

# ESG PERFORMANCE DATA TABLES

## Governance

### DIRECTOR INDEPENDENCE AND TENURE

METRIC	2020	2019
% of Directors Independent	80	89
% Committee Independence		
Audit Committee	100	100
Compensation Committee	100	100
Corporate Governance and Nominating Committee	100	100
Safety & CSR Committee	100	100
Technical Committee	75	N/A
Average Director tenure <sup>1</sup>	6.4	8.6

<sup>1</sup> As at time of release of annual Management Information Circular for each respective year

### DIRECTOR DIVERSITY

METRIC	2020	2019
% of Directors male	70	89
% of Directors female	30	11
Average Director age <sup>2</sup>	58	61

<sup>2</sup> As at time of release of annual Management Information Circular for each respective year.

### EXECUTIVE TEAM DIVERSITY

METRIC	2020	2019
% male	60	66
% female	40	33

**ANTI-CORRUPTION AND WHISTLEBLOWER METRICS**

METRIC	2020	2019
Corruption incidents	0	0
Whistleblower complaints	0	0
Attestation to anti-corruption policies (%)	100%	100%
Total hours of anti-corruption training	26	No specific training

**Value Sharing****ECONOMIC VALUE GENERATED AND DISTRIBUTED (MILLIONS OF USD)**

METRIC	2020	2019
Revenue	\$789.2	\$640.8
Production costs	\$277.2	\$267.4
Mine capital expenditures	\$166.0	\$100.5
Salaries paid	\$64.3	\$58.0
Payments to local, state, and federal governments	\$180.6	\$62.1
Direct Community Investments <sup>1</sup>	\$4.0	\$5.1
Fondo Minero Payments <sup>2</sup>	\$16.9	\$8.2
Total Community Investments <sup>3</sup>	\$20.9	\$13.3
Payments for local land agreements	\$10.2	\$9.5

<sup>1</sup> Includes CODECOP contributions for community development and direct community investment

<sup>2</sup> Fondo Minero tax and royalty payments to fund local community infrastructure payments in local communities paid in the calendar year in respect of the previous year

<sup>3</sup> Includes CODECOP contributions, direct community investment and tax and royalty contributions to Fondo Minero

**LOCAL PROCUREMENT SPEND**

METRIC	2020	2019
Host communities (local companies) <sup>4</sup>	\$4.4	\$4.0
Host country (other Guerrero-based companies) <sup>5</sup>	\$38.0	\$41.2
Host country (other Mexico) companies	\$336.6	\$312.2
Total Mexican spend	\$379.0	\$357.4
International companies	\$48.5	\$58.6
TOTAL	\$427.5	\$416.0

<sup>4</sup> Local companies are defined as companies domiciled in mine-impacted communities

<sup>5</sup> Figures are exclusive of the local companies spend values

### LOCAL PROCUREMENT SPEND (AS % OF TOTAL SPEND)

BUSINESS UNIT	2020	2019
Host communities (Local companies)	1%	1%
Host country (other Guerrero-based companies) <sup>6</sup>	9%	10%
Host country (other Mexico) companies	77%	75%
Total Mexican spend	89%	86%
International companies	13%	14%

<sup>6</sup> Figures are exclusive of the Local companies spend values

## Health and Safety

### INJURY STATISTICS

METRIC	2020			2019		
	Employees	Contractors	Total	Employees	Contractors	Total
Fatalities	0	0	0	0	0	0
Lost time injuries	0	1	1	2	2	4
Total recordable injuries	7	10	17	8	14	22
Near misses	31	45	76	21	26	47

### SAFETY INDICATORS<sup>1</sup>

METRIC	2020			2019		
	Employees	Contractors	Total	Employees	Contractors	Total
Hours worked	3,093,233	3,639,744	6,732,977	2,835,626	3,476,363	6,311,989
Fatality rate	0	0	0	0	0	0
LTIF <sup>2</sup>	0	0.27	0.15	0.71	0.58	0.63
TRIF <sup>3</sup>	2.26	2.75	2.52	3.53	4.6	4.12
NMIF <sup>4</sup>	10.02	12.36	11.29	7.41	7.48	7.45

<sup>1</sup> All rates are based on a 12-month rolling average and are calculated per million hours worked

