

GRI Data Tables

102-8 Information on employees and other workers

Total number of employees and contractors ⁽¹⁾	Employees ⁽²⁾									Contractors			Total Workforce
	Administration		Geology		Engineering		Labour		Total Employees	Fixed ⁽³⁾	Temporary ⁽⁴⁾	Total Contractors	
	Male	Female	Male	Female	Male	Female	Male	Female					
Corporate Office	25	19	5	1	11	1	0	0	62	1	0	1	63
Canada	102	36	10	3	5	1	471	20	648	145	0	145	793
Peru	254	88	42	8	208	6	2493	31	3130	1,055	2,344	3,399	6,529
Mexico ⁽⁵⁾	169	54	19	6	178	15	1169	43	1653	821	580	1,401	3,054
Guatemala ⁽⁵⁾	69	22	1	0	2	0	70	4	168	0	140	140	308
Bolivia	89	17	8	2	53	3	277	6	455	145	74	219	674
Argentina ⁽⁵⁾	116	26	5	3	111	6	385	27	679	150	0	150	829
Total	824	262	90	23	568	32	4865	131	6,795	2,317	3,138	5,455	12,250

(1) Data per country includes mines, offices, exploration and project sites.

(2) Includes permanent employees only.

(3) Includes contractors with fixed term employment and whose activities are non core of the business, but are needed to operate, eg. catering, security, housing, cleaning, fuel supply, etc.

(4) Includes contractors who are hired to perform a temporary activity, and whose contract has a beginning and an end date, eg. project construction, drilling, sampling for temporary exploration.

(5) Includes Escobal, Alamo Dorado and Navidad.

Total number of employees and contractors by region ⁽¹⁾	Employees					Contractors			
	Direct Influence Area ⁽²⁾	Indirect Influence Area ⁽³⁾	National Influence Area ⁽⁴⁾	Foreign	Total	Direct Influence Area	Indirect Influence Area	National Influence Area	Total
Corporate Office ⁽⁵⁾	48	14	0	0	62	1	0	0	1
Canada	617	30	1	0	648	145	0	0	145
Peru	966	958	1206	0	3130	831	1311	1257	3399
Mexico ⁽⁶⁾	1235	44	373	1	1653	1366	35	0	1401
Guatemala ⁽⁶⁾	57	19	89	3	168	140	0	0	140
Bolivia	211	134	109	1	455	73	75	71	219
Argentina ⁽⁶⁾	363	97	215	4	679	34	97	19	150
Total	3497	1296	1993	9	6795	2590	1518	1347	5455

(1) Data per country include mines, offices, exploration and project sites.

(2) Direct influence area refers to the personnel who reside near the operation units.

(3) Indirect Influence area refers to the personnel who reside in the same state or department in which the operating unit is located, but are not in the direct influence area.

(4) National influence area refers to the personnel residing in other states or departments within the country from where the unit is located.

(5) At the corporate level, direct influence area includes personnel who reside in Canada, and indirect influence area includes personnel who report to a manager or senior manager from corporate, but work from outside of Canada.

(6) Includes Escobal, Alamo Dorado and Navidad.

Canada and USA

- Mining Association of Canada
- Women in Mining
- Women Who Rock
- The Silver Institute
- Prospectors and Developers Association of Canada (PDAC)
- Northwest Mining Association
- Engineers Without Borders
- UNICEF Canada
- Ontario Mining Association
- Northern Industrial Electricity Rate Program

Peru

- Patronato Plata del Peru
- Instituto de Minas del Peru
- Sociedad de Minería, Petróleo y Energía
- EITI Peru
- Senati
- Sencico

Mexico

- Centro Mexicano Para la Filantropía (CEMEFI)
- Alianza para la Responsabilidad Social en México (AliaRSE)
- Fundación del Empresariado Chihuahuense (FECHAC)
- Cámara Minera de México (CAMIMEX)
- La Cámara de Comercio del Canadá en México, A.C. (CANCHAMM)
- Asociación Mexicana en Dirección de Recursos Humanos, A.C. (AMEDIRH)
- Clúster Minero de Chihuahua (CLUMIN)
- Clúster Minero de Zacatecas (CLUSMIN)
- Clúster Minero de Sonora
- Cruz Roja Durango

