| 134-3 | Habitations protected or restored | Page 58, ESG Performance Data |
| 134-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Page 58 |
| SASF EM-MM-110a.3 | Percentage of [1] proved and [2] probable reserves in or near sites with protected conservation status or endangered species habitat | Page 58 |
| 315 | Emissions. Boundary 2-6 |
| 315-1 | Direct (Scope 1) GHG emissions | Page 56-57, ESG Performance Data |
| SASF EM-MM-110a.2 | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | Page 56-57, ESG Performance Data |
| 315-2 | Energy/indirect (Scope 2) GHG emissions | Page 56-57, ESG Performance Data |
| 315-4 | GHG emissions intensity | Page 56-57, ESG Performance Data |
| SASF EM-MM-100a.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 strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Page 56-57, ESG Performance Data. Currently the company has not set targets for GHG emissions reductions |
| SASF EM-MM-100a.1 | An emissions of the following pollutants: (1) CO2, (2) NOx (excluding NO2), (3) Td, (4) particulate matter (PM10, 2.5 mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs) | ESG Performance Data (only particulate matter) |
| 306 | Effluents and waste. Boundary 2-6 |
| 306-1 | Water discharge by quality and destination | Page 55, ESG Performance Data |
| 306-2 | Waste by type and disposal method | Page 51, ESG Performance Data |
| SASF EM-MM-100a.2 | Total weight of tailings waste, percentage recycled | Page 51-55, ESG Performance Data |
| SASF EM-MM-100a.1 | Total weight of mining processing wastes, percentage recycled | Page 51-55, ESG Performance Data |
| 306-3 | Significant spills | Page 52 |
| 306-4 | Transport of hazardous waste | None |
| 306-5 | Water bodies affected by water discharges and/or runoff | Page 54-55 |
| 307 | Environmental Compliance. Boundary 1-9 |
| 307-1 | Non-compliance with environmental laws and regulations | Page 50-53, ESG Performance Data |
| SASF EM-MM-110a.1 | Description of environmental management policies and practices for active sites | Page 50 |

### 400: SOCIAL

| 401 | Employment. Boundary 1-9 |
| 401-1 | New employee hires and employee turnover | Page 36, ESG Performance Data |
| SASF EM-MM-150a.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 report, as they are usually based in Mexico. |
| 405-5 | Parental leave | ESG Performance Data |
| 405 | Occupational Health and Safety. Boundary 1-9 |
| 405-1 | Occupational health and safety management system | Page 26 |
| 405-2 | Hazard identification, risk assessment and incident investigation | Page 26-27 |
| 405-3 | Worker training on occupational health and safety | Page 28, ESG Performance Data |
| 405-5 | Promotion of worker health | Page 30 |
| 405-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Page 30-31 |
| 405-8 | Workers covered by an occupational health and safety management system | All employees and contractors |
| 405-9 | Work-related injuries | Page 28, ESG Performance Data |
| SASF EM-MM-310a.1 | (1) MAFK all incidence rates, (2) fatality rate, (3) near miss frequency rate (NMF) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees | ESG Performance Data. The company internally tracks the near miss frequency rate but is currently not reporting externally. Will start doing it next year. |
| 405-10 | Work-related ill health | ESG Performance Data |
### SAFETY & HEALTH

**Work-Related Injuries**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reportable Injury Frequency Rate&lt;sup&gt;1&lt;/sup&gt;</td>
<td>2.09</td>
<td>2.77</td>
<td>2.35</td>
</tr>
<tr>
<td>Lost Time Injury Frequency Rate&lt;sup&gt;2&lt;/sup&gt;</td>
<td>1.59</td>
<td>2.59</td>
<td>2.16</td>
</tr>
<tr>
<td>Lost Time Injury Severity Rate&lt;sup&gt;3&lt;/sup&gt;</td>
<td>54.26</td>
<td>260.57</td>
<td>57.19</td>
</tr>
<tr>
<td>Absentee rate: all employees&lt;sup&gt;4&lt;/sup&gt;</td>
<td>1.64%</td>
<td>2.60%</td>
<td>2.35%</td>
</tr>
</tbody>
</table>

---

**Work-Related Injuries**

1. (Total number of reportable 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

