

ESG Area	Practices
Governance	<ul style="list-style-type: none"> • A majority of Directors and Proposed Directors are independent • The Audit, Compensation and Nominating and Corporate Governance Committees are composed exclusively of independent Directors and the Operations, Safety and Sustainability Committee is composed of a majority of independent Directors • The Company has adopted key governance policies including a Code of Business Conduct and Ethics, a Whistleblower Policy, a Disclosure, Confidentiality and Insider Trading Policy, an Anti-Bribery and Anti-Corruption Policy and a Diversity Policy, and conducts annual reviews of these policies as well as of the Company's Board Mandate and committee Charters. • Additional corporate policies have been adopted by certain of the Company's subsidiaries that are specific to its Peru and Mexico operations • The positions of Chairman and CEO are separated • All Directors stand for re-election annually • The Board and its committees hold in-camera sessions, without the presence of management, at every meeting • The Company issued its inaugural and foundational ESG report on June 8, 2022, reporting to the following economic, environmental and social charters, principles, or other initiatives: GRI, SASB, UN Global Compact, CDP, ISS, and the IFC Performance Standards
Environmental Stewardship	<p><u>Mercedes Mine:</u></p> <ul style="list-style-type: none"> • Mercedes utilizes an Environmental Management System based on the ISO 14001:2015 standard, which takes into account environmental impact mitigation measures, resource optimization, and key environmental objectives for the operation • A biodiversity monitoring program has been implemented at Mercedes for mammals, reptiles, birds and amphibians, using non-invasive photo-trapping methods, and a program for the rescue and relocation of wildlife in operational areas has been implemented • A monitoring program has been implemented to evaluate the density of bats that inhabit two old (mining) shafts as a refuge area and use them as maternity sites • Quarterly surveillance and monitoring of the sanitary wastewater treated at Mercedes, as well as of the biosolids generated during water treatment, is carried out • Exhaustive treatment of the sanitary wastewater generated at Mercedes is performed with two extended aeration activated sludge treatment plants, with a maximum cumulative capacity of 260 m3 per day • A drinking water treatment plant with ultrafiltration membranes treats the mine's working water for use in sanitary and personal hygiene services • Mercedes employs a water quality monitoring program, at surface and underground, and upstream and downstream of the operation • Mercedes has authorized waste management plans (Mining, Hazardous and Special Handling), intended to reduce & valorize waste • Semiannual monitoring of the waste material banks and tailings dams is performed for the evaluation and analysis of acid drainage • Mercedes employs an Air Quality Monitoring Program and monitors atmospheric emissions of greenhouse gases and Total Suspended Particles (TSP) generated by the fixed source chimney

	<ul style="list-style-type: none"> • The Mercedes operation submits an annual report of the Annual Operation Card (COA), to report fixed source emissions under Mexican federal jurisdiction • A Perimeter Noise Monitoring Program is in place at Mercedes to evaluate the noise levels generated by the operation • Municipal solid waste, special handling waste and hazardous waste are properly handled and managed • Stream sediments are sampled and analyzed to ensure they are not contaminated by heavy metals • Mercedes houses a nursery in which plants native to the region are grown • All new Mercedes employees receive training regarding the operation's environmental programs and practices and the Company's commitment to environmental stewardship <p><u>Corani Project:</u></p> <ul style="list-style-type: none"> • Biodiversity monitoring programs are in place at Corani to track the health and population sizes of mammals, rodents, reptiles, amphibians, birds and important plant species • Comprehensive water quality testing is in place both at the Corani deposit site and downstream • The Corani operation design provides for numerous environmental impact measures including the capture and recycling of water resources; the employment of emissions control and ventilation systems; the avoidance of infrastructure on environmentally sensitive areas; waste rock and tailings impoundment designs that reduce the risk of environmental contamination and structural failure; noise level monitoring; and the selection of equipment that meets or exceeds environmental and emissions standards • The Company seeks opportunities to reduce the environmental impact of its activities through conservation and recycling initiatives
Social Responsibility	<p><u>Mercedes Mine:</u></p> <ul style="list-style-type: none"> • The Mercedes Mine has been awarded distinction as a Socially Responsible Company (ESR) for 10 consecutive years, an award that is promoted by the Philanthropy Mexican Center (CEMEFI), and whose objective is the adoption of socially responsible practices among communities and companies. • Mercedes has established a communication channel to receive requests from stakeholders in the communities neighboring the operation, including the owners of ranches surrounding the Mercedes concessions • Mercedes is party to an economic support agreement with the Communal assets board of trustees of Cucurpe to provide resources for student scholarships and provides monthly fuel vouchers to the Cucurpe City Council for use in the community's school bus • Numerous programs have been established focused on education, health and community involvement, and Mercedes' staff are encouraged, with support from the Company, to provide volunteer services in the local communities • The Mercedes operation invites and encourages community and student groups to visit and learn about the operation <p><u>Corani Project:</u></p> <ul style="list-style-type: none"> • The Company signed a Life of Mine community benefits agreement with the regional authority and affected communities in the vicinity of the Corani project

	<ul style="list-style-type: none">• The Company has developed a corporate social responsibility program that is based on developing long-term and sustainable economic opportunities in partnership with local communities• The Company is developing systems to ensure compliance with Equator Principles and IFC guidelines and will strive to adhere to the United Nations Sustainable Development Goals it has identified as being most relevant to the Corani project• Numerous successful social programs have been instituted at the Corani project, details of which are available on the Company's website.
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