Argentina

- Cámara Argentina de Empresas Mineras (CAEM)
- Colegio Argentino de Ingenieros en Mineras (CADIM)
- Organismo Latinoamericano de Minería (OLAMI)
- Consejo Empresario Argentino para el Desarrollo Sostenible (CEADS)
- Green Cross
- Fundación IAN (diversity and inclusion)
- Fundación LOGRAR (local development)
- Fundación LEER (education initiatives)
- Fundación Tendiendo Puentes (inclusion)
- Fundación Codo a Codo (education initiatives at Gobernador Gregores)

Bolivia

- Asociación de Mineros Medianos
- Amcham Cámara Americana de Comercio
- Colegio de Geólogos de Bolivia
- Cámara de Comercio de Bolivia
- Confederación de empresarios privados de Bolivia
- Cámara de Exportadores de Bolivia
- Cámara de Comercio Boliviano Canadiense

Guatemala

- Cámara de Comercio Guatemalteco Americana (AMCHAM)
- Cámara de Industria de Guatemala (CIG)
- Cámara de Comercio de Guatemala (CCG)
- Cámara de Comercio Guatemalteco Canadiense (CANCHAM)
- Gremial de Recursos Naturales Minas y Canteras (GreNat)

2019 Performance	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo
Water	Implemented projects to improve effluent treatment plant and discharge system capacity to better manage spring snowmelt	Made improvements to monitoring of water use and completed staff, contractors, and community training on water conservation.	Completed water use monitoring network and replaced water storage ponds with tanks, reducing evaporation and leakage.	A sediment control and water management plan was implemented and a Water Management Committee established	A sediment control and non-contact water management plan was implemented and a Water Management Committee was established	Flowmeters were installed to improve water use monitoring in the plant and mine.	Increased recycling of process plant water and installed flow meters to improve water monitoring.	Reduced freshwater consumption from external sources by 10% due to increased reuse of water from the tailings dam, mine water treatment plant and wastewater treatment plant.	Reduced water use for road watering and camp use however water use intensity for mineral processing increased.
Energy	Reached target of 2,000 MWh of energy savings via implementation of projects including energy efficient equipment, process optimization, and staff training and engagement.	External verification of GHG emissions estimates was performed.	Commenced replacement program for LED lighting which resulted in annual reduction of 144 tonnes of GHG emissions	84 solar panels were installed for heating in the mine camps. Completed independent inventory of GHG emissions	Completed independent inventory of GHG emissions	Solar panels were installed for lighting in the new cafeteria and one workshop. Completed independent inventory of GHG emissions	Completed independent inventory of GHG emissions	Reduced energy use for underground mine ventilation by putting fans on standby on non work days	Achieved target efficiency of on-site electrical power generation
Biodiversity	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol	Advanced implementation of TSM Biodiversity Protocol

2020 Goals	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo
Water	Implement initiatives that can potentially reduce water use ratio for mill operations	Complete evaluation of specific water conservation projects and set measurable future target	Complete evaluation of specific water conservation projects and set measurable future target	Reduce water use for camp use and evaluate reduction of water for road dust suppression based on air quality monitoring trends	Reduce water use for camp use and evaluate reduction of water for road dust suppression based on air quality monitoring trends	Reduce water use for camp and road dust suppression	Reduce water use for camp and road dust suppression	Reduce water use for processing from external sources, for road dust suppression, and for camp use	Reduce water use for road dust suppression and camp use
Energy	Maintain eligibility in Northern Industrial Electricity Rate Program Achieve 3,750 MWh of electricity savings to comply with Energy Manager Incentive Succeed in load shedding all top 5 Provincial peaks for Global Adjustment	Complete evaluation of specific energy conservation projects and set measurable future target	Complete evaluation of specific energy conservation projects and set measurable future target	Complete evaluation of specific energy conservation projects and set measurable future target Complete employee and contractor training on energy conservation. Reduce energy use in camps	Complete evaluation of specific energy conservation projects and set measurable future target Complete employee and contractor training on energy conservation. Reduce energy use in camps	Complete evaluation of specific energy conservation projects and set measurable future target Complete employee and contractor training on energy conservation. Reduce energy use in camps	Complete evaluation of specific energy conservation projects and set measurable future target Complete employee and contractor training on energy conservation. Reduce energy use in camps	Complete evaluation of specific energy conservation projects and set measurable future target	Increase fuel efficiency for on-site power generation through improved maintenance programs
Biodiversity	Complete implementation of TSM Biodiversity Protocol to Level A by end of 2022 or earlier	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020	Complete implementation of TSM Biodiversity Protocol to Level A by end of 2022 or earlier	Complete implementation of TSM Biodiversity Protocol to Level A by end of 2022 or earlier	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020	Complete implementation of TSM Biodiversity Protocol to Level A by end 2020

