

2025 REPORTING INDEX

Reporting period: January 01, 2025 to December 31, 2025

Pan American Silver's 2025 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021), including the GRI 14: Mining and Metals Sector Standard (2025), and in alignment with the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (Version 2021-12).

Pan American Silver continues to incorporate the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) within its 2025 Sustainability Report, with the objective of enhancing the quality, consistency, and transparency of climate-related disclosures and supporting stakeholders in understanding climate-related risks and opportunities.

Indexes Included in this Document

This document includes the following indexes to support stakeholders in locating relevant disclosures:

1. [Global Reporting Initiative \(GRI\) Content Index](#)
Including applicable disclosures from the GRI Universal Standards and GRI 14: Mining and Metals Sector Standard
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 support stakeholders in navigating the 2025 Sustainability Report and related disclosures by providing cross-references to relevant sections, thereby enhancing the accessibility and usability of reported information.

Unless otherwise stated, disclosures relate to operations over which Pan American Silver has operational control.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of use	Pan American Silver has reported in accordance with the GRI Standards for the period January 1, 2025 - December 31, 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14: Mining Sector 2024

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	About Pan American Silver 2025 Annual Report 2025 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	Not Disclosed	External assurance of the 2025 Sustainability Report.	Information unavailable/incomplete	Data was reviewed internally at both site and corporate levels. Certain economic data was extracted from our 2025 audited annual financial statements.	
	2-6 Activities, value chain and other business relationships	About Pan American Silver 2025 Annual Report 2025 Annual Information Form				
	2-7 Employees	Where We Operate 2025 Sustainability Performance Data Book - Workforce Composition tab				
	2-8 Workers who are not employees	Where We Operate 2025 Sustainability Performance Data Book - Workforce Composition tab				
	2-9 Governance structure and composition	Leadership - Pan American Silver website Governing for Sustainability 2026 Management Information Circular 2025 Sustainability Performance Data Book - Board and Committees Comp. tab				
	2-10 Nomination and selection of the highest governance body	2026 Management Information Circular Nominating and Governance Committee Charter				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Our Approach to Governance and Compliance 2026 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 2026 Management Information Circular Audit Committee Charter				
	2-13 Delegation of responsibility for managing impacts	Our Approach to Governance and Compliance 2026 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 2026 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 2026 Management Information Circular				
	2-18 Evaluation of the performance of the highest governance body	2026 Management Information Circular Audit Committee Charter Nominating and Governance Committee Charter				
	2-19 Remuneration policies	Our Approach to Governance and Compliance 2026 Management Information Circular Nominating and Governance Committee Charter Human Resources and Compensation Committee Charter				
	2-20 Process to determine remuneration	2026 Management Information Circular Human Resources and Compensation Committee Charter				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Not disclosed	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 & CEO's Message Board Chair's Message Communities and Sustainable Development Committee Charter 2025 Annual Report				
	2-23 Policy commitments	Governing for Sustainability Our Sustainability Journey Sustainability Audits and Performance Monitoring Business Ethics 2026 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 Sustainability 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 2025 Sustainability Performance Data Book - Compliance with Laws and Regulations tab				
	2-28 Membership associations	Membership Partnerships and Initiatives 2025 Sustainability Performance Data Book - Memberships tab				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder Engagement Relationships with Communities and Indigenous Peoples Sustainability Audits and Performance Monitoring				
	2-30 Collective bargaining agreements	Human Capital Development - Labour Relations 2025 Sustainability Performance Data Book - Collective Bargaining tab Global Human Rights Policy				
GRI 14: Mining Sector Standard	GRI 14 sector disclosures: List of mine sites	2025 Sustainability Performance Data Book - Mine-Site Information tab				14.0.1
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 2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)				14.9.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Socio-Economic Contributions 2025 Sustainability Performance Data Book - Direct Economic Value 2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)				14.9.2 14.23.2
	201-2 Financial implications and other risks and opportunities due to climate change	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Annual Report 2026 Management Information Circular				14.2.2
	201-3 Defined benefit plan obligations and other retirement plans	2025 Annual Report				
	201-4 Financial assistance received from government	Business Ethics - Tax Transparency Global Guidelines Regarding Tax Matters 2025 Annual Report 2025 Annual Information Form				14.23.3
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Community investments by mine site	2025 Sustainability Performance Data Book - Direct Economic Value tab (Community Investment table)				14.9.2
	GRI 14 sector recommendations: Climate Change Financial and Socioeconomic Impacts	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)				14.2.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Market Presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Inclusion and Diversity				14.17.1
GRI 202: Market Presence 2016	202-2 Ratios of standard entry-level wage by gender compared to local minimum wage	Not disclosed	Entry-level wage ratio vs local minimum wage (by gender)	Confidentiality constraints	The organization does not disclose this information due to confidentiality constraints related to compensation practices.	14.17.2
	202-2 Proportion of senior management hired from the local community	Socio-Economic Contributions - Local Employment and Procurement Inclusion and Diversity - Local Hiring 2025 Sustainability Performance Data Book - Market Presence and Local Employment tab				14.21.2
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Senior management hired from local community by gender	2025 Sustainability Performance Data Book - Market Presence and Local Employment tab				14.21.2
Indirect Economic Impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Materiality Assessment Relationships with Communities and Indigenous Peoples Socio-Economic Contributions Socio-Economic Contributions Management Approach				14.9.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Relationships with Communities and Indigenous Peoples Socio-Economic Contributions Water Stewardship				14.9.3
	203-2 Significant indirect economic impacts	Relationships with Communities and Indigenous Peoples Socio-Economic Contributions 2025 Sustainability Performance Data Book - Sustainability Programs tab				14.9.4
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Senior management hired from local community by gender	2025 Sustainability Performance Data Book - Market Presence tab Socio-Economic Contributions Management Approach				14.9.1
	GRI 14 sector recommendations: Community Needs Assessments and Infrastructure Investments	Socio-Economic Contributions				14.9.3
	GRI 14 sector recommendations: Education and Skills Programs for Non-Employees	Socio-Economic Contributions Mine Closure and Rehabilitation				14.9.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Socio-Economic Contributions Socio-Economic Contributions Management Approach				14.9.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Socio-Economic Contributions - Local Employment and Procurement 2025 Sustainability Performance Data Book - Procurement Practices tab				14.9.5
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Local Procurement by Site	2025 Sustainability Performance Data Book - Procurement Practices tab				14.9.5
	GRI 14 sector disclosures: Local Employment by Site (Gender Breakdown)	2025 Sustainability Performance Data Book - Market Presence tab				14.9.6
Anti-Corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Business Ethics Business Ethics Management Approach				14.22.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics Supply Chain Management 2025 Sustainability Performance Data Book - Business Ethics and Anti-Corruption tab				14.22.2
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics Global Code of Ethical Conduct Global Anti-Corruption Policy				14.22.3
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics - Integrity Line 2025 Annual Information Form 2025 Annual Report				14.22.4
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Corruption Risk Management in Procurement and Supply Chain	Business Ethics Supply Chain Management Supplier Code of Conduct				14.22.1
	GRI 14 sector disclosures: Contract Transparency and Disclosure Practices	Business Ethics 2025 Annual Information Form				14.22.5
	GRI 14 sector disclosures: Beneficial Ownership Transparency	2025 Annual Information Form				14.22.6

