.5%      | 0.7%      | 3.0%      | 7.8%       |
| Percentage spent locally (state and nation wide)        | 98%       | 99%       | 97%       | 92%        |

## PRODUCTION

Material processed, gold and silver

|                             | 2016      | 2015      | 2014      | 2013      |
|-----------------------------|-----------|-----------|-----------|-----------|
| Material processed (tonnes) | 1,458,917 | 1,563,802 | 1,404,406 | 1,527,984 |
| Silver (oz)                 | 5,435,407 | 7,178,666 | 7,212,074 | 6,813,152 |
| Gold (oz)                   | 57,375    | 59,990    | 62,895    | 75,580    |

## Labour and General Disclosures

### G4-22 | G4-LA12 Total workforce by employment contract and gender

|  | 2016  |     | 2015  |     | 2014  |     | 2013  |     |
|--|-------|-----|-------|-----|-------|-----|-------|-----|
|  | M     | F   | M     | F   | M     | F   | M     | F   |
| Total number of employees                  | 1,641 |     | 1,696 |     | 1,661 |     | 1,501 |     |
| Total number of permanent employees*       | 1,456 | 157 | 1,529 | 167 | 1,354 | 145 | 1,311 | 137 |
| Total number of temporary employees**      | 11    | 17  | 0     | 0   | 151   | 11  | 50    | 3   |
| Total number of contractors                |       |     | 992   |     | 837   |     | 1,050 |     |
| Contractors by gender                      | 857   | 21  | 984   | 8   | N/A   | N/A | 34    | 5   |
| Female % for employees                     | 10.6% |     | 9.8%  |     | 9.4%  |     | 9.3%  |     |
| Total number of contractors and employees  | 2,519 |     | 2,688 |     | 2,498 |     | 2,551 |     |
| Total number of foreigners hired           | 8     |     | 9     |     | 22    |     | 39    |     |
| Total number of foreigners hired by gender | 8     | 0   | 9     | 0   | 19    | 3   | 34    | 5   |

\* All permanent employees are full time

\*\* Since 2015, we consider temporary employees to be those who are hired for a specified/short period of time. Before 2015, we included those who were still on their 3-month probation period.

Total management team, includes and equal to: executives (c-suite), officers (vp), regional managers and area coordinators at each site

|                                     | 2016 |    | 2015 |   | 2014 |   | 2013          |  |
|-------------------------------------|------|----|------|---|------|---|---------------|--|
|                                     | M    | F  | M    | F | M    | F |               |  |
| Permanent employees*                | 81   |    | 28   |   | 34   |   | Not Available |  |
| Fixed term or temporary             | 0    |    | 0    |   | 0    |   |               |  |
| International hires                 | 8    |    | 3    |   | 12   |   |               |  |
| Local hires (within state)          | 36   |    | 11   |   | 22   |   |               |  |
| Regional hires (within the country) | 37   |    | 14   |   | 0    |   |               |  |
| Indigenous hires                    | 0    |    |      |   | 0    |   |               |  |
| Total by gender                     | 66   | 15 | 25   | 3 | 31   | 3 |               |  |

\* In 2016, we added area/department coordinators at each site as these are the people making decisions locally

Total bi-weekly paid employees

|                                | 2016 |    | 2015 |    | 2014 |    | 2013          |  |
|--------------------------------|------|----|------|----|------|----|---------------|--|
|                                | M    | F  | M    | F  | M    | F  |               |  |
| Permanent employees            | 388  |    | 389  |    | 382  |    | Not Available |  |
| Fixed term or temporary        | 8    |    | 0    |    | 0    |    |               |  |
| Local hires (within state)     | 269  |    | 314  |    | 261  |    |               |  |
| Regional hires (within Mexico) | 119  |    | 66   |    | 98   |    |               |  |
| International hires            | 8    |    | 9    |    | 23   |    |               |  |
| Indigenous hires               | 0    |    |      |    | 0    |    |               |  |
| Total by gender                | 302  | 94 | 303  | 86 | 301  | 81 |               |  |