102-41 Collective bargaining agreements⁽¹⁾

	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Workers covered by collective agreements	0	438	762	321	278	484	580	322	393	3,578
Total % of employees	0%	71%	84%	54%	45%	53%	67%	71%	63%	53%

(1) Unionization is free and voluntary. Pan American Silver respects freedom of association.

TOPIC SPECIFIC GRI STANDARDS

Economic

Economic Performance

201-1 Direct economic value generated and distributed

	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Community Investment (\$USD) ⁽¹⁾	174,128	4,847,996	45,229	3,505,945	2,716,830	1,053,498	343,146	1,202,931	526,367	14,416,070

(1) Numbers reflect the entire amount of social budgets executed as of December 31, 2019 for each operation.

Corporate Giving Committee Donations

(\$ CAD)

PAS Scholarships	\$2,000	Power To Be	\$1,050
Van Intl Children's Festival	\$5,000	Relay for Life - Canadian Cancer Society	\$510
Women in Mining BC	\$1,740	Shorts 4 St.Paul's	\$1,000
Paws for Hope	\$5,000	Peruvian-Canadian Chamber of Commerce	\$1,000
Laurentian University Scholarships	\$5,000	Women Who Rock	\$10,000
Hockey Helps the Homeless	\$10,000	Pacific Salmon Foundation	\$10,000
Vancouver Symphony Orchestra	\$27,000	Society of Economic Geologists Foundation	\$10,000
Covenant House	\$20,000	BC Cancer Foundation	\$5,000
Minerva Foundation	\$20,625	Mexican Embassy	\$3,000
UBC Scholarships	\$5,000	Canada Helps	\$5,000
BC Children's Hospital Foundation	\$20,000	UBC Development Alumni	\$4,780
Canada Scores Cup	\$3,500	Total	\$176,210

Procurement Practices

204-1 Proportion of Spending on Local Suppliers

	Timmins	Dolores	La Colorada	Escobal	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Spend for goods and services (\$US Million)	91.3	189.9	47.1	10.8	87.4	103.1	60.5	65.1	28.4	73.9	757.6
Portion spent on local and regional suppliers ⁽¹⁾	86%	42%	16%	99%	17%	27%	92%	96%	19%	26%	48%

(1) Local and regional suppliers include those located in communities within the direct area of influence, and those located in surrounding regions within the indirect areas of influence. Local procurement varies by region depending on the availability of local suppliers and the proximity of the mine to major economic centers such as Lima and Guatemala City.

Environment

Energy

302-1 Energy consumption within the organization⁽¹⁾

	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Diesel (m3)	6,749	33,004	2,807	12,397	25,228	3,103	3,779	1,296	16,709	105,072
Gasoline (m3)	77	1,089	207	0.17	12	-	-	102	-	1,487
Carbon (tonnes)	-	-	-	-	-	5	-	2	-	7
Liquified Petroleum Gas, LPG (m3)	8,443	78	323	134	136	28	172	-	-	9,314
Ammonium Nitrate, ANFO (tonnes)	20	8,426	789	-	2,034	349	942	951	-	13,510
Emulsion (tonnes)	2,245	380	518	4,239	8,723	686	5	71	2	16,868
Electricity (MWh)	189,064	101,632	70,157	28,348	17,931	86,538	78,780	25,117	-	597,567

(GJ)	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Diesel	261,051	1,276,601	108,565	479,512	975,835	120,024	146,167	50,129	646,294	4,064,178
Gasoline	2,669	37,746	7,187	6	406	-	-	3,535	-	51,548
Carbon	-	-	-	-	-	149	-	49	-	198
Liquified Petroleum Gas, LPG	215,550	1,987	8,256	3,419	3,467	715	4,390	-	-	237,784
Ammonium Nitrate, ANFO	46	19,379	1,814	-	4,678	803	2,166	2,187	-	31,073
Emulsion	5,164	874	1,191	9,749	20,063	1,578	11	163	4	38,796
Electricity	680,630	365,874	252,566	102,052	64,553	311,537	283,609	90,421	-	2,151,241
Total	1,165,110	1,702,461	379,579	594,738	1,069,001	434,805	436,343	146,485	646,298	6,574,819

