

2024 REPORTING INDEX

Pan American Silver's 2024 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and in alignment with the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2021-12) for the period January 1 to December 31, 2024. Pan American Silver also continued to incorporate the Task Force on Climate-related Financial Disclosure's (TCFD) reporting recommendations in our 2024 Sustainability Report with the aim to progressively improve the quality and transparency of our climate-related disclosures.

This document includes the following indexes:

1. [Global Reporting Initiative \(GRI\) Content Index](#)
2. [Sustainability Accounting Standards Board \(SASB\) - Metals & Mining Sustainability Accounting Standard Index](#)
3. [Task Force on Climate-Related Financial Disclosures \(TCFD\) Index](#)

The GRI, SASB and TCFD indexes included in this document are intended to help stakeholders navigate our disclosures and easily locate relevant information.

On December 2, 2024, Pan American Silver completed the sale of its 100% interest in La Arena, Peru. Other than financial and safety data, which is reported as of the closing date, the report includes data from La Arena as of October 31, 2024, for Environmental indicators and as of November 30, 2024, for indicators related to Human Capital, Relationships with Communities, and Socio-Economic Contributions.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of use	Pan American Silver has reported in accordance with the GRI Standards for the period January 1, 2024 - December 31, 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI G4 Mining & Metals Sector Supplement