Total weekly paid employees (not including management team and bi-weekly team identified above)

|                                | 2016  |    | 2015  |    | 2014  |    | 2013          |  |
|--------------------------------|-------|----|-------|----|-------|----|---------------|--|
|                                | M     | F  | M     | F  | M     | F  |               |  |
| Permanent employees            | 1,225 |    | 1,307 |    | 1,278 |    | Not Available |  |
| Fixed term or temporary        | 20    |    | 0     |    | 0     |    |               |  |
| Local hires (within state)     | 1,206 |    | 1,271 |    | 1,202 |    |               |  |
| Regional hires (within Mexico) | 39    |    | 36    |    | 76    |    |               |  |
| Indigenous hires               | 0     |    |       |    | 0     |    |               |  |
| Total by gender                | 1,165 | 80 | 1,227 | 80 | 1,204 | 73 |               |  |

G4-11 Percentage of total employees covered by collective bargaining agreements

|                                   | 2016  | 2015  | 2014  | 2013  |
|-----------------------------------|-------|-------|-------|-------|
| Total union employees             | 1,226 | 1,307 | 1,279 | 1,152 |
| Percentage of union employees     | 75%   | 77%   | 77%   | 77%   |
| Non-union employees               | 415   | 389   | 382   | 349   |
| Percentage of non-union employees | 25%   | 23%   | 23%   | 23%   |

**G4-LA1** Total number and rate of new employee hires and employee turnover by age group, gender, and region.

|   | 2016   | 2015   | 2014   | 2013          |
|---|--------|--------|--------|---------------|
| Total number of new hires   | 450    | 400    | 572    | 404           |
| Total new hires locally (country wide)  | 448    | 399    | 569    | Not Available |
| Total new hires internationally   | 2      | 1      | 3      |               |
| Total number of employees voluntarily leaving employment or dismissed                 | 210    | 355    | 442    | 747           |
| Total number of local (Mexican) employees voluntarily leaving employment or dismissed | 207    | 349    | 442    | 809           |
| Total number of international employees voluntarily leaving employment or dismissed   | 3      | 6      | 0      | 11            |
| Turnover rate for all employees   | 26.87% | 20.89% | 28.86% | 31.36%        |

**G4-LA9** Average hours of training per year per employee by gender, and by employee category\*

|  | 2016     |          | 2015 | 2014 | 2013 |
|--|----------|----------|------|------|------|
| <b>INDUCTION TRAINING</b>                    | <b>M</b> | <b>F</b> |      |      |      |
| Employees                                    | 9,435    | 1,587    |      |      |      |
| Contractors                                  | 27,639   | 690      |      |      |      |
| <b>TOTAL</b>                                 | 37,074   | 2,277    |      |      |      |
| <b>GRAND TOTAL</b>                           | 39,351   |          |      |      |      |
| <b>REGULAR TRAINING BY TOPIC</b>             | <b>M</b> | <b>F</b> |      |      |      |
| Mine Rescue                                  | 18,051   | 1,599    |      |      |      |
| Safety Monitor Group                         | 485      | 41       |      |      |      |
| Occupational Safety                          | 38,458   | 2,080    |      |      |      |
| Technical training                           | 7,093    | 273      |      |      |      |
| <b>TOTAL</b>                                 | 64,087   | 3,992    |      |      |      |
| <b>GRAND TOTAL</b>                           | 68,079   |          |      |      |      |
| Average hours per employee                   | 36       |          |      |      |      |
| Average hours per contractor                 | 16       |          |      |      |      |
| <b>REGULAR TRAINING BY EMPLOYEE CATEGORY</b> | <b>M</b> | <b>F</b> |      |      |      |
| Contractors                                  | 12,201   | 788      |      |      |      |
| Union employees                              | 46,903   | 2,153    |      |      |      |
| Non-union employees                          | 4,983    | 1,051    |      |      |      |
| <b>TOTAL</b>                                 | 64,087   | 3,992    |      |      |      |
| <b>GRAND TOTAL</b>                           | 68,079   |          |      |      |      |

Data not available

\* In 2016, we started tracking training by gender, by type of employee and standardize the topics to classify the type of training. Thus this numbers can not be compared to what was published the year before. We will use 2016 numbers as our baseline from now on.