(GJ)	2019 ⁽²⁾	2019 Silver Segment ⁽³⁾	2018	2017	2016
Diesel	4,064,178	2,347,780	2,249,112	2,437,184	2,548,581
Gasoline	51,548	48,468	50,855	64,578	62,949
Carbon	198	198	260	216	259
Liquified Petroleum Gas, LPG	237,784	15,348	17,643	36,736	70,467
Ammonium Nitrate, ANFO	31,073	26,350	25,945	1,921	4,837
Emulsion	38,796	3,820	3,146	25,348	24,797
Electricity	2,151,241	1,304,007	1,182,125	1,098,741	1,037,399
Total	6,574,819	3,745,971	3,529,087	3,664,725	3,749,290

(1) The measurement methodology to collect the information is inventory control. PAAS used TSM - Energy and Greenhouse Gas Emissions Management Guide 2014, Orica and conversion tools to transform the units to GJ.

(2) Including newly acquired Tahoe operations.

(3) For comparison purpose with prior years.

Water

303-3 Water withdrawal⁽¹⁾

(m ³)	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente ⁽²⁾	Manantial Espejo	Total
Total water withdrawal⁽³⁾										
Mine dewatering	1,167,149		3,709,412	-	-	23,658,815	24,542,774	736,441	1,017,509	54,832,100
External sources	-		-			-	-	81,247	-	81,247
Ground water	5,189		-	368,874	104,428	-	-	-	-	478,491
Surface water	5,415		-	207,323		5,049,917	2,537,534	-	-	7,800,190
Precipitation ⁽⁴⁾	2,295,315		262,662	936,214	4,586,401	700,988	12,181,279	103,176	175,450	21,241,485
Water withdrawal from areas with water stress⁽⁴⁾⁽⁵⁾										
Mine dewatering		394,537	-	-	-	-	-	-	-	394,537
External sources		-	-	-	-	-	-	-	-	-
Ground water		344,123	-	-	-	-	-	-	-	344,123
Surface water		835,328	-	-	-	-	-	-	-	835,328
Precipitation ⁽⁴⁾		708,105	-	-	-	-	-	-	-	708,105
Total water withdrawal										
New water for mineral processing	682,070	1,266,920	576,852	1,054,853	971,019	4,251,387	2,450,525	362,888	392,882	12,009,396
	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Recycled Process Water (m ³)	2,044,982	12,093,423	1,798,101	14,736,032	16,053,227	-	532,659	647,940	2,086,922	49,993,285
% Recycled Process Water ⁽⁶⁾	75%	91%	76%	93%	94%	0%	18%	64%	84%	81%

(1) Each site follows local regulations regarding water withdrawal.

(2) While San Vicente is not in an area classified as water stressed according to the World Resources Institute, we recognize that the mine is a water scarce region and continually work to reduce our water use from external sources.

(3) All water is Freshwater \leq 1000 mg/L total dissolved solids.

(4) Water from precipitation captured in tailings facilities, large water ponds and heap leach pads.

(5) Areas with water stress were assessed by using the World Resources Institute, Aqueduct Water Risk Atlas project.

(6) The percentage of recycling water is calculated by the total recycled water divided by the total water used in mineral processing.

303-4

Water discharge⁽¹⁾⁽²⁾⁽³⁾

(m ³)	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Discharge to Surface Water not requiring treatment	-	394,537	-	-	-	-	-	-	-	394,537
Discharge to Groundwater	-	-	-	-	-	-	-	-	-	-
Discharge to treatment plant or lagoons then to surface water	2,276,135	-	3,143,521	-	-	28,029,785	2,630,197	467,581	331,612	36,878,831
Water from precipitation	1,613,245	-	-	125,404	3,138,269	1,379,935	12,181,279	-	-	18,438,132
Third-party water	-	155,160	20,508	-	-	-	24,542,774	636	-	24,719,078

(1) The treatment and volume measurement may vary across the sites, depending on local regulations. Each site uses the most appropriate methodology to conduct analysis and ensure compliance with local regulations.