**Information on Employees and other Workers**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of employees</td>
<td>1,222</td>
<td>1,116</td>
<td>1,601</td>
</tr>
<tr>
<td>Total number of permanent employees&lt;sup&gt;*&lt;/sup&gt;</td>
<td>1,067</td>
<td>155</td>
<td>995</td>
</tr>
<tr>
<td>Female % for employees</td>
<td>12.7%</td>
<td>10.8%</td>
<td>11.2%</td>
</tr>
<tr>
<td>Total number of contractors</td>
<td>732</td>
<td>54</td>
<td>828</td>
</tr>
<tr>
<td>Contractors by gender</td>
<td>727</td>
<td>54</td>
<td>828</td>
</tr>
<tr>
<td>Total number of contractors and employees</td>
<td>1,954</td>
<td>1,992</td>
<td>2,681</td>
</tr>
<tr>
<td>Total number of foreigners hired</td>
<td>12</td>
<td>14</td>
<td>15</td>
</tr>
</tbody>
</table>

---

**Total number of foreigners hired by gender**

<table>
<thead>
<tr>
<th>M</th>
<th>F</th>
<th>M</th>
<th>F</th>
<th>M</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>1</td>
<td>14</td>
<td>0</td>
<td>13</td>
<td>0</td>
</tr>
</tbody>
</table>

---

**Total Bi-Weekly Paid Employees**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent employees</td>
<td>390</td>
<td>352</td>
<td>450</td>
</tr>
<tr>
<td>Local hires (from nearby communities)&lt;sup&gt;+&lt;/sup&gt;</td>
<td>102</td>
<td>54</td>
<td>125</td>
</tr>
<tr>
<td>Local hires (within state)</td>
<td>105</td>
<td>179</td>
<td>208</td>
</tr>
<tr>
<td>Regional hires (within the country)</td>
<td>82</td>
<td>115</td>
<td>105</td>
</tr>
<tr>
<td>International hires</td>
<td>15</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Total by gender</td>
<td>291</td>
<td>274</td>
<td>85</td>
</tr>
<tr>
<td>Indigenous hires</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

---

**Total Weekly Paid Employees**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent employees</td>
<td>832</td>
<td>754</td>
<td>1151</td>
</tr>
<tr>
<td>Fixed Term or Temporary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Local hires (from nearby communities)</td>
<td>429</td>
<td>447</td>
<td>533</td>
</tr>
<tr>
<td>Local hires (within state)</td>
<td>375</td>
<td>243</td>
<td>510</td>
</tr>
<tr>
<td>Regional hires (within Mexico)</td>
<td>88</td>
<td>64</td>
<td>86</td>
</tr>
<tr>
<td>Total by gender</td>
<td>777</td>
<td>720</td>
<td>34</td>
</tr>
<tr>
<td>Indigenous hires</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
### COMMUNITY INVESTMENT (USD)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education and employability</td>
<td>$112,292</td>
<td>$54,005</td>
</tr>
<tr>
<td>Health and infrastructure</td>
<td>$91,352</td>
<td>$37,045</td>
</tr>
<tr>
<td>Community events</td>
<td>$3,014</td>
<td>$15,149</td>
</tr>
<tr>
<td>Total Community Investment</td>
<td>$298,728</td>
<td>$135,595</td>
</tr>
</tbody>
</table>

### OPERATIONS WITH CLOSURE PLANS

| Number of sites that have closure plans | 4 | 4 | 4 |
| Total financial provision for closure (Thousands USD) | $8,975 | $8,403 | $9,195 |

### ENVIRONMENT

#### TOTAL WATER WITHDRAWAL BY SOURCE (M³)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface water, including water from wetlands, rivers, lakes, and oceans</td>
<td>115,231</td>
<td>44,170</td>
</tr>
<tr>
<td>Ground water (from mining)</td>
<td>207,623</td>
<td>114,052</td>
</tr>
<tr>
<td>Rainwater</td>
<td>16,317</td>
<td>17,276</td>
</tr>
<tr>
<td>Recovered water from dry tailings pond</td>
<td>6,887</td>
<td>11,287</td>
</tr>
<tr>
<td>Recycled water (from tailings)</td>
<td>2,851,318</td>
<td>3,899,720</td>
</tr>
<tr>
<td>Purchased water (pipes)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>3,191,376</td>
<td>4,146,487</td>
</tr>
<tr>
<td>Water intensity (water consumed/tonnes processed)</td>
<td>4.21</td>
<td>4.31</td>
</tr>
<tr>
<td>Fresh water intensity (freshwater consumed/tonnes processed)</td>
<td>0.43</td>
<td>0.35</td>
</tr>
</tbody>
</table>