**G4-EC6** Procedures for local hiring and proportion of senior management\* hired from the local community

|  | 2016     |          | 2015     |          | 2014     |          | 2013     |          |
|--|----------|----------|----------|----------|----------|----------|----------|----------|
| Total senior management  | 81       |          | 28       |          | 27       |          | 29       |          |
| Total senior management by gender                                  | <b>M</b> | <b>F</b> | <b>M</b> | <b>F</b> | <b>M</b> | <b>F</b> | <b>M</b> | <b>F</b> |
| Total senior management hired locally (within state)               | 66       | 15       | 25       | 3        | 27       | 0        | 28       | 1        |
| Total senior management hired nationally (within the country)      | 36       |          | 11       |          | 5        |          | 4        |          |
| Total senior management hired internationally (within the country) | 37       |          | 14       |          | 11       |          | 12       |          |
| Total senior management hired internationally                      | 8        |          | 3        |          | 11       |          | 13       |          |
| Percentage of international senior management                      | 10%      |          |          |          | 41%      |          | 45%      |          |

**G4-LA3** Return to work and retention rates after parental leave, by gender

|   | 2016 | 2015 | 2014 | 2013          |
|---|------|------|------|---------------|
| Total number of people that left on maternity                 | 13   | 8    | 9    | Not Available |
| Total number of people that came back to work after maternity | 11   | 6    | 8    |               |
| Percentage of people that came back to work after maternity   | 85%  | 75%  | 89%  |               |

**G4-LA11** Percentage of employees receiving regular performance and career development reviews by gender and by employee category

|   | 2016 |     | 2015 |    | 2014 |    | 2013          |
|---|------|-----|------|----|------|----|---------------|
|   | M    | F   | M    | F  | M    | F  |               |
| Number of people that receive performance evaluations | 394  |     | 378  |    | 382  |    | Not Available |
| Total by gender                                       | 293  | 101 | 303  | 86 | 301  | 81 |               |
| Percentage of employees receiving regular performance | 24%  |     | 22%  |    | 23%  |    |               |

## Safety

**LABOUR PRACTICES AND DECENT WORK****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

|  | 2016  | 2015 | 2014  | 2013 |
|--|-------|------|-------|------|
| Total number of employees represented in formal joint management-worker health and safety committees | 496   | 162  | 213   | 93   |
| Percentage of the total workforce  | 30.2% | 9.6% | 12.8% | 6.5% |

**G4-LA6** Type and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender

|   | 2016   |        | 2015 |  | 2014   |  | 2013   |
|---|--------|--------|------|--|--------|--|--------|
| Reportable Injury Frequency Rate <sup>[1]</sup> | 3.51   | 3.76   |      |  | 5.46   |  | 7.01   |
| Lost Time Injury Frequency Rate <sup>[2]</sup>  | 3.00   | 2.19   |      |  | 3.19   |  | 4.43   |
| Lost Time Injury Severity Rate <sup>[3]</sup>   | 290.04 | 247.69 |      |  | 578.14 |  | 752.53 |
| Absentee rate - all employees                   | 2.56%  | 2.25%  |      |  | 3.23%  |  | 3.81%  |

<sup>[1]</sup> Reportable Injury rate is calculated as (total number of recordable injuries (including fatalities, lost time injury, restricted work and medical treatment injury) x 200,000 hours) / total worked hours. Safety performance figures are submitted to the Mining Chamber in Mexico using a factor of 1,000,000 hours

<sup>[2]</sup> Lost time injury frequency rate is calculated as (total lost time injuries x 200,000 hours) / total worked hours

<sup>[3]</sup> Lost time injury severity rate is calculated as (total lost time days x 200,000 hours) / total worked hours