(2) The discharge amount in this table does not consider wastewater, water used for drilling, losses and evaporation. The company wide water balance considers all kinds of discharge.

(3) The water stress area is the same reported in 303-3. In 2019 we did not have any incidents of non compliance with discharge limits of any substances of concern.

Biodiversity

MM1 Amount of land (owned or leased, and managed for productive activities of extractive use) disturbed or rehabilitated
304-3 Habitats protected or restored

(ha)	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Total land disturbed and not yet rehabilitated at end 2019	359	826	193	382	478	307	65	64	436	3109
Total land newly disturbed in 2019	0	105	6	59	10	6	1	0.6	0	188
Total land newly reclaimed in 2019	0	45	2	8	70	0	0.2	0.2	0	126

(ha)	2019 Total ⁽¹⁾	2019 Silver Segment	2018	2017
Total land disturbed and not yet rehabilitated at end 2019	3109	1890	1771	1753
Total land newly disturbed in 2019	188	118	89	117
Total land newly reclaimed in 2019 ⁽²⁾	126	48	-	-

(1) Including newly acquired Tahoe operations.

(2) Total newly reclaimed was included for this year report

Emissions

305-1 Direct Greenhouse Gas (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

(tonnes of CO ₂ -eq)		Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Direct (Scope 1) GHG Emissions ⁽¹⁾	Diesel	18,282	89,406	7,603	33,582	68,342	8,406	10,237	3,511	45,263	284,633
	Gasoline	191	2,707	515	0.42	29	-	-	254	-	3,697
	Carbon	-	-	-	-	-	13	-	4	-	17
	Liquified Petroleum Gas, LPG	13,068	120	501	207	210	43	266	-	-	14,416
	Ammonium Nitrate, ANFO	4	1,592	149	-	384	66	178	180	-	2,553
	Emulsion (tonnes)	424	72	98	801	1,649	130	1	13	0.32	3,188
Energy Indirect (Scope 2) GHG Emissions ⁽²⁾	MWh	5,105	46,883	32,364	6,282	3,974	19,177	17,458	10,858	-	142,099
Total		37,075	140,781	41,230	40,873	74,588	27,834	28,139	14,820	45,263	450,603

(1) Pan American Silver used National Inventory Report Canada 2018 to calculate Direct (Scope 1) GHG emissions. The global warming potential (GWP) is based on the information provided by the Government of Canada. Gases included in this calculation are CO₂, CH₄ and N₂O. The GHG protocol and B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions are used as reference.

(2) Emissions from purchased electricity calculated according to GHG protocol using the IEA 2019 tool for all the mines except Timmins. Emission factor for Timmins provided by the Independent Electricity System Operator (IESO) in Ontario. Gases included in this calculation are CO₂, CH₄ and N₂O.

(tonnes of CO ₂ -eq)		2019 ⁽¹⁾	2019 Silver Segment	2018	2017
Direct (Scope 1) GHG Emissions	Diesel	284,633	164,426	157,516	170,920
	Gasoline	3,697	3,476	3,647	4,476
	Carbon	17	17	22	18
	Liquified Petroleum Gas, LPG	14,416	930	1,070	2,187
	Ammonium Nitrate, ANFO	2,553	2,165	2,132	2,083
	Emulsion (tonnes)	3,188	314	259	158
	Total	308,504	171,328	164,645	179,842
Energy Indirect (Scope 2) GHG Emissions	MWh	142,099	126,739	123,880	113,971
Total		450,603	298,067	288,525	293,813

(1) Including newly acquired Tahoe operations.

Waste

306-2 Waste by type and disposal method

Total - All Mines (tonnes)	Reuse	Recycled	Compost	Landfill (Non-Hazardous Waste)	Secured Landfill	Total
Hazardous or dangerous waste	9	726	-	-	1,713	2,447
Non-hazardous inert waste	3	39	-	426	-	468
Domestic waste to landfill	-	-	239	3,533	-	3,772
Recyclable	46	2,253	-	-	-	2,300
Total	58	3,018	239	3,959	1,713	8,987

306-3 Significant spills

	Timmins	Dolores	Alamo Dorado	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo
Number of significant spills ⁽¹⁾	1	-	-	-	-	-	-	-	2	-
Volume of liquid or material (m ³)	1.2	-	-	-	-	-	-	-	49	-

(1) Significant spills defined as reportable spills according to local regulations. Details of spills and company actions are described in the Tailings and Waste Management section of the report.