<sup>2</sup> Lost Time Injury Frequency

<sup>3</sup> Total Recordable Injury Frequency

<sup>4</sup> Near Miss Incident Frequency

## SAFETY MANAGEMENT

METRIC	2020			2019		
	Employees	Contractors	Total	Employees	Contractors	Total
% employees covered by safety management system	100	100	100	100	100	100
% employees covered by joint worker-management committee	66%	N/A	66%	66%	N/A	66%
Fines levied for non-conformance	0	0	0	0	0	0

## SAFETY TRAINING

METRIC	2020			2019		
	Employees	Contractors	Total	Employees	Contractors	Total
Total employees trained	671	4,026	4,697	887	2,991	3,878
Total managers trained	8	0	8	8	N/A	8
SafeStart® training hours <sup>5</sup>	648	0	648	N/A	N/A	N/A
Total training hours	10,629	35,296	46,555	29,227	37,268	66,495
Average training hours per person	15	8	12	32	12	22

<sup>5</sup> SafeStart® is an internal employee safety training program that was initiated in 2020

## Employment

### EMPLOYMENT

METRIC	2020	2019
<b>Corporate</b>		
Total employees	40	37
<b>Operations</b>		
Staff employees	320	304
Non-staff employees	604	585
Total employees	924	889
Contractors	1,675	1,175

### EMPLOYEE ORIGIN

METRIC	2020	2019
<b>Corporate</b>		
International Employees at corporate	0	0
<b>Operations</b>		
Local communities	410	397
Guerrero state	153	141
Mexico	914	879
International	10	10

### EMPLOYEE ORIGIN (AS % OF TOTAL EMPLOYMENT)

METRIC	2020	2019
<b>Corporate</b>		
International Employees at corporate	0%	0%
<b>Operations</b>		
Local communities	44%	45%
Guerrero state	60%	70%
Outside of Guerrero	39%	29%
Mexico	99%	99%
International	1%	1%

### CONTRACTOR ORIGIN

METRIC	2020	2019
<b>Operations</b>		
Local communities	319	223
Guerrero state	725	505
Mexico	1,666	1,164
International	9	11

### CONTRACTORS ORIGIN (AS % OF TOTAL CONTRACTORS)

METRIC	2020	2019
<b>Operations</b>		
Local communities	19%	19%
Guerrero state	43%	43%
Mexico	99%	99%
International	1%	1%

### EMPLOYEE TURNOVER

METRIC	2020	2019
<b>Corporate</b>		
Male turnover rate	17%	15%
Female turnover rate	13%	6%
Total turnover rate	16%	11%
<b>Operations</b>		
Male turnover rate	6%	10%
Female turnover rate	7%	11%
Total turnover rate	6%	9%

### DIVERSITY

METRIC	2020	2019
<b>Corporate</b>		
Total female employment	15	16
Total female employment (as % of total employment)	38%	43%
Females in management or higher positions (%)	23%	22%
<b>Operations</b>		
Total female employment	127	124
Total female employment (as % of total employment)	14%	14%
Females in management or higher positions (%)	18%	18%

### LABOUR RELATIONS

METRIC	2020	2019
<b>Operations</b>		
% of employees covered by collective bargaining agreements	66%	66%
Strikes or lockouts	0	0

### EMPLOYMENT BY AGE

METRIC	2020	2019
<b>Corporate</b>		
<30	1	1
30-50	24	24
50+	15	12
<b>Operations</b>		
<30	244	280
30-50	628	562
50+	52	47

### TRAINING

METRIC	2020	2019
<b>Corporate</b>		
Total hours of employee training	848	2,040
Average hours of training per employee	20	57
<b>Operations</b>		
Total hours of employee training	10,629	29,227
Average hours of training per employee	16	33
Total hours of contractor training	35,926	37,268
Average hours of training per contractor	9	12

**COMMUNITY AGREEMENTS**

METRIC	2020	2019
Number of agreements signed	11	11
% compliance with agreements	100	100
Number of CODECOP projects	11	11

**COMMUNITY GRIEVANCES**

METRIC	2020	2019
Number of grievances	10	24
Grievances resolved	7	24
Outstanding grievances	3	0

**NON-TECHNICAL DELAYS<sup>1</sup>**

METRIC	2020	2019
Delays caused by community-related issues	0	0

<sup>1</sup> Note that as a result of a Decree issued by the Mexican government due to the COVID-19, operations in Q2 were partially suspended, which may account for some differences in certain metrics between 2019 and 2020.