#### WATER RECYCLED

| Percentage of water recycled and reused as a percentage of total water withdrawn | 89.6% | 94.5% | 95.6% |

#### WATER DISCHARGE (M³)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface waters</td>
<td>1,952,310</td>
<td>5,016,003</td>
</tr>
</tbody>
</table>

#### HAZARDOUS WASTE (KG)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous solids waste: includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses and batteries</td>
<td>91,476</td>
<td>99,090</td>
</tr>
<tr>
<td>Hazardous liquid waste: includes oils and water contaminated with oil*</td>
<td>54,748</td>
<td>61,990</td>
</tr>
<tr>
<td>Total Hazardous Waste</td>
<td>146,224</td>
<td>161,080</td>
</tr>
<tr>
<td>Hazardous Waste Intensity (kg of hazardous waste/tonnes processed)</td>
<td>0.193</td>
<td>0.194</td>
</tr>
</tbody>
</table>

#### SPECIAL MANAGEMENT WASTE (KG)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scrap</td>
<td>443,004</td>
<td>352,095</td>
</tr>
<tr>
<td>Tires</td>
<td>6,456</td>
<td>47,750</td>
</tr>
<tr>
<td>Total Special Management Waste</td>
<td>450,462</td>
<td>400,775</td>
</tr>
</tbody>
</table>

#### NON-HAZARDOUS WASTE (KG)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plastics</td>
<td>1,059</td>
<td>2,110</td>
</tr>
<tr>
<td>Cardboard</td>
<td>6,749</td>
<td>7,894</td>
</tr>
<tr>
<td>Urban solid waste</td>
<td>25,024</td>
<td>222,017</td>
</tr>
<tr>
<td>Total non-hazardous waste</td>
<td>102,842</td>
<td>252,021</td>
</tr>
<tr>
<td>Non-hazardous Waste Intensity (kg of hazardous waste/tonnes processed)</td>
<td>0.730</td>
<td>0.290</td>
</tr>
</tbody>
</table>

### 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 | 71,352 | 950,424 | 1,287,506 |
| Sludges | 0 | 0 | 1,018  |

### ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)

#### NON-RENEWABLE SOURCES

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchased electricity</td>
<td>298,996</td>
<td>451,661</td>
</tr>
<tr>
<td>LPG</td>
<td>9,135</td>
<td>6,810</td>
</tr>
<tr>
<td>Diesel or Av Gas use for mobile equipment</td>
<td>78,759</td>
<td>79,332</td>
</tr>
<tr>
<td>Gasoline Use for mobile equipment</td>
<td>4,841</td>
<td>8,787</td>
</tr>
<tr>
<td>Diesel for Generators</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Explosives</td>
<td>7,345</td>
<td>9,543</td>
</tr>
<tr>
<td>Total Energy Consumption</td>
<td>399,676</td>
<td>555,933</td>
</tr>
<tr>
<td>Energy intensity (GJ used/tonnes processed)</td>
<td>0.53</td>
<td>0.58</td>
</tr>
</tbody>
</table>

#### GROSSHOUSE GAS (GHG) EMISSIONS (tCO₂e)

**SCOPE 1—DIRECT EMISSIONS**

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>LPG</td>
<td>577</td>
<td>430</td>
</tr>
<tr>
<td>Diesel or Av Gas use for mobile equipment</td>
<td>6,225</td>
<td>6,283</td>
</tr>
<tr>
<td>Gasoline Use for mobile equipment</td>
<td>349</td>
<td>634</td>
</tr>
<tr>
<td>Diesel for Generators</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Refrigerants</td>
<td>0</td>
<td>24</td>
</tr>
<tr>
<td>Explosives</td>
<td>0</td>
<td>339</td>
</tr>
<tr>
<td>Total GHG (direct and indirect)</td>
<td>48,542</td>
<td>73,887</td>
</tr>
<tr>
<td>GHG Intensity (tCO₂e used/tonnes processed)</td>
<td>0.064</td>
<td>0.077</td>
</tr>
</tbody>
</table>

**SCOPE 2—INDIRECT EMISSIONS**

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchased Electricity</td>
<td>41,029</td>
<td>66,118</td>
</tr>
<tr>
<td>Total GHG (direct and indirect)</td>
<td>48,542</td>
<td>73,887</td>
</tr>
<tr>
<td>GHG Intensity (tCO₂e used/tonnes processed)</td>
<td>0.064</td>
<td>0.077</td>
</tr>
</tbody>
</table>