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Pan American Silver 2024 Annual Report 2024 Annual Information Form			
	2-2 Entities included in the organization's sustainability reporting	About this Report			
	2-3 Reporting period, frequency and contact point	About this Report			
	2-4 Restatements of information	About this Report			
	2-5 External assurance	About this Report			Data was reviewed internally at both site and corporate levels. Certain economic data was extracted from our 2024 audited annual financial statements.
	2-6 Activities, value chain and other business relationships	About Pan American Silver 2024 Annual Report 2024 Annual Information Form			
	2-7 Employees	Where We Operate 2024 Sustainability Performance Data Book - Workforce			
	2-8 Workers who are not employees	Where We Operate 2024 Sustainability Performance Data Book - Workforce			
	2-9 Governance structure and composition	Leadership - Pan American Silver website Governing for Sustainability 2025 Management Information Circular 2024 Sustainability Performance Data Book - Board and Committees Comp.			
	2-10 Nomination and selection of the highest governance body	2025 Management Information Circular Nominating and Governance Committee Charter			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Our Approach to Governance and Compliance 2025 Management Information Circular Mandate of the Chair of the Board			
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Approach to Governance and Compliance 2025 Management Information Circular Audit Committee Charter			
	2-13 Delegation of responsibility for managing impacts	Our Approach to Governance and Compliance 2025 Management Information Circular			
	2-14 Role of the highest governance body in sustainability reporting	Our Approach to Governance and Compliance Communities and Sustainable Development Committee Charter			
	2-15 Conflicts of interest	Business Ethics 2025 Management Information Circular Audit Committee Charter Global Code of Ethical Conduct			
	2-16 Communication of critical concerns	Crisis and Emergency Management Business Ethics			
	2-17 Collective knowledge of the highest governance body	Our Approach to Governance and Compliance Leadership - Pan American Silver website 2025 Management Information Circular			
	2-18 Evaluation of the performance of the highest governance body	2025 Management Information Circular Audit Committee Charter Nominating and Governance Committee Charter			
	2-19 Remuneration policies	Our Approach to Governance and Compliance 2025 Management Information Circular Nominating and Governance Committee Charter Human Resources and Compensation Committee Charter			
	2-20 Process to determine remuneration	2025 Management Information Circular Human Resources and Compensation Committee Charter			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Not reported	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees.	Information unavailable/incomplete	There would be no accurate or meaningful way of determining the real pay ratio described and such a comparison would be of little utility given the multiple jurisdictions the Company operates in (which each have different costs of living, taxation, compensation and benefits practices, currency considerations, inflation rates, etc.). Trying to normalize all such circumstances and external factors to provide an accurate comparison would not be feasible.
	2-22 Statement on sustainable development strategy	President and & CEO's Message Board Chair's Message Communities and Sustainable Development Committee Charter 2024 Annual Report			
	2-23 Policy commitments	Governing for Sustainability Our Sustainability Journey ESG Audits and Performance Monitoring Business Ethics 2025 Management Information Circular			
	2-24 Embedding policy commitments	Governing for Sustainability Our Approach to Sustainability Business Ethics			
	2-25 Processes to remediate negative impacts	Relationships with Communities & Indigenous Peoples Environmental and Social Mitigation Hierarchy ESG Audits and Performance Monitoring			
	2-26 Mechanisms for seeking advice and raising concerns	Mechanisms For Seeking Advice And Raising Concerns			
	2-27 Compliance with laws and regulations	Our Approach to Governance and Compliance Governing for Sustainability 2024 Sustainability Performance Data Book - Compliance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-28 Membership associations	Membership Partnerships and Initiatives 2024 Sustainability Performance Data Book - Memberships			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Relationships with Communities and Indigenous Peoples ESG Audits and Performance Monitoring			
	2-30 Collective bargaining agreements	Human Capital Development - Labour Relations 2024 Sustainability Performance Data Book - Collective Bargaining Global Human Rights Policy			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment			
	3-2 List of material topics	Materiality Results			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Socio-Economic Contributions Socio-Economic Contributions Management Approach			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Socio-Economic Contributions 2024 Sustainability Performance Data Book - Direct Economic Value			
	201-2 Financial implications and other risks and opportunities due to climate change	Climate, Energy and Greenhouse Gas Emissions Report 2024 Annual Report 2025 Management Information Circular			
	201-4 Financial assistance received from government	Business Ethics - Tax Transparency Global Guidelines Regarding Tax Matters			
Market Presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Inclusion and Diversity			
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Socio-Economic Contributions - Local Employment and Procurement Inclusion and Diversity - Local Hiring 2024 Sustainability Performance Data Book - Market Presence			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Indirect Economic Impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Socio-Economic Contributions			
		Socio-Economic Contributions Management Approach			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Socio-Economic Contributions			
	203-2 Significant indirect economic impacts	Socio-Economic Contributions			
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Socio-Economic Contributions			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Socio-Economic Contributions - Local Employment and Procurement			
		2024 Sustainability Performance Data Book - Procurement Practices			
Anti-Corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Business Ethics			
		Business Ethics Management Approach			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics			
		Supply Chain Management			
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics			
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Business Ethics - Tax Transparency			
GRI 207: Tax 2019	207-1 Approach to tax	Business Ethics - Tax Transparency			
		Global Guidelines Regarding Tax Matters			
	207-2 Tax governance, control, and risk management	Business Ethics - Tax Transparency			
	207-3 Stakeholder engagement and management of concerns related to tax	Human Capital Development			
		Business Ethics - Tax Transparency			
	207-4 Country-by-country reporting	2024 Sustainability Performance Data Book - Direct Economic Value			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Tailings Facilities and Waste Management			
		Tailings Facilities and Waste Management Approach			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
	301-2 Recycled input materials used	2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Energy Consumption and GHG Emissions			
		Climate, Energy and Greenhouse Gas Emissions Report			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - Energy			
	302-2 Energy consumption outside of the organization	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - Energy			
	302-3 Energy intensity	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - Energy			
	302-4 Reduction of energy consumption	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - Energy			
	302-5 Reductions in energy requirements of products and services	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - Energy			
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Water Stewardship			
		Water Stewardship Management Approach			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship			
	303-2 Management of water discharge-related impacts	Water Stewardship			
	303-3 Water withdrawal	Water Stewardship 2024 Sustainability Performance Data Book - Water			
	303-4 Water discharge	Water Stewardship 2024 Sustainability Performance Data Book - Water			
	303-5 Water consumption	Water Stewardship 2024 Sustainability Performance Data Book - Water			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Biodiversity and Land Use			
		Biodiversity and Land Use Management Approach			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Land Use - Biodiversity Conservation			
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Land Use			
	304-3 Habitats protected or restored	Biodiversity and Land Use			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 Sustainability Performance Data Book - Biodiversity			
GRI G4: Mining & Metals Sector Supplement	MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Biodiversity and Land Use			