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Business Ethics - Tax Transparency				14.23.1
GRI 207: Tax 2019	207-1 Approach to tax	Business Ethics - Tax Transparency Global Guidelines Regarding Tax Matters				14.23.4
	207-2 Tax governance, control, and risk management	Business Ethics - Tax Transparency Global Guidelines Regarding Tax Matters				14.23.5
	207-3 Stakeholder engagement and management of concerns related to tax	Business Ethics - Tax Transparency Global Guidelines Regarding Tax Matters				14.23.6
	207-4 Country-by-country reporting	Socio-Economic Contributions 2025 Sustainability Performance Data Book - Direct Economic Value tab				14.23.7
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Project-Level Payments to Governments and Tax Transparency	Socio-Economic Contributions 2025 Sustainability Performance Data Book - Direct Economic Value tab 2025 Extractive Sector Transparency Measures Act - Annual Report Global Guidelines Regarding Tax Matters				14.23.7
	GRI 14 sector disclosures: State Mineral Purchases and Payment Disclosure	Not Applicable	All requirements	Not applicable	Pan American Silver sells its products (doré and concentrates) to private refineries, smelters, and traders. The Company does not have material arrangements involving the direct sale of minerals to state-owned entities. Payments to governments are disclosed separately through regulatory filings (e.g., ESTMA).	14.23.8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
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Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Tailings Facilities and Waste Management Waste Management Approach				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not disclosed	Total weight or volume of materials used	Information unavailable/incomplete	The Company consumes materials such as reagents, fuels, explosives, and construction materials in its operations. While these materials are managed at an operational level, aggregate quantitative data on total materials used by weight or volume is not available.	
	301-2 Recycled input materials used	Not disclosed	Proportion (%) of recycled input materials used	Information unavailable/incomplete	The use of recycled input materials in mining operations is limited and not considered significant relative to total inputs. Where recycled materials are used, they are not systematically tracked or reported at a consolidated level.	
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Energy Consumption and GHG Emissions 2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)				14.1.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - Energy Consumption tab				14.1.2
	302-2 Energy consumption outside of the organization	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - Energy Consumption tab				14.1.3
	302-3 Energy intensity	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - Energy Consumption tab				14.1.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
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Energy						
GRI 302: Energy 2016	302-4 Reduction of energy consumption	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - Energy Consumption tab				
	302-5 Reductions in energy requirements of products and services	Not Applicable	All requirements	Not applicable	This disclosure is not applicable as the Company's primary activities involve mineral exploration, extraction, and processing, rather than the design or manufacture of products or services with measurable energy consumption during their use phase. As such, the Company does not have direct influence over the energy requirements of downstream products or services.	
Water and Effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Water Stewardship Water Stewardship Management Approach				14.7.1
	GRI 14 sector recommendations: Acid Mine Drainage Prevention and Mitigation Measures	Tailings Facilities and Waste Management - Acid rock drainage Tailings Facilities and Heap Leach Pads Management Approach				14.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship				14.7.2
	303-2 Management of water discharge-related impacts	Water Stewardship				14.7.3
	303-3 Water withdrawal	Water Stewardship 2025 Sustainability Performance Data Book - Water tab				14.7.4
	303-4 Water discharge	Water Stewardship 2025 Sustainability Performance Data Book - Water tab				14.7.5
	303-5 Water consumption	Water Stewardship 2025 Sustainability Performance Data Book - Water tab				14.7.6
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Water Withdrawal by Mine Site	2025 Sustainability Performance Data Book - Water tab				14.7.4
	GRI 14 sector disclosures: Water Discharge by Mine Site	2025 Sustainability Performance Data Book - Water tab				14.7.5
	GRI 14 sector disclosures: Water Consumption by Mine Site	2025 Sustainability Performance Data Book - Water tab				14.7.6