Note: Our safety performance figures include both employees and contractors

## Environment

**WATER****G4-EN8** Total water withdrawal by source

| Total water withdrawn from (m <sup>3</sup> ):                           | 2016             | 2015             | 2014             | 2013             |
|---|------------------|------------------|------------------|------------------|
| Surface water, including water from wetlands, rivers, lakes, and oceans | 45,277           | 16,431           | 14,906           | 49,405           |
| Ground water (from mining)  | 399,590          | 533,945          | 387,507          | 404,713          |
| Rainwater   | 11,742           | 39,944           | 147,186          | 109,227          |
| Recovered water from dry tailings pond                                  | 19,679           | 64,714           | 32,115           | 0                |
| Recycled water (from tailings)*   | 4,900,424        | 4,868,458        | 4,186,849        | 3,078,999        |
| Purchased water (pipes)   | 4,568            | 4,000            | 44,261           | 145,973          |
| <b>TOTAL</b>  | <b>5,381,280</b> | <b>5,527,492</b> | <b>4,812,824</b> | <b>3,788,317</b> |
| Water intensity (water consumed/tons processed)                         | 3.69             | 3.53             | 3.43             | 2.48             |
| Fresh water intensity (Fresh water consumed/tonnes processed)           | 0.30             | 0.35             | 0.29             | 0.30             |

**G4-EN10** Percentage of total volume of water recycled and reused

|   | 2016  | 2015  | 2014  | 2013  |
|---|-------|-------|-------|-------|
| Percentage of water recycled and reused as a percentage of total water withdrawal | 91.4% | 89.2% | 87.7% | 81.3% |

\* A correction was done to how EDR measures water consumption in Guanacavi, thus the significant difference. If the same methodology was used in 2014, the % would have been 87.6%, and total consumption would have been 4,812,824 m<sup>3</sup>

**EFFLUENTS AND WASTE****G4-EN22** Total water discharge by quality and destination (not including rainwater and domestic sewage)

| Total water discharges to (m <sup>3</sup> ): | 2016       | 2015      | 2014       | 2013       |
|--|------------|-----------|------------|------------|
| Surface waters                               | 12,618,635 | 8,203,473 | 10,196,640 | 11,048,112 |

**G4-EN23 Total weight of waste by type and disposal method**

| <b>Total weight by type:</b>  | <b>2016</b>  | <b>2015</b>  | <b>2014</b>  | <b>2013</b>          |
|---|--------------|--------------|--------------|----------------------|
| <b>Hazardous waste</b>  |              |              |              |                      |
| Hazardous solid waste (kg). Includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, and batteries | 115,883      | 69,818       | 50,401       | 28,720               |
| Hazardous liquid waste (L). Includes oils and water contaminated with oil   | 109,355      | 98,498       | 101,990      | 80,690               |
| <b>Hazardous waste intensity (kg per tonne of processed ore)</b>  | <b>0.079</b> | <b>0.045</b> | <b>0.036</b> | <b>Not available</b> |
| <b>Special management</b>   |              |              |              |                      |
| Scrap (kg)  | 279,650      | 242,855      | 376,948      | 594,000              |
| Tires (tons)  | 0            | 69,762       | 79,000       | 31,120               |
| Cartridges (pieces)   | 268          | 181          | 242          |                      |
| Toners (pieces)   | 339          | 463          | 278          | Not available        |
| <b>Non-hazardous</b>  |              |              |              |                      |
| Plastics (kg)   | 7,690        | 2,991        | 1,040        |                      |
| Cardboard (kg)  | 28,170       | 8,118        | 14,637       |                      |
| Urban solid waste (kg)  | 261,400      | 404,875      | 326,900      | Not available        |
| <b>Non-Hazardous Waste Intensity</b>  | <b>0.40</b>  | <b>0.49</b>  | <b>0.57</b>  |                      |