### AIR EMISSIONS (METRIC TONS)*

| Conducted Emissions | 1,212 | 2,521 | 0.471 |
| Fugitive Emissions | 250,177 | 260,184 | 286,851 |
| Total Emissions | 251,389 | 262,705 | 287,322 |

#### LAND DISTURBED OR REHABILITED (HECTARES)

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total land disturbed so far*</td>
<td>63.57</td>
<td>109.2</td>
</tr>
<tr>
<td>Total land rehabilitated so far</td>
<td>7.94</td>
<td>159.60</td>
</tr>
<tr>
<td>Total land disturbed in the reporting year</td>
<td>0.44</td>
<td>0.64</td>
</tr>
<tr>
<td>Total land rehabilitated in the reporting year</td>
<td>0.30</td>
<td>28.45</td>
</tr>
</tbody>
</table>
| HABITATS PROTECTED AND RESTORED
| Total trees planted | 44,706 | 51,591 | 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 | $ -  |
| Non-monetary sanctions | $ - | $ - | $ -  |

*This number is smaller since 2020 is not reflecting anymore the land disturbed in El Cubo, as it was sold in early 2021.
### ENVIRONMENTAL PROTECTION EXPENDITURES (USD)

<table>
<thead>
<tr>
<th>Category</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transportation and final disposition of waste</td>
<td>$97,401.42</td>
<td>$119,400.02</td>
<td>$118,308.16</td>
</tr>
<tr>
<td>Environmental Studies</td>
<td>$41,618.98</td>
<td>$95,628.48</td>
<td>$106,722.66</td>
</tr>
<tr>
<td>Monitoring</td>
<td>$51,563.67</td>
<td>$63,590.50</td>
<td>$45,618.18</td>
</tr>
<tr>
<td>Projects (other than tailings ponds)</td>
<td>$56,919.54</td>
<td>$19,025.57</td>
<td>$22,425.44</td>
</tr>
<tr>
<td>Tailings ponds projects</td>
<td>$1,294,851.37</td>
<td>$1,373,615.00</td>
<td>$1,422,475.00</td>
</tr>
<tr>
<td>Total expenditures in environmental protection</td>
<td>$1,542,354.98</td>
<td>$1,671,259.58</td>
<td>$1,715,549.44</td>
</tr>
</tbody>
</table>

### ECONOMIC IMPACT

#### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (THOUSANDS OF USD)

<table>
<thead>
<tr>
<th>Category</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Direct Economic Value</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenues*</td>
<td>$138,461</td>
<td>$117,421</td>
<td>$145,518</td>
</tr>
<tr>
<td>Indirect Economic Value</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating costs</td>
<td>$73,170</td>
<td>$80,856</td>
<td>$77,299</td>
</tr>
<tr>
<td>Employee wages and benefits</td>
<td>$32,445</td>
<td>$41,669</td>
<td>$41,817</td>
</tr>
<tr>
<td>Payments to providers of capital</td>
<td>$4,330</td>
<td>$1,981</td>
<td>$11,000</td>
</tr>
<tr>
<td>Payments to Mexican governments [taxes]**</td>
<td>$4,746</td>
<td>$4,517</td>
<td>$3,252</td>
</tr>
<tr>
<td>Payments to Canadian governments [taxes]</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Payments to governments [payroll taxes, employer portion only] - Mexico</td>
<td>$4,436</td>
<td>$5,718</td>
<td>$6,994</td>
</tr>
<tr>
<td>Payments to governments [payroll taxes, employer portion only] - Canada</td>
<td>$65</td>
<td>$57</td>
<td>$52</td>
</tr>
<tr>
<td>Land use payments</td>
<td>$551</td>
<td>$534</td>
<td>$1,856</td>
</tr>
<tr>
<td>Community Investment (including infrastructure)</td>
<td>$207</td>
<td>$118</td>
<td>$387</td>
</tr>
<tr>
<td>Total Economic Value Distributed</td>
<td>$119,949</td>
<td>$135,449</td>
<td>$142,657</td>
</tr>
<tr>
<td>Total Economic Value Retained</td>
<td>$18,512</td>
<td>$(18,028)</td>
<td>$2,861</td>
</tr>
</tbody>
</table>

* 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) | 2020 $123 | 2019 $102.68 | 2018 $88.36 |
| Percentage of employees receiving minimum wage  | 0%        | 0%           | 0%          |
| Average entry level wage at locations (Mexican pesos) | $302 | $181.95 | $162.20 |

#### 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     |