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Materiality Assessment Biodiversity and Land Use Biodiversity and Land Use Management Approach				14.4.1
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Not disclosed	Policies to halt and reverse biodiversity loss	Information unavailable/incomplete	The organization plans to further assess and address the development of a policy focused on halting and reversing biodiversity loss. In the interim, related commitments are reflected in existing environmental management approaches, with efforts underway to strengthen alignment with evolving disclosure requirements.	14.4.2
	101-2 Management of biodiversity impacts	Biodiversity and Land Use Management Approach Environmental Policy	Detailed application of mitigation hierarchy (avoid, minimize, restore, offset) by site	Information unavailable/incomplete	The organization describes mitigation actions (e.g., rehabilitation and revegetation) and references the mitigation hierarchy; however, a structured breakdown aligned with GRI requirements is not fully disclosed. Enhancements to reporting are under evaluation.	14.4.3
	101-3 Access and benefit-sharing	Not applicable	Processes for access and benefit-sharing (ABS) compliance and voluntary actions	Not applicable	The organization does not engage in activities involving genetic resources that trigger access and benefit-sharing requirements. Therefore, this disclosure is not considered applicable.	
	101-4 Identification of biodiversity impacts	Biodiversity and Land Use Biodiversity and Land Use Management Approach 2025 Sustainability Performance Data Book - Biodiversity tab	Methodology used to identify most significant biodiversity impacts	Information unavailable/incomplete	The organization has started biodiversity risk assessments (e.g., Taskforce on Nature-related Financial Disclosures pilots), but a formal method to identify significant impacts is still being developed, and there is not yet a standardized approach or consistent data system in place.	14.4.4
	101-5 Locations with biodiversity impacts	2025 Sustainability Performance Data Book - Biodiversity tab				14.4.5
	101-6 Direct drivers of biodiversity loss	2025 Sustainability Performance Data Book - Biodiversity tab	Explicit classification of drivers (land use, water use, pollution, etc.) by site	Information unavailable/incomplete	Relevant environmental data (e.g., water use, emissions, land disturbance) is disclosed; however, it is not explicitly framed as direct drivers of biodiversity loss. Future reporting will enhance alignment with GRI structure.	14.4.6