**G4-MM3 Total amounts of overburden, rock, tailings, and sludge and their associated risks**

|  | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> |
|--|-------------|-------------|-------------|-------------|
| Overburden/ Waste rock TOTAL                                   | 1,007,844   | 986,551     | 404,841     | 750,114     |
| Overburden/ Waste rock that is used inside the mine (tonnes)   | 999,942     | 823,634     | 303,317     | 459,628     |
| Overburden/ Waste rock that is taken outside the mine (tonnes) | 7,902       | 162,917     | 101,524     | 290,486     |
| Tailings (tonnes)  | 1,444,758   | 1,489,168   | 1,392,163   | 1,507,124   |
| Sludges (tonnes)   | 0.657       | 0.676       | 14          | 10.74       |

**ENERGY**
**G4-EN3 Energy consumption within the organization (GJ)**

|                                   | <b>2016</b>    | <b>2015</b>    | <b>2014</b>    | <b>2013</b>    |
|-----------------------------------|----------------|----------------|----------------|----------------|
| <b>Non-renewable sources</b>      |                |                |                |                |
| Purchased electricity             | 510,591        | 512,363        | 425,055        | 351,604        |
| LPG                               | 6,322          | 7,516          | 8,424          | 3,608          |
| Diesel use for mobile equipment   | 81,126         | 80,922         | 103,298        | 99,462         |
| Gasoline use for mobile equipment | 10,003         | 8,485          | 9,747          | 11,090         |
| Diesel for generators             | 18,183         | 95,372         | 194,725        | 189,763        |
| Explosives                        | 10,180         | 13,505         | 12,189         | 12,835         |
| <b>TOTAL ENERGY (GJ)</b>          | <b>636,406</b> | <b>718,164</b> | <b>753,438</b> | <b>668,362</b> |

**G4-EN5 Energy intensity**

|  | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> |
|--|-------------|-------------|-------------|-------------|
| Energy used by tons of material processed (GJ/tonne processed) | 0.44        | 0.46        | 0.54        | 0.43        |

**G4-EN15 Direct greenhouse gas (GHG) emissions (scope 1) (tCO2e)**

|                                      | <b>2016</b>  | <b>2015</b>   | <b>2014</b>   | <b>2013</b>   |
|--------------------------------------|--------------|---------------|---------------|---------------|
| <b>Non-renewable sources (tCO2e)</b> |              |               |               |               |
| LPG                                  | 408          | 475           | 528           | 225           |
| Diesel for use for mobile equipment  | 6,343        | 6,406         | 7,211         | 7,714         |
| Gasoline use for mobile equipment    | 602          | 614           | 684           | 649           |
| Diesel for generators                | 1,213        | 7,093         | 13,159        | 14,376        |
| Explosives                           | 452          | 597           | 540           | 536           |
| <b>SUBTOTAL DIRECT GHG (tCO2e)</b>   | <b>9,018</b> | <b>15,184</b> | <b>22,122</b> | <b>23,500</b> |

**G4-EN16 Energy indirect greenhouse gas (GHG) emissions (scope 2)**

|  | <b>2016</b>   | <b>2015</b>   | <b>2014</b>   | <b>2013</b>   |
|--|---------------|---------------|---------------|---------------|
| Purchased electricity                      | 64,391        | 64,615        | 59,024        | 44,437        |
| <b>SUBTOTAL INDIRECT GHG (tCO2e)</b>       | <b>64,391</b> | <b>64,615</b> | <b>59,024</b> | <b>44,437</b> |
| <b>TOTAL GHG (DIRECT+INDIRECT) (tCO2e)</b> | <b>73,409</b> | <b>79,481</b> | <b>81,146</b> | <b>67,937</b> |

**G4-EN18** Greenhouse gas (GHG) emissions intensity

|  | 2016  | 2015  | 2014  | 2013  |
|--|-------|-------|-------|-------|
| GHG used per tonne of ore processed (tCO <sub>2</sub> e/tonne processed) | 0.050 | 0.051 | 0.058 | 0.044 |