	2019	2018	2017
Number of significant spills	3	1	2
Volume of liquid or material (m ³)	51	10	46

G4 MM3 Total amounts of over burden, rock, tailings, and sludges

(tonnes)	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Tailings not used as hydraulic backfill (dry tonnes)	1,715,859	-	504,643	-	-	739,214	605,999	347,186	708,579	4,621,480
Waste rock not used as backfill	252,908	38,422,842	-	12,423,339	27,494,047	311,822	301,813	-	-	79,206,771
Water treatment sludge	-	5	701	302	929	20,086	19	170	-	22,212

Labour Practices and Decent Work

Employment

401-1 New employee hires and employee turnover

New Employee Hires		Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
<30	Men	67 0.99%	27 0.40%	33 0.49%	26 0.38%	13 0.19%	19 0.28%	31 0%	7 0.10%	40 0.59%	263 0.43%
	Women	7 0.10%	3 0.04%	8 0.12%	3 0.04%	1 0.01%	1 0.01%	3 0%	7 0.10%	9 0.13%	42 0.07%
Between 30 and 50	Men	62 0.91%	41 0.60%	40 0.59%	84 1.24%	34 0.50%	26 0.38%	19 0%	20 0.29%	86 1.27%	412 0.67%
	Women	7 0.10%	3 0.04%	8 0.12%	3 0.04%	1 0.01%	1 0.01%	3 0%	7 0.10%	9 0.13%	42 0.06%
>50	Men	19 0.28%	1 0.01%	0 0%	10 0.15%	3 0.04%	4 0.06%	1 0%	3 0.04%	9 0.13%	50 0.08%
	Women	2 0.03%	1 0.01%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0.03%	5 0.01%

Employee Turnover ⁽¹⁾		Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
<30	Men	31 0.46%	22 0.32%	12 0.18%	7 0.10%	14 0.21%	7 0.10%	18 0.26%	1 0.01%	6 0.09%	188 0.19%
	Women	1 0.01%	1 0.01%	1 0.01%	6 0.09%	4 0.06%	1 0.01%	1 0.01%	1 0.01%	1 0.01%	17 0.03%
Between 30 and 50	Men	64 0.94%	27 0.40%	27 0.40%	66 0.97%	76 1.12%	30 0.44%	37 0.54%	22 0.32%	31 0.46%	380 0.62%
	Women	8 0.12%	3 0.04%	0 0%	6 0.09%	8 0.12%	1 0.01%	3 0.04%	3 0.04%	5 0.07%	37 0.06%
>50	Men	27 0.40%	4 0.06%	0 0%	11 0.16%	16 0.24%	10 0.15%	6 0.09%	6 0.09%	7 0.10%	87 0.14%
	Women	2 0.03%	0 0%	0 0%	0 0%	0 0%	1 0.01%	0 0%	0 0%	1 0.01%	4 0.01%

(1) Turnover includes permanent employees. Turnover includes retirement, voluntary or involuntary departure of permanent employees.

Occupational Health and Safety

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

2019 Safety Performance	Timmins	Dolores	La Colorada	Shahuindo	La Arena	Huaron	Morococha	San Vicente	Manantial Espejo	Total
Lost time injury frequency ⁽¹⁾	1.99	0.44	0.32	0.86	0.81	1.32	1.94	1.35	2.03	1.04
Lost time injury severity ⁽²⁾	9	46	6	80	30	103	1,788	69	4,239	481

(1) Lost time injury frequency is calculated as the number of lost time injuries, including fatalities, in the exposure period multiplied by 1 million hours and divided by the total number of hours worked in that period.

(2) Lost time injury severity is a measurement of the seriousness of injuries and is calculated as the number of workdays lost due to lost time injuries multiplied by 1 million and divided by the total exposure hours. We count 6,000 lost workdays in the event of a fatal accident.

Historical Safety Performance ⁽¹⁾	2019	2018	2017
LTIF ⁽²⁾	1.04	1.41	1.26
LTIS ⁽³⁾	481	723	771
Fatalities	2	1	2

(1) Includes Contractors

(2) Lost time injury frequency is calculated as the number of lost time injuries, including fatalities, in the exposure period multiplied by 1 million hours and divided by the total number of hours worked in that period.