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Biodiversity						
GRI 101: Biodiversity 2024	101-7 Changes to the state of biodiversity	2025 Sustainability Performance Data Book - Biodiversity tab	Ecosystem condition, size, and changes over time	Information unavailable/incomplete	While the organization reports rehabilitation activities, it does not currently track or disclose ecosystem condition or biodiversity state changes over time. The organization is assessing methodologies to address this gap.	14.4.7
	101-8 Ecosystem services	Not disclosed	Impacts and dependencies on ecosystem services	Information unavailable/incomplete	The organization does not currently report on ecosystem services. This area is under evaluation as part of broader biodiversity and the Taskforce on Nature-related Financial Disclosures (TNFD)-related initiatives.	14.4.8
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Ecologically Sensitive Areas by Site	2025 Sustainability Performance Data Book - Biodiversity tab				14.4.5
	GRI 14 sector recommendations: Direct Drivers of Biodiversity Loss by Site	Not disclosed	Direct Drivers of Biodiversity Loss by Site	Information unavailable/incomplete	The Company reports on biodiversity management, land disturbance, and rehabilitation; however, site-level identification of direct drivers of biodiversity loss is not currently consolidated or disclosed.	14.4.6
	GRI 14 sector recommendations: Changes in Biodiversity by Site	Not disclosed	Site-level disclosure of biodiversity condition, size, and changes over time.	Information unavailable/incomplete	Site-level biodiversity condition and changes over time are not currently tracked or disclosed. Existing reporting focuses on land disturbance and rehabilitation, and site-level methodologies to assess biodiversity trends are under development.	14.4.7
	GRI 14 sector recommendations: Ecosystem Services by Site	Not disclosed	Site-level disclosure of impacts and dependencies on ecosystem services.	Information unavailable/incomplete	Site-level impacts and dependencies on ecosystem services are not currently assessed or disclosed. Relevant environmental data is reported but not framed within a site-level ecosystem services approach; this area is under evaluation as part of biodiversity and TNFD alignment efforts.	14.4.8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability				14.1.1
		Energy Consumption and GHG Emissions 2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)				14.3.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - GHG Emissions tab				14.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - GHG Emissions tab				14.1.6
	305-3 Other indirect (Scope 3) GHG emissions	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - GHG Emissions tab	Coverage and quantification of certain Scope 3 category	Information unavailable/incomplete	The organization reports Scope 3 emissions; however, coverage of categories and completeness of quantification are limited, consistent with evolving methodologies and data availability.	14.1.7
	305-4 GHG emissions intensity	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - GHG Emissions tab				14.1.8
	305-5 Reduction of GHG emissions	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix) 2025 Sustainability Performance Data Book - GHG Emissions tab				14.1.9
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2025 Sustainability Performance Data Book - Air Quality tab				14.3.2
	GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Climate Scenario Analysis and Adaptation Planning	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)			
GRI 14 sector recommendations: Scope 1 GHG Emissions (Including Land Use Change) by Site		2025 Sustainability Performance Data Book - GHG Emissions tab	Site-level Scope 1 (including land-use change) for all operations	Information unavailable/incomplete	Site-level Scope 1 GHG emissions disclosures are provided for key metrics; however, land-use change emissions are not currently available across all operations.	14.1.5

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Emissions						
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Scope 2 GHG Emissions (Location- and Market- Based) by Site	2025 Sustainability Performance Data Book - GHG Emissions tab	Site-level disclosure of location-based Scope 2 emissions	Information unavailable/ incomplete	Company-wide location-based Scope 2 emissions are disclosed; however, site-lev- el location-based Scope 2 emissions are not disclosed. Location-based metrics do not account for the use of International Renewable Energy Certificates (iRECs) and therefore may not fully reflect site-lev- el renewable electricity procurement or the associated emissions profile.	14.2.6
	GRI 14 sector recommendations: GHG Emissions Intensity by Site	2025 Sustainability Performance Data Book - GHG Emissions tab				14.1.8
	GRI 14 sector recommendations: Air Emissions by Site (NOx, SOx, and Other Significant Emissions)	2025 Sustainability Performance Data Book - Air Quality tab				14.3.2
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Tailings Facilities and Waste Management Waste Management Approach				14.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	Tailings Facilities and Waste Management				14.5.2
	306-2 Management of significant waste-related impacts	Tailings Facilities and Waste Management				14.5.3
	306-3 Waste generated	Tailings Facilities and Waste Management 2025 Sustainability Performance Data Book - Waste tab				14.5.4
	306-4 Waste diverted from disposal	Tailings Facilities and Waste Management 2025 Sustainability Performance Data Book - Waste tab				14.5.5
	306-5 Waste directed to disposal	Tailings Facilities and Waste Management 2025 Sustainability Performance Data Book - Waste tab				14.5.6