	MM2 Total sites requiring biodiversity management plans	2024 Sustainability Performance Data Book - Biodiversity			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Energy Consumption and GHG Emissions			
		Climate, Energy and Greenhouse Gas Emissions Report			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate, Energy and Greenhouse Gas Emissions Report			
		2024 Sustainability Performance Data Book - GHG Emissions			
	305-2 Energy indirect (Scope 2) GHG emissions	Climate, Energy and Greenhouse Gas Emissions Report			
		2024 Sustainability Performance Data Book - GHG Emissions			
	305-3 Other indirect (Scope 3) GHG emissions	Climate, Energy and Greenhouse Gas Emissions Report			
		2024 Sustainability Performance Data Book - GHG Emissions			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - GHG Emissions			
	305-5 Reduction of GHG emissions	Climate, Energy and Greenhouse Gas Emissions Report 2024 Sustainability Performance Data Book - GHG Emissions			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 Sustainability Performance Data Book - Air Quality			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Tailings Facilities and Waste Management Tailings Facilities and Waste Management Approach			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Tailings Facilities and Waste Management			
	306-2 Management of significant waste-related impacts	Tailings Facilities and Waste Management			
	306-3 Waste generated	Tailings Facilities and Waste Management 2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
	306-4 Waste diverted from disposal	Tailings Facilities and Waste Management 2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
	306-5 Waste directed to disposal	Tailings Facilities and Waste Management 2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
GRI G4: Mining & Metals Sector Supplement	MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Tailings Facilities and Waste Management 2024 Sustainability Performance Data Book - Waste & Hazardous Materials			
Supplier Environmental Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Supply Chain Management Supply Chain Management Approach			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2024 Sustainability Performance Data Book - Supply Chain Risk Management			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Human Capital Management			
		Inclusion and Diversity			
		Human Capital Management Approach			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Capital Management			
		Inclusion and Diversity			
		2024 Sustainability Performance Data Book - Employment			
Labour/Management Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Human Capital Management - Labour Relations			
GRI G4: Mining & Metals Sector Supplement	MM4 Number of strikes and lockouts exceeding one week’s duration, by country	Human Capital Management - Labour Relations			
		2024 Sustainability Performance Data Book - Strikes and Lockouts			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Occupational Health and Safety			
		Occupational Health and Safety Management Approach			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety			
	403-3 Occupational health services	Occupational Health and Safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety			
	403-6 Promotion of worker health	Human Capital Management			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Health and Safety Policy			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	403-9 Work-related injuries	Occupational Health and Safety 2024 Sustainability Performance Data Book - Occupational Health and Safety			
Training and Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Capital Management Inclusion and Diversity Occupational Health and Safety			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 Sustainability Performance Data Book - Training and Education			
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Management Inclusion and Diversity			
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Inclusion and Diversity Inclusion and Diversity Management Approach			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Inclusion and Diversity 2024 Sustainability Performance Data Book - Diversity & Equal Opportunity			
	405-2 Ratio of basic salary and remuneration of women to men	Not reported	Ratio of basic salary and remuneration of women to men	Confidentiality constraints	Pan American does not report on this indicator. Pan American's pay practices are compliant with the local legislations where we operate. However, disclosure of this ratio would not represent the reality of our compensation practices. We seek to compensate employees competitively, without distinction of gender at all levels.
Non-Discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Inclusion and Diversity Human Rights Management			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights Management	Corrective actions taken	Confidentiality constraints	In 2024, we received 13 human rights-related complaints through our Whistleblower Hotline, all of which were investigated thoroughly, with the conclusion that no human rights violations had taken place. The main topics of the complaints were related to racism, discrimination, or sexual harassment.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Freedom of Association and Collective Bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Capital Management - Labour Relations			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	As of December 31, 2024, the right to exercise freedom of association and collective bargaining was not identified as a significant risk for any of our operations or high-risk suppliers.			
Child Labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Rights Management			
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act for the year ended December 31, 2024 As members of MAC, we have committed to respecting the rights of our workers and not engaging in or supporting the practice of child labour. As of December 31, 2024, child labour was not identified as a significant risk for any of our operations or our high-risk suppliers.			
Forced or Compulsory Labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Rights Management			
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act for the year ended December 31, 2024 As members of MAC, we have committed to respecting the rights of our workers and not engaging in or supporting the practice of forced labour. As of December 31, 2024, forced labour was not identified as a significant risk for any of our operations or high-risk suppliers.			
Security Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Security Practices Security Practices Management Approach			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Security Practices 2024 Sustainability Performance Data Book - Security Personnel Training			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Rights of Indigenous Peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Relationships with Communities and Indigenous Peoples			
		Relationships with Communities and Indigenous Peoples Management Approach			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Relationships with Communities and Indigenous Peoples			
Local Communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability			
		Relationships with Communities and Indigenous Peoples			
		Relationships with Communities and Indigenous Peoples Management Approach			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement			
		Relationships with Communities and Indigenous Peoples			
		ESG Audits and Performance Monitoring			
		Risk Management			
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Approach to Sustainability			
		Risk Management			
		Materiality Assessment			
GRI G4: Mining & Metals Sector Supplement	MM5 Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Relationships with Communities and Indigenous Peoples			
		2024 Sustainability Performance Data Book - Reserves in Conflict-Affected and Indigenous Areas			
	MM6 Numbers and description of significant disputes relating to land use, customary rights of local communities, and indigenous people	Relationships with Communities and Indigenous Peoples			
	MM7 Grievance mechanisms used to resolve disputes relating to land use, customary rights of local communities, and indigenous people	Relationships with Communities and Indigenous Peoples			
Relationships with Communities and Indigenous Peoples					
GRI G4: Mining & Metals Sector Supplement	MM8 Number and percentage of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site	Relationships with Communities and Indigenous Peoples - Artisanal and Small-Scale Mining			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Relocation					
GRI G4: Mining & Metals Sector Supplement	MM9 Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process	Relationships with Communities and Indigenous Peoples			
Closure planning					
GRI G4: Mining & Metals Sector Supplement	MM10 Number and percentage of operations with closure plans	Mine Closure and Rehabilitation Mine Closure and Rehabilitation Management Approach			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Supply Chain Management Supply Chain Management Approach			
GRI 414: Supplier Social Assessment 2016	413-1 New suppliers that were screened using social criteria	Supply Chain Management			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Business Ethics			
GRI 415: Public Policy 2016	415-1 Political contributions	Global Guidelines Regarding Tax Matters Business Ethics - Tax transparency			