## Environmental Compliance

**ENVIRONMENTAL MONITORING**

METRIC	2020	2019
Water quality monitoring points	41	41
Water quality samples	309	355
Air quality monitoring points	6	6
Air quality samples	23	24

**ENVIRONMENTAL COMPLIANCE (% COMPLIANCE TO STATUTORY MONITORING PLAN AND STANDARDS REQUIREMENTS)**

METRIC	2020	2019
Water quality	100%	100%
Air quality	100%	100%



**REPORTABLE ENVIRONMENTAL INCIDENTS**

METRIC	2020	2019
Reportable to SEMARNAT <sup>2</sup>	0	1
Significant fines <sup>3</sup>	0	0
Significant spills <sup>4</sup>	0	0

<sup>2</sup> Mexican Secretariat of Environment and Natural Resources

<sup>3</sup> Significant fines are defined as fines levied by SEMARNAT and/or reportable in our annual Financial Statements.

<sup>4</sup> Significant spills are defined as spills reportable to SEMARNAT and/or reportable in our annual Financial Statements.

**Energy and Emissions<sup>1</sup>**

<sup>1</sup> The following data has been prepared with reference to the Corporate Accounting and Reporting Standard (Revised Edition) developed by the Greenhouse Gas Protocol of the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). Reporting boundaries are based on "financial control". Emissions factors include Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report. All stated emissions are covered under an emissions-limiting regulation or program within Mexico.

**ENERGY CONSUMPTION**

ENERGY SOURCE	2020	2019
Electricity purchased MWh <sup>2</sup>	216,073	216,039
Diesel from mobile sources (L)	27,344,472	28,349,730
Diesel from stationary sources (L)	962,806	733,455
Gasoline (L)	1,224,617	1,114,756
Natural gas (L)	0	0
Propane (L)	39,389	39,049

<sup>2</sup> All electricity is purchased from Federal Electricity Commission power plants in Guerrero.

**ENERGY CONSUMPTION**

METRIC	2020	2019
Total energy consumption (GJ)	1,897,802.04	1,943,092.18
GJ/oz gold produced	4.41	4.27
GJ/tonne processed	0.46	0.44

**GREENHOUSE GAS EMISSIONS (TONNES OF CO<sub>2</sub>e)**

METRIC	2020	2019
Scope 1 (direct) <sup>3</sup>	84,402.38	88,380.61
Scope 2 (indirect) <sup>4</sup>	106,739.82	109,099.79
Scope 3 <sup>5</sup>	Not measured	Not measured
TOTAL <sup>6</sup>	191,142.20	197,480.40

<sup>3</sup> Purchasing records and warehouse data were used to verify data.

<sup>4</sup> Emissions factors provided by the Comisión Federal de Electricidad (CFE) were used to calculate Scope 2 emissions. Calculations include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. Purchasing records were used to verify data.

<sup>5</sup> We do not currently calculate Scope 3 emissions although we plan to do so as part of our ongoing energy and climate change strategy.

<sup>6</sup> Scope 1 + Scope 2 emissions.

**GREENHOUSE GAS EMISSIONS INTENSITY (TONNES OF CO<sub>2</sub>e)**

METRIC	2020	2019
Per oz gold produced	0.444	0.434
Per t ore processed	0.046	0.045

**RENEWABLE AND NON-RENEWABLE ENERGY CONSUMPTION (AS % OF OVERALL CONSUMPTION)**

METRIC	2020	2019
Renewable	0	0
Non-renewable	100%	100%

**ELECTRICITY PURCHASED BY SOURCE (%)**

METRIC	2020	2019
Grid	100	100
Non-grid	0	0

## Water

### WATER WITHDRAWAL (ML)<sup>1,2</sup>

YEAR	FRESH SURFACE WATER		GROUNDWATER			THIRD-PARTY WATER	PRODUCED WATER	TOTAL WITHDRAWAL
	Rainfall <sup>3</sup>	Other <sup>4</sup>	Mine dewater <sup>5</sup>	Groundwater <sup>6</sup>	Not reported <sup>7</sup>			
2020	443	0	0	1,276	0	0	0	1,719
2019	426	0	0	957	0	0	0	1,384

<sup>1</sup> Water withdrawal is the sum of all water drawn into our operations from all sources (including surface water, ground water, rain water, water from another organization/municipal provider) for any use at the operations.