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Waste						
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Waste diverted from disposal and composition by site	2025 Sustainability Performance Data Book - Waste tab				14.5.5
	GRI 14 sector recommendations: Waste generation and composition by site	2025 Sustainability Performance Data Book - Waste tab				14.5.4
	GRI 14 sector recommendations: Waste directed to disposal and composition by site	2025 Sustainability Performance Data Book - Waste tab				14.5.6
Tailings						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability				14.6.1
		Tailings Facilities and Waste Management Tailings Facilities and Heap Leach Pads Management Approach				
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Commitment to comply with an international standard on tailings management	Tailings Facilities and Waste Management				14.6.1
		Tailings Facilities and Heap Leach Pads Management Approach				
		GRI 14 sector disclosures: Tailings Disposal Methods by Site	2025 Sustainability Performance Data Book - Tailings Storage Facilities tab			
GRI 14: Mining Sector Standard	GRI 14 sector disclosures: Tailings Facilities Inventory and Risk Disclosure	Tailings Facilities and Waste Management				14.6.3
		2025 Sustainability Performance Data Book - Tailings Storage Facilities tab				
Critical Incident Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability				14.15.1
		Risk Management: Crisis and Emergency Management Tailings Facilities and Waste Management: Emergency Response Occupational Health & Safety: Mine Rescue and Emergency Response Tailings Facilities and Heap Leach Pads Management Approach				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	2025 Sustainability Performance Data Book - Waste tab - Reportable spills table				14.15.2
		Water Stewardship: Environmental Incidents				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Critical Incident Management						
GRI 14: Mining Sector Standard	GRI 14 sector disclosures: Critical Incidents, Impacts, and Remediation Actions	Water Stewardship: Environmental Incidents				14.15.3
	GRI 14 sector disclosures: Emergency Preparedness and Response Coverage by Site	Tailings Facilities and Waste Management: Emergency Response Occupational Health & Safety: Mine Rescue and Emergency Response				14.15.4
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	2025 Sustainability Performance Data Book - Supply Chain tab				
	308-2 Negative environmental impacts in the supply chain and actions taken	2025 Sustainability Performance Data Book - Supply Chain tab				
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				14.17.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Capital Management Inclusion and Diversity 2025 Sustainability Performance Data Book - Employment tab				14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital Management	Comparative disclosure of benefits by employment type across regions and employee categories	Information unavailable/incomplete	The organization provides an overview of employee benefits and workforce practices as part of its broader human capital disclosures. Given the diversity of employment arrangements and jurisdictions in which the Company operates, a fully standardized comparison of benefits across full-time, temporary, and part-time employees is not currently presented.	14.17.4
	401-3 Parental leave	Inclusion and Diversity 2025 Sustainability Performance Data Book - Parental Leave tab				14.17.5 14.21.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Labour/Management Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Capital Management - Labour Relations				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Capital Management - Labour Relations	Disclosure of specific minimum notice periods	Information unavailable/incomplete	The organization describes its approach to workforce engagement and labour relations; however, detailed disclosure of minimum notice periods regarding significant operational changes, including variations by jurisdiction or collective agreements, is not presented.	14.17.6
GRI 14: Mining Sector Standard	GRI 14 sector disclosures: Strikes and lockouts	2025 Sustainability Performance Data Book - Strikes and Lockouts tab				14.20.3
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				14.16.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Health and Safety Policy Occupational Health and Safety Management Approach				14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety				14.16.3
	403-3 Occupational health services	Occupational Health and Safety				14.16.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety				14.16.5
	403-5 Worker training on occupational health and safety	Occupational Health and Safety 2025 Sustainability Performance Data Book - Training & Education tab				14.16.6
	403-6 Promotion of worker health	Human Capital Management				14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Occupational Health and Safety Management Approach				14.16.8
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Occupational Health and Safety Management Approach Health and Safety Policy				14.16.9

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Occupational Health and Safety 2025 Sustainability Performance Data Book - Occupational Health & Safety tab				14.16.10
	403-10 Work-related ill health	Occupational Health and Safety 2025 Sustainability Performance Data Book - Occupational Health & Safety tab	Comprehensive disclosure of occupational disease types and rates	Information unavailable/incomplete	Work-related health impacts are referenced; however, detailed data on occupational illnesses, including classification and rates, is not fully disclosed.	14.16.11
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Gender-Responsive PPE and Gender-Based Violence Incident Management	Not disclosed	Disclosure of gender-responsive PPE design and gender-based violence incident management processes	Information unavailable/incomplete	The organization maintains comprehensive occupational health and safety programs; however, dedicated frameworks for gender-responsive PPE and formalized processes for managing gender-based violence incidents are not disclosed at a company-wide level.	14.16.3
	GRI 14 sector recommendations: Women's Participation in Health and Safety Committees	Not disclosed	Quantitative disclosure of women's representation in health and safety committees by site or region	Information unavailable/incomplete	The organization supports inclusion and workforce participation; however, specific data on women's participation in health and safety committees is not disclosed.	14.16.5
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	2025 Sustainability Performance Data Book - Training and Education tab				14.17.7 14.21.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Management Inclusion and Diversity				14.8.3 14.17.8
	404-3 Percentage of employees receiving regular performance and career development reviews	Not disclosed	Percentage of employees receiving regular performance and career development reviews	Information unavailable/incomplete	The Company provides employee development programs; however, the percentage of employees receiving regular performance and career development reviews is not currently tracked or reported.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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 2025 Sustainability Performance Data Book - Diversity & Equal Opportunity tab				14.21.5
	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed	Ratio of basic salary and remuneration of women to men	Confidentiality constraints	Pan American does not disclose this indicator. Compensation practices are aligned with applicable local legislation and based on role, experience, and market conditions. Disclosure of gender pay ratios is not currently provided due to confidentiality and data comparability considerations across jurisdictions. The Company is committed to equitable compensation practices without distinction of gender.	14.21.6
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Gender equality or equity strategy and progress	Not disclosed	Quantitative targets, KPIs, and progress tracking against gender equality strategy	Information unavailable/incomplete	The organization outlines its commitment to inclusion and diversity (e.g., Inclusion and Diversity Policy); however, it does not currently disclose a formal gender equality strategy.	14.21.5
	GRI 14 sector recommendations: Gender Pay Equity by Site and Diversity Indicators	Not disclosed	Site-level gender pay equity data and disaggregated diversity indicators	Confidentiality constraints	Pan American does not disclose site-level gender pay data or disaggregated diversity indicators. Differences in workforce composition, roles, and remuneration structures across operations limit the comparability of such metrics. The Company maintains compensation practices that are aligned with local legislation and supports equitable pay across its operations.	14.21.6
Non-Discrimination and Equal Opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Inclusion and Diversity Human Rights Management				14.21.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights Management - Human Rights Grievances subsection				14.21.7

