

HUMAN CAPITAL DEVELOPMENT

OUR MANAGEMENT APPROACH

Our approach to developing human capital focuses on attracting and retaining talented professionals to help achieve our business objectives. We invest in our employees through talent management, training, and wellness programs, fostering work environments where they can thrive and contribute optimally to our success. Through the ten task forces⁽¹⁾ of our Human Resources team, we cultivate a respectful and collaborative work culture while advancing key initiatives in safety, diversity, development, and operational efficiency. We want our employees to feel valued, take pride in the Company, embody Pan American Silver's core values, and share in our collective achievements.

Policies

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

Plans, Programs, and Initiatives

- Our human capital development management processes enable us to assess the strengths and needs of our leadership teams and

individuals in professional roles, identify future leaders, and prepare succession plans.

- Site-level training programs for both employees and contractors provide the necessary skills and development opportunities to meet site-specific, current, and future needs.
- We offer competitive compensation and benefits, and investment in employee development.
- Succession planning helps develop people and build the skills and talents required to fulfil 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. This mechanism is available in English, Spanish, and Portuguese.

Monitoring and Evaluation

- Compensation benchmarking helps ensure our employee compensation remains competitive, aligns 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.

(1) Ten Task Forces: Doing Safety Differently; Climate & Culture; HR Guidelines; Development; Compensation & Benefits; KPIs & Metrics; Labour Cost & Streamline; General Services; Scholarship; Personnel Transportation Service.