<sup>2</sup> We enhanced our water accounting in 2020 to align with the ICMM Water Accounting Framework. As such, 2019 figures have been restated.

<sup>3</sup> Includes rainfall collected in tailings storage facilities and pits minus evaporation losses.

<sup>4</sup> Includes rivers, streams, creeks, etc.

<sup>5</sup> Includes water dewatered from the mines that is used by Torax.

<sup>6</sup> Water abstracted from borefields for use.

<sup>7</sup> Entrainment in ore.

### WATER DISCHARGED FROM OPERATIONS (ML)

METRIC	DISCHARGED <sup>8</sup>
2020	0
2019	0

<sup>8</sup> Discharged water is water that is discharged into local water bodies.

### WATER USAGE (ML)

YEAR	CONSUMPTION <sup>9</sup>	RECYCLED <sup>10</sup>	TOTAL USE <sup>11</sup>	PERCENTAGE RECYCLED <sup>12</sup>
2020	1,719	787	2,507	46%
2019	1,384	788	2,172	57%

<sup>9</sup> Consumption = water withdrawn – water discharged.

<sup>10</sup> Recycled water = water/waste water that is recycled and/or reused.

<sup>11</sup> Total water use = water consumption + water recycled.

<sup>12</sup> As percentage of total use.

### WATER TASK USE (ML)

YEAR	PROCESSING <sup>13</sup>	DUST SUPPRESSION <sup>14</sup>	DOMESTIC <sup>15</sup>
2020	316	370	589
2019	343	153	460

<sup>13</sup> Total water use that relates to processing plant operations.

<sup>14</sup> Total water use that relates to dust suppression.

<sup>15</sup> Total water use that relates to domestic activities.

### WATER USE INTENSITY (ML)

BUSINESS UNIT	PER OZ GOLD PRODUCED	PER TONNE ORE PROCESSED
2020	0.00582	0.00060
2019	0.00478	0.00049

## Waste and Materials

### WASTE GENERATION

BUSINESS UNIT	2020	2019
Tailings produced (tonnes)	4,161,722	4,205,455
Waste rock generated (kt)	36,657,000	46,449,000
Acid-potential waste rock generated (kt)	0	0
Domestic waste (L)	81,875	155,281
Assay waste (tonnes)	4,899,688	1,506,910
Waste incinerated (m <sup>3</sup> )	0	0
Waste to landfill (m <sup>3</sup> )	81,875	155,281
Mineral processing waste (tonnes)	4,161,722	4,205,455

### WASTE RECYCLED

BUSINESS UNIT	2020	2019
Metal (tonnes)	1,291	1,051
Plastic (tonnes)	8	6
Waste oil (L)	251,657	421,630
Waste rock (m <sup>3</sup> )	12,321,310	22,354,795

### CHEMICALS CONSUMPTION

BUSINESS UNIT	2020	2019
Cyanide (tonnes) <sup>1</sup>	12,247	16,410
Lime (tonnes)	10,800	1,495
Diesel (000s L)	28,648,396	29,083,185

<sup>1</sup> Cyanide consumption values have been restated. Previous values were reported in kilograms, while the stated unit was tonnes. The values have been updated for accuracy.

## Biodiversity and Land Use

### LAND DISTURBANCE

METRIC	2020	2019
Area of land package (ha)	29,000	29,000
Disturbance in current year (ha)	0	7
Disturbance to date (ha)	667	667

### LAND REHABILITATION

METRIC	2020	2019
Rehabilitated in current year (ha)	0	2.00
Fully remediated to date (ha)	21.21	21.21

### REFORESTATION

METRIC	2020	2019
Hectares reforested	105.19	116.16
Native trees planted	65,745	72,600

### PROTECTED SPECIES

METRIC	2020	2019
IUCN red-listed species identified	0	0

## Air Quality

### AIR QUALITY

	2020	2019
SO <sub>x</sub> (ppm)	70.48	531.64
NO <sub>x</sub> (ppm) <sup>1</sup>	Not measured	98.36
PM <sub>10</sub> (particulate matter)	Average of 19.2 µg / m <sup>3</sup> Hr	Average of 33.5 µg / m <sup>3</sup> Hr
CO (ppm)	194.77	198.43
VOCs (ppm)	344	Not reported
Lead	0	0
Mercury	0	0

<sup>1</sup> Excludes N<sub>2</sub>O.