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			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				14.20.1
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	Human Capital Management - Labour Relations 2025 Sustainability Performance Data Book - Collective Bargaining tab As of December 31, 2025, 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.				14.20.2
GRI 14: Mining Sector Standard	GRI 14 sector disclosures: Strikes and lockouts	2025 Sustainability Performance Data Book - Strikes and Lockouts tab				14.20.3
Child Labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Rights Management				14.18.1
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, 2025 Human Rights Management - Child and Forced Labour As members of the Mining Association of Canada (MAC), the Company is committed to respecting the rights of workers and does not engage in or support child labour. The Company conducts risk assessments of its operations and supply chain, including the identification of higher-risk suppliers based on geographic and industry factors. As of December 31, 2025, no operations or high-risk suppliers were identified as posing a significant risk for incidents of child labour.				14.18.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Forced or Compulsory Labour						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Human Rights Management				14.19.1
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, 2025 Human Rights Management - Child and Forced Labour As members of the Mining Association of Canada (MAC), the Company is committed to respecting the rights of workers and does not engage in or support forced labour. The Company conducts risk assessments of its operations and supply chain, including the identification of higher-risk suppliers based on geographic and industry factors. As of December 31, 2025, no operations or high-risk suppliers were identified as posing a significant risk for incidents of forced labour.				14.19.2
Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Security Practices Security Practices Management Approach				14.14.1 14.25.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Security Practices 2025 Sustainability Performance Data Book - Security Personnel Training tab				14.14.2
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Security Practices and Human Rights in High-Risk Areas	Human Rights Management Security Practices 2025 Conflict-Free Gold Standard Report Human Rights Policy				14.14.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability				14.11.1
		Relationships with Communities and Indigenous Peoples				14.12.1
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Relationships with Communities and Indigenous Peoples				14.11.2
		Human Rights Management - Human Rights Grievances subsection				
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Indigenous Peoples Engagement, Cultural Respect, and Community Development	Relationships with Communities and Indigenous Peoples				14.11.1
	GRI 14 sector recommendations: Description of Incidents Involving Indigenous Peoples' Rights	Relationships with Communities and Indigenous Peoples - Significant Disputes Escobal Mine				14.11.2
	GRI 14 sector disclosures: Presence of Indigenous Peoples at Operations and Reserves	Relationships with Communities and Indigenous Peoples 2025 Sustainability Performance Data Book - Reserves– Conflict & Indigenous tab				14.11.3
	GRI 14 sector disclosures: Free, Prior, and Informed Consent (FPIC) Processes and Outcomes	Relationships with Communities and Indigenous Peoples Relationship with Communities and Indigenous Peoples Management Approach Social Sustainability Policy				14.11.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
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				14.10.1
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 Sustainability Audits and Performance Monitoring 2025 Sustainability Performance Data Book - Sustainability Programs tab				14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Approach to Sustainability Risk Management Materiality Assessment				14.10.3
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Stakeholder Identification, Community Engagement, and Development Programs	Relationships with Communities and Indigenous Peoples Stakeholder Engagement Socio-Economic Contributions Relationship with Communities and Indigenous Peoples Management Approach Socio-Economic Contributions Management Approach				14.10.1
	GRI 14 sector recommendations: Community Development Agreements by Site	Socio-Economic Contributions 2025 Sustainability Performance Data Book - Sustainability Programs tab				14.10.2
	GRI 14 sector disclosures: Health and Safety Impacts on Local Communities by Site	Not disclosed	Site-level disclosure of health and safety impacts on communities	Information unavailable/incomplete	The organization addresses health and safety risks and community engagement; however, structured reporting of health and safety impacts on local communities at site level is not disclosed.	14.10.3
	GRI 14 sector disclosures: Community Grievances and Resolution by Site	Relationships with Communities and Indigenous Peoples - Community Response Mechanisms	Quantitative disclosure of grievances and resolution outcomes by site	Information unavailable/incomplete	The organization outlines its community grievance mechanisms and reports aggregate performance indicators, including total grievance volumes and percentage of grievances by category; however, structured, site-level disclosure of grievance categorization and resolution outcomes is not disclosed.	14.10.4