**BIODIVERSITY****G4-MM1** Amount of land disturbed or rehabilitated (hectares)

|   | 2016   |      | 2015   |       | 2014   |       | 2013          |     |
|---|--------|------|--------|-------|--------|-------|---------------|-----|
|   | within | out  | within | out   | within | out   | within        | out |
| Total land disturbed so far             | 2.74   |      | 104.00 |       | 96.56  |       | Not available |     |
| Total land rehabilitated so far         | 46.40  | 0.00 | 4.40   | 59.08 | 2.00   | 21.79 |               |     |
| <b>TOTAL LAND REHABILITATED IN 2016</b> | 13.00  | 0.00 | 2.00   | 25.56 | 2.40   | 33.52 |               |     |

**G4-EN13** Habitats protected and restored

|   | 2016   | 2015   | 2014   | 2013          |
|---|--------|--------|--------|---------------|
| Total trees planted                     | 34,560 | 31,318 | 39,865 | Not available |
| Survival rate of reforestation projects | 87%    | 83%    | 95%    |               |

**COMPLIANCE****G4-EN29** Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

|  | 2016    | 2015    | 2014     | 2013          |
|--|---------|---------|----------|---------------|
| Total number of fines                            | 1       | 2       | 2        | Not available |
| Monetary sanction (USD)                          | —       | \$6,974 | \$1,871  |               |
| Estimated value for non-monetary sanctions (USD) | \$1,400 | —       | \$60,141 |               |

**OVERALL****G4-EN31** Total environmental protection expenditures and investments by type (USD)

|   | 2016               | 2015          | 2014          | 2013          |
|---|--------------------|---------------|---------------|---------------|
| Transportation and final disposition of waste | \$61,756           | \$60,066      | \$355,136     | Not available |
| Environmental Studies                         | \$8,250            | \$44,349      | \$32,176      |               |
| Monitoring                                    | \$17,641           | \$26,550      | \$34,626      |               |
| Projects (other than tailings ponds)          | \$7,569            | \$11,754      | \$96,695      |               |
| Tailings ponds projects                       | \$914,451          | \$142,076     | \$723,333     |               |
| Engineering work in tailings ponds            | \$470,802          | Not available | Not available |               |
| <b>TOTAL</b>                                  | <b>\$1,480,469</b> | \$284,795     | \$1,241,966   |               |

## Society

**LOCAL COMMUNITIES****G4-S01** Percentage of operations with implemented local community engagement, impact assessments and development programs (\$)

|  | 2016             | 2015             | 2014             | 2013             |
|--|------------------|------------------|------------------|------------------|
| Number of beneficiaries  | 17,982           | 17,982           | 39,154           | 45,002           |
| Community investment (USD)   |                  |                  |                  |                  |
| Health, education, employability, sports, traditions, culture (\$) | \$144,524        | \$307,081        | \$272,286        | \$307,548        |
| Local Infrastructure   | \$48,336         | \$149,470        | \$243,134        | \$172,897        |
| <b>TOTAL COMMUNITY INVESTMENT</b>                                  | <b>\$192,860</b> | <b>\$456,551</b> | <b>\$515,420</b> | <b>\$480,445</b> |

**G4-MM10** Number and percentage of operations with closure plans

|   | 2016        | 2015 | 2014    | 2013    |
|---|-------------|------|---------|---------|
| Number of sites that have closure plans         | 3           |      | 3       | 3       |
| Financial provision for closure (thousands USD) | \$7,846,000 |      | \$6,496 | \$7,294 |

# 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<br>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<br>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<br>Number of permanent employees by type and gender<br>Total workforce by employees and supervised workers and by gender<br>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<br>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<br>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<br>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<br>GRI Content Index: Pages 68-72   |
| G4-21   | Aspect Boundary outside the organization for each material aspect  | About this Report: Page 18<br>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<br>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<br>GRI Content Index   | Core<br>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<br><a href="#">Information Circular: Pages</a>                       |
| 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<br><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: Pages 8-18</a>   |
| <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<br>Governance: Page 22<br><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<br>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<br>Our People: Page 36<br>Environment: Page 53<br>Community: Page 60 |