(3) Lost time injury severity is a measurement of the seriousness of injuries and is calculated as the number of workdays lost due to lost time injuries multiplied by 1 million and divided by the total exposure hours. We count 6,000 lost workdays in the event of a fatal accident.

Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

Percentage of employees per gender and age group	Employees ⁽¹⁾									
	Male				Total Male	Female				Total Female
	< 30	30-50	> 50	> 60		< 30	30-50	> 50	> 60	
Corporate Office	5%	32%	19%	10%	66%	3%	21%	10%	0%	34%
Canada	14%	52%	18%	7%	91%	3%	5%	1%	0%	9%
Peru	14%	68%	11%	2%	95%	1%	3%	1%	0%	5%
Mexico ⁽²⁾	24%	60%	8%	1%	93%	2%	4%	1%	0%	7%
Guatemala ⁽²⁾	18%	56%	6%	3%	83%	6%	10%	1%	0%	17%
Bolivia	11%	75%	7%	1%	94%	1%	4%	1%	0%	6%
Argentina ⁽²⁾	18%	65%	6%	1%	90%	2%	7%	1%	0%	10%
Total ⁽³⁾	17%	64%	10%	2%	93%	2%	4%	1%	0%	7%

(1) The percentages by age and gender in each country and corporate uses the total number of employees per country and per corporate.

(2) Includes Escobal, Alamo Dorado and Navidad.

(3) The total percentages per employees' gender and age group calculation uses the total number of employees in the company.

Percentage of contractors per gender and age group	Contractors ⁽¹⁾									
	Male				Total Male	Female				Total Female
	< 30	30-50	> 50	> 60		< 30	30-50	> 50	> 60	
Corporate Office	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Canada	34%	40%	13%	5%	92%	5%	3%	0%	0%	8%
Peru	24%	60%	4%	1%	89%	5%	6%	0%	0%	11%
Mexico ⁽²⁾	31%	51%	9%	1%	92%	4%	4%	0%	0%	8%
Guatemala ⁽²⁾	40%	30%	5%	0%	75%	18%	7%	0%	0%	25%
Bolivia	30%	54%	2%	0%	86%	4%	10%	0%	0%	14%
Argentina ⁽²⁾	28%	63%	2%	1%	94%	3%	2%	1%	0%	6%
Total ⁽³⁾	27%	55%	6%	1%	89%	5%	6%	0%	0%	11%

(1) The percentages by age and gender in each country and corporate uses the total number of contractors per country and per corporate.

(2) Includes Escobal, Alamo Dorado and Navidad.

(3) The total percentages per contractors' gender and age group calculation uses the total number of contractor's in the company.

Percentage of management type by gender	Senior Manager ⁽¹⁾		Manager ⁽²⁾		Superintendent/Assistant Manager ⁽³⁾		Supervisors ⁽⁴⁾	
	Male	Female	Male	Female	Male	Female	Male	Female
Corporate Office ⁽⁵⁾	86%	14%	69%	31%	0%	0%	0%	0%
Canada	50%	50%	0%	0%	94%	6%	84%	16%
Peru	86%	14%	67%	33%	90%	10%	92%	8%
Mexico ⁽⁶⁾	91%	9%	86%	14%	78%	22%	89%	11%
Guatemala ⁽⁶⁾	100%	0%	82%	18%	78%	22%	93%	7%
Bolivia	100%	0%	100%	0%	100%	0%	85%	15%
Argentina ⁽⁶⁾	100%	0%	75%	25%	100%	0%	91%	9%

(1) Senior Manager include country managers, directors, and every employee who reports directly to a country manager. It also includes operation managers and/or general manager at the mine site.

(2) Managers include any employee who reports directly to a senior manager, but it does not include country managers.

(3) Superintendent / Assistant Manager includes head of departments (mine managers, process managers, security managers, mine superintendent, maintenance superintendent, etc.) who report directly to operations manager or its equivalent.

(4) Supervisors include employees who have at least one person they supervise, ei. maintenance supervisor, head guard, etc.

(5) At the corporate level, senior management include vice presidents, senior vicepresidents and the C-level executives while managers include directors and managers.

(6) Includes Escobal, Alamo Dorado and Navidad.