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Land and Resource Rights							
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability					
		Relationships with Communities and Indigenous Peoples					
		Risk Management				14.11.1	
		Materiality Assessment				14.12.1	
		Relationship with Communities and Indigenous Peoples Management Approach					
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Stakeholder Engagement, Resettlement, and Remediation Practices	Relationships with Communities and Indigenous Peoples					
		Socio-Economic Contributions Management Approach					
		Relationship with Communities and Indigenous Peoples Management Approach					14.12.1
		Social Sustainability Policy					
	GRI 14 sector disclosures: Involuntary Resettlement	No instances of involuntary resettlement occurred during the reporting period.				14.12.2	
	GRI 14 sector disclosures: Violations of land and natural resource rights	Relationships with Communities and Indigenous Peoples - Significant Social Disputes				14.12.3	
Closure and Rehabilitation							
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability					
		Mine Closure and Rehabilitation					
		2025 Annual Report				14.8.1	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum Notice Periods for Operational Changes	Not disclosed	Disclosure of notice periods specific to closure or workforce transition scenarios	Information unavailable/incomplete	Labour relations practices are outlined; however, specific notice periods related to mine closure or workforce transition are not disclosed.	14.8.2	
GRI 404: Training and Education 2016	402-2 Employee Skills Development and Transition Support Programs	Human Capital Management - Talent Management				14.8.3	
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Stakeholder Engagement in Mine Closure Planning and Post-Mining Land Use	Mine Closure and Rehabilitation					
		Socio-Economic Contributions - Local Economic Development Programs				14.8.1	
	GRI 14 sector disclosures: Closure and Rehabilitation Status by Site	2025 Sustainability Performance Data Book - Closure and Rehabilitation tab				14.8.4	
	GRI 14 sector disclosures: Closure Plan Approval and Review Timeline	2025 Sustainability Performance Data Book - Closure and Rehabilitation tab				14.8.5	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Closure and Rehabilitation						
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Disturbed and Rehabilitated Land by Site	2025 Sustainability Performance Data Book - Closure and Rehabilitation tab				14.8.6
	GRI 14 sector disclosures: Estimated Mine Life by Site (LOM)	2025 Sustainability Performance Data Book - Closure and Rehabilitation tab				14.8.7
	GRI 14 sector disclosures: Financial Provisions for Closure and Rehabilitation	2025 Annual Report - Asset Retirement Obligations 2025 Annual Information Form - Asset Retirement Obligations				14.8.8
	GRI 14 sector disclosures: Non-Financial Post-Mining Socioeconomic Transition Programs and Support	Mine Closure and Rehabilitation Socio-Economic Contributions - Local Economic Development Programs				14.8.9
Artisanal and Small-scale Mining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability				14.13.1
		Supply Chain Management Supply Chain Management Approach				
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: ASM Engagement, Formalization, and Impact Management	Supply Chain Management				14.13.1
		GRI 14 sector disclosures: Mine sites where ASM is present	Relationships with Communities and Indigenous Peoples - Artisanal and Small-Scale Mining			14.13.2
		GRI 14 sector disclosures: Incidents involving ASM	Relationships with Communities and Indigenous Peoples - Artisanal and Small-Scale Mining			14.13.3
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	414-1 New suppliers that were screened using social criteria	Supply Chain Management				14.17.9
		2025 Sustainability Performance Data Book - Supply Chain tab				14.18.3
		2025 Sustainability Performance Data Book - Supply Chain tab				14.19.3
	414-2 Negative social impacts in the supply chain and actions taken	2025 Sustainability Performance Data Book - Supply Chain tab				14.17.10

