

RELATIONSHIPS WITH COMMUNITIES AND INDIGENOUS PEOPLES

| OUR MANAGEMENT APPROACH

We believe that collaborating with host communities through open and honest engagement is the basis for building social acceptance in the countries where we operate. We establish participatory processes and employ social performance tools to identify and manage our actual and perceived impacts, and to evaluate the effectiveness of our performance. Maintaining open dialogue and engagement is crucial to proactively manage social risk. By doing so, we can better understand their concerns and interests and effectively address and support them in an open and timely manner. Pan American Silver has established five pillars that are core to our work with communities: Local Economic Development; Health; Education; Investment in Community Services; and Local Employment and Procurement.

Policies

- [Social Sustainability Policy](#)
- [Global Human Rights Policy](#)
- [Inclusion & Diversity Policy](#)

Standards and Guidelines

- The Corporate Social Closure Standard establishes the minimum requirements for the development and implementation of social

closure plans that reflect local conditions, Communities of Interest (COI)'s social interests and expectations, and legal requirements. Collaborating with local communities during the closure planning stage ensures they have a say in decision-making. This is particularly important as, ultimately, the community will be left to face the outcomes of the closure planning choices once the Company is no longer present.

Plans, Programs, and Initiatives

- COI mapping helps us identify relevant stakeholders, improve our engagement, and understand risks. Mapping includes vulnerable groups that may be disproportionately affected by our activities.
- Participatory baselines, cultural studies, and perception assessments, conducted jointly with communities and third parties, create opportunities for effective dialogue and are essential to helping us understand social context, actual and potential impacts of our operations on our host communities, and community needs and interests.
- Response mechanisms at each site help

us understand and respond to community questions or concerns around perceived or actual impacts from our activities.

- Annual COI survey helps us identify local communities issues, priorities, and topics of concern.
- Commitment to achieving free, prior, and informed consent (FPIC) for impacts on rights of directly affected Indigenous Peoples, in alignment with the Mining Association of Canada (MAC)'s Towards Sustainable Mining (TSM) Indigenous and Community Relationships Protocol.

Monitoring and evaluation

- Our social risk assessment tool helps sites identify and manage social risks.
- Sustainability performance indicators track our social performance, including that of our community development projects.
- Sustainability audits are conducted to evaluate our social performance, including the effectiveness of our community programs and the conditions of our mine camps, facilities including employees' and contractors' living conditions.

- The TSM Indigenous and Community Relationships Protocol is used by sites to self-assess performance and implement action plans for continuous improvement.
- TSM Indigenous and Community Relationships Protocol external verifications are completed by independent auditors every 3 years at frequencies recommended by the MAC.

Accountability

- Local management, through the social teams at each mine or project, is responsible for ongoing engagement and facilitating the implementation of social management systems that meet corporate commitments and initiatives.
- The Vice President of Social Sustainability, Inclusion and Diversity leads social performance and sustainable development programs and initiatives.
- The Board Communities and Sustainable Development Committee oversees the Company's overall social performance.