

HUMAN CAPITAL DEVELOPMENT

| OUR MANAGEMENT APPROACH

We focus on attracting and retaining qualified employees who will help us achieve our business objectives. We invest in our employees through talent management, training and development, and support their well-being through wellness programs. We seek to foster work environments in which our employees can flourish, enabling them to collaboratively and optimally contribute to our success as a company. We want our employees to feel valued, take pride in our Company, embody the Pan American Silver values, and share our success.

Policies

- [Global Code of Ethical Conduct](#)
- [Board and Senior Management Diversity Policy](#)
- [Global Human Rights Policy](#)
- [Inclusion and Diversity Policy](#)

Plans, Programs, and Initiatives

- Our human capital development management processes help us ascertain the strengths and needs of our leadership teams and individuals in professional roles, identify future leaders, and prepare succession plans.

- Site-level training programs to both employees and contractors provide the necessary skills and development opportunities to meet site-specific, current, and future needs.
- Competitive compensation and benefits, and investment in employee development.
- Succession planning helps develop people and build their skills and talents required to fulfill corporate objectives. The Board reviews the succession plan annually.
- Site-level union agreements improve safety standards and working conditions.
- The Whistleblower Hotline provides a mechanism for employees to report actual or potential breaches of the Global Code of Ethical Conduct or related policies or guidelines confidentially and anonymously via phone or web, in English, Spanish and Portuguese, 24 hours a day, 365 days a year.
- PAAS Listens provides a mechanism for our employees to voice concerns, provide feedback, or raise grievances directly with Human Resources.

Monitoring and Evaluation

- Compensation benchmarking helps to ensure our employee compensation is in line with market trends and complies with local legislation.

Accountability

- The Chief Legal and Human Resources Officer, General Counsel and the Vice President of Human Resources manage all levels of human resources including operations and corporate.
- The Human Resources and Compensation Committee of the Board oversees the Company's human resources strategy.