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI MINING SECTOR STANDARD
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Public Policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Sustainability Business Ethics				14.24.1
GRI 415: Public Policy 2016	415-1 Political contributions	2025 Extractive Sector Transparency Measures Act - Annual Report Global Guidelines Regarding Tax Matters Business Ethics - Tax transparency				14.24.2
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Public Policy Engagement and Industry Associations	2025 Sustainability Performance Data Book - Memberships tab Global Anti-Corruption Policy				14.24.1
Conflict-Affected and High-Risk Areas (CAHRAs)						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Conflict-Free Gold Standard Report Risk Management Human Rights Management				14.25.1
GRI 14: Mining Sector Standard	GRI 14 sector recommendations: Approach to International Humanitarian Law in High-Risk Areas	Human Rights Management 2025 Conflict-Free Gold Standard Report				14.25.1
	GRI 14 sector disclosures: Operations in Conflict-Affected and High-Risk Areas (CAHRAs)	2025 Sustainability Performance Data Book - Reserves-Conflict & Indigenous tab				14.25.2
	GRI 14 sector disclosures: Due Diligence for Operations in CAHRAs (OECD-Aligned)	Supply Chain Management Human Rights Management Sustainability Audits and Performance Monitoring 2025 Conflict-Free Gold Standard (CFGS) Report				14.25.3
	GRI 14 sector disclosures: Impacts and Mitigation Measures in CAHRAs	Risk Management Human Rights Management 2025 Conflict-Free Gold Standard (CFGS) Report				14.25.4

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, 2025 - December 31, 2025.
Applicable Sector Standards	Metals and Mining Sustainability Accounting Standard

TOPIC	CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURES	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 (%)	2025 Sustainability Performance Data Book - GHG Emissions tab	
	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	2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)	
Air Quality	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	(1) - (7) 2025 Sustainability Performance Data Book - Air Quality tab	
Energy Management	EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ)	(1) - (3) 2025 Sustainability Performance Data Book - Energy tab	
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) 2025 Sustainability Performance Data Book - Water tab	
	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)	2025 Sustainability Performance Data Book - Waste tab	
	EM-MM-150a.5 Total weight of tailings produced	Quantitative	Metric tons (t)	2025 Sustainability Performance Data Book - Waste tab	
	EM-MM-150a.6 Total weight of waste rock generated	Quantitative	Metric tons (t)	2025 Sustainability Performance Data Book - Waste tab	
	EM-MM-150a.7 Total weight of hazardous waste generated	Quantitative	Metric tons (t)	2025 Sustainability Performance Data Book - Waste tab	
	EM-MM-150a.8 Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	2025 Sustainability Performance Data Book - Waste tab	

TOPIC	CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURES	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 2025 Sustainability Performance Data Book - Waste tab	
	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 2025 Climate, Energy and Greenhouse Gas Emissions Report (Appendix)	
	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	
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1 Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	(1) - (2) 2025 Sustainability Performance Data Book - Reserves in Conflict-Affected and Indigenous Areas tab	
	EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	(1) - (2) 2025 Sustainability Performance Data Book - Reserves in Conflict-Affected and Indigenous Areas tab	
	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	CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURES	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	2025 Sustainability Performance Data Book - Production Delays tab	
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 (%)	2025 Sustainability Performance Data Book - Collective Bargaining tab	
	EM-MM-310a.2 Number and duration of strikes and lockouts	Quantitative	Number, Days	2025 Sustainability Performance Data Book - Strikes and Lockouts tab	
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) 2025 Sustainability Performance Data Book - Occupational Health & Safety tab (4) Occupational Health & Safety	(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	2025 Sustainability Performance Data Book - Ethics & Anti-Corruption tab	

TOPIC	CODE AND ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURES	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) 2025 Sustainability Performance Data Book - Tailings Storage Facilities tab	
	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) 2025 Sustainability Performance Data Book - Production tab	
	EM-MM-000.B Total number of employees, percentage contractors	Quantitative	Number Percentage (%)	Human Capital Management 2025 Sustainability Performance Data Book - Workforce tab	

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, 2025 - December 31, 2025
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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. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Governance Our Approach to Governance and Compliance Risk Management
	b) Describe management's role in assessing and managing climate-related risks and opportunities. 2025 Climate, Energy and Greenhouse Gas Emissions Report – 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. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Change Strategy 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Risks and Opportunities
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Change Strategy 2025 Climate, Energy and Greenhouse Gas Emissions Report – 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. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Change Strategy 2025 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. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Risks and Opportunities 2025 Climate, Energy and Greenhouse Gas Emissions Report – Initiatives Risk Management - Risk Management Process
	b) Describe the organization's processes for managing climate-related risks. 2025 Climate, Energy and Greenhouse Gas Emissions Report – Climate Risks and Opportunities 2025 Climate, Energy and Greenhouse Gas Emissions Report – Initiatives
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. 2025 Climate, Energy and Greenhouse Gas Emissions Report – 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. 2025 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. 2025 Climate, Energy and Greenhouse Gas Emissions Report - Our Performance: Metrics and Targets 2025 Sustainability Performance Data Book - GHG Emissions tab
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 2025 Climate, Energy and Greenhouse Gas Emissions Report - Our Performance: Metrics and Targets Sustainability at Pan American - 2025 Sustainability Performance Summary at Pan American - 2026 Sustainability Goals 2025 Sustainability Performance Data Book - Enviro Targets (Mine Site) tab