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Statement of use	Pan American Silver has reported in accordance with the SASB Standards for the period January 1, 2024 - December 31, 2024
Applicable Sector Standards	Metals and Mining Sustainability Accounting Standard

TOPIC	SASB CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	REFERENCE	COMMENTARY
Greenhouse Gas Emissions	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO ₂ Eq Percentage (%)	2024 Sustainability Performance Data Book - GHG Emissions	
	EM-MM-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	N/A	Climate, Energy and Greenhouse Gas Emissions Report	
Air Quality	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	(1) - (7) 2024 Sustainability Performance Data Book - Air Quality	
Energy Management	EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ)	(1) - (3) 2024 Sustainability Performance Data Book - Energy	
Water Management	EM-MM-140a.1 (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³) Percentage (%)	(1) - (2) 2024 Sustainability Performance Data Book - Water	
	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	Water Stewardship	
Waste & Hazardous Materials Management	EM-MM-150a.4 Total weight of non-mineral waste generated	Quantitative	Metric tons (t)	2024 Sustainability Performance Data Book - Waste & Hazardous Materials	
	EM-MM-150a.5 Total weight of tailings produced	Quantitative	Metric tons (t)	2024 Sustainability Performance Data Book - Waste & Hazardous Materials	
	EM-MM-150a.6 Total weight of waste rock generated	Quantitative	Metric tons (t)	2024 Sustainability Performance Data Book - Waste & Hazardous Materials	
	EM-MM-150a.7 Total weight of hazardous waste generated	Quantitative	Metric tons (t)	2024 Sustainability Performance Data Book - Waste & Hazardous Materials	
	EM-MM-150a.8 Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	2024 Sustainability Performance Data Book - Waste & Hazardous Materials	

TOPIC	SASB CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	REFERENCE	COMMENTARY
Waste & Hazardous Materials Management	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	Tailings Facilities and Waste Management 2024 Sustainability Performance Data Book - Waste & Hazardous Materials	
	EM-MM-150a.10 Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and analysis	N/A	Tailings Facilities and Waste Management	
Biodiversity Impacts	EM-MM-160a.1 Description of environmental management policies and practices for active sites	Discussion and analysis	N/A	Our Approach to Sustainability Water Stewardship Tailings Facilities and Waste Management Biodiversity and Land Use Mine Closure and Rehabilitation Climate, Energy and Greenhouse Gas Emissions Report	
	EM-MM-160a.2 Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, (3) under treatment or remediation	Quantitative	Percentage (%)	(1) - (3) Tailings Facilities and Waste Management - Waste Rock Management	
	EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	(1) - (2) Biodiversity and Land Use	
	EM-MM-210a.1 Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	(1) - (2) 2024 Sustainability Performance Data Book - Reserves in Conflict-Affected and Indigenous Areas	
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	(1) - (2) 2024 Sustainability Performance Data Book - Reserves in Conflict-Affected and Indigenous Areas	
	EM-MM-210a.3 Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	Governance - Risk Management Our Approach to Sustainability Human Rights Management Business Ethics Mine Closure and Rehabilitation Relationships with Communities and Indigenous Peoples Socio-Economic Contributions Inclusion & Diversity	

