

Pan American Silver (“PAAS”) was created with the intention to provide investors with the best vehicle to gain exposure to higher silver prices. Our vision is to be the world’s pre-eminent silver producer, with a reputation for excellence in discovery, engineering, and sustainable development. Pan American Silver has several underground and open pit operations in Canada, Mexico, Guatemala, Peru, Chile, Brazil, Bolivia, and Argentina.

Pan American Silver is committed to advancing diversity and developing inclusive leadership teams that are representative of the communities we serve. The Company provides equal opportunities to all persons regardless of age, color, national origin, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression or any other characteristic protected by federal, provincial, or local law.

### **Social Performance Analyst**

We are looking for a Social Performance Analyst to join our Social Sustainability team. This role will be based in our Vancouver office.

The Social Performance Analyst will support the Social Sustainability team through data collection and analysis, information management, and reporting, while supporting the development and implementation of corporate social performance programs across the Company. This role offers an opportunity to gain exposure to social performance practices in the mining sector and to support initiatives to earn and sustain social acceptance across our operations.

#### **Major Responsibilities:**

- Assist in managing and analyzing social performance data and information to support corporate reporting, sustainability disclosures, and informed decision-making.
- Conduct research and analysis on technical social performance topics to support the development, implementation, and ongoing management of systematic social performance programs across the Company.
- Support the preparation of project deliverables, including presentations, summaries, and written reports, to enable the Social Sustainability team to deliver social performance outcomes and collaborate effectively with site teams and other stakeholders.
- Develop and implement tools and methodologies to measure and track the organization's socio-economic development programs.
- Support mine operations compliance with corporate and international sustainability standards, including “Towards Sustainable Mining” and “Responsible Gold Mining Principles”.
- Provide administrative and coordination support to the Social Sustainability team, including document control, responding to data requests and tracking deliverables.
- Other duties as required or assigned.

#### **Qualifications:**

- Undergraduate degree in Sociology, Anthropology, Social Sciences, Environmental Studies/Science, or another related discipline.
- Analytical mindset with an interest in social issues, including how business activities interact with and impact people and communities.



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- Strong critical thinking, research, and analytical skills, with the ability to synthesize qualitative and quantitative information.
- Collaborative, detail-oriented, self-motivated, and keen to learn in a team-based environment.
- Strong written and verbal communication skills, with an ability to produce clear and structured presentations and written outputs.
- Excellent organizational and problem-solving skills, with the ability to meet tight deadlines.
- Proficiency in Microsoft Office Suite.

**Preferred Attributes:**

- 1 or more years of experience or exposure to sustainability, community engagement, extractives, infrastructure, or development sectors.
- Fieldwork, community-based research, or applied research experience.
- Proficiency in Spanish and/or Portuguese.
- Experience working with teams in countries within Latin America preferred.

**Salary Range:**

- \$65,000-\$68,000, plus competitive benefits package.

**Job Type:**

- Full-time, Permanent.

Interested candidates please apply in confidence to [hr@panamericansilver.com](mailto:hr@panamericansilver.com).

*We thank all applicants for showing an interest. Only candidates under consideration will be contacted.*