TOPIC	SASB CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	REFERENCE	COMMENTARY
Community Relations	EM-MM-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	N/A	Risk Management Our Approach to Sustainability Human Rights Management Business Ethics Water Stewardship Tailings Facilities and Waste Management Mine Closure and Rehabilitation Relationships with Communities and Indigenous Peoples Socio-Economic Contributions Inclusion & Diversity	
	EM-MM-210b.2 Number of non-technical delays	Quantitative	Number, Days	2024 Sustainability Performance Data Book - Production Delays	
Labour Practices	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	Percentage (%)	2024 Sustainability Performance Data Book - Collective Bargaining	
	EM-MM-310a.2 Number and duration of strikes and lockouts	Quantitative	Number, Days	2024 Sustainability Performance Data Book - Strikes and Lockouts	
Workforce Health & Safety	EM-MM-320a.1 (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Rate	(1) - (2) 2024 Sustainability Performance Data Book - Occupational Health & Safety (3) Not reported (4) Occupational Health & Safety	(3) Pan American does not collect near miss frequency rate (NMFR) data at the corporate level. This data is collected and managed at some sites only. (4) We provide the total number of training hours provided to all employees and contractors. We do not provide average hours of health, safety, and emergency response training, or breakdown training between employees and contractors.
Business Ethics and Transparency	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain	Quantitative	N/A	Risk Management Business Ethics	
	EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	2024 Sustainability Performance Data Book - Anti-Corruption	

TOPIC	SASB CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	REFERENCE	COMMENTARY
Tailings Storage Facilities Management	EM-MM-540a.1 Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Quantitative	Various	(1) - (12) 2024 Sustainability Performance Data Book - Tailings Storage Facilities	
	EM-MM-540a.2 Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	N/A	Tailings Facilities and Waste Management - Tailings Facilities Management	
	EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	N/A	Tailings Facilities and Waste Management - Tailings Facilities Management	
Scale of the Business	EM-MM-000.A Production of (1) metal ores and (2) finished metal products	Quantitative	Metric tons (t) saleable	(1) - (2) 2024 Sustainability Performance Data Book - Production	
	EM-MM-000.B Total number of employees, percentage contractors	Quantitative	Number Percentage (%)	Human Capital Management 2024 Sustainability Performance Data Book - Workforce	

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Statement of use		Pan American Silver has reported in accordance with the TCFD Disclosures for the period January 1, 2024 - December 31, 2024
TCFD RECOMMENDATION		REFERENCE
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Climate, Energy and Greenhouse Gas Emissions Reporting – Governance Our Approach to Governance and Compliance Risk Management
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate, Energy and Greenhouse Gas Emissions Reporting – Governance Our Approach to Governance and Compliance Risk Management
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Change Strategy Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Risks and Opportunities
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Change Strategy Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Risks and Opportunities
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Change Strategy Climate, Energy and Greenhouse Gas Emissions Report - Physical Risks Infographic
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Risks and Opportunities Climate, Energy and Greenhouse Gas Emissions Reporting – Initiatives Risk Management - Risk Management Process
	b) Describe the organization's processes for managing climate-related risks.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Risks and Opportunities Climate, Energy and Greenhouse Gas Emissions Reporting – Initiatives
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate, Energy and Greenhouse Gas Emissions Reporting – Climate Risks and Opportunities Risk Management
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate, Energy and Greenhouse Gas Emissions Report - Our Performance: Metrics and Targets
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate, Energy and Greenhouse Gas Emissions Report - Our Performance: Metrics and Targets 2024 Sustainability Performance Data Book - GHG Emissions
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate, Energy and Greenhouse Gas Emissions Report - Our Performance: Metrics and Targets Summary at Pan American - 2025 ESG Goals 2024 Sustainability Performance Data Book - Environmental Goals by Mine Site