

GRI & SASB INDEX

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GRI Indicator Number	GRI Indicator Name	SASB Metals & Mining Sustainability Accounting Standard	Reference	Omissions/ Comments
General Disclosures				
102-1	Name of the organization		About Pan American Silver	
102-2	Activities, brands, products, and services	SASB EM-MM-000.A: Production of (1) metal ores and (2) finished metal products	Company at a Glance	
102-3	Location of headquarters		Company at a Glance	
102-4	Location of operations		Company at a Glance	
102-5	Ownership and legal form		Annual Information Form Company at a Glance	
102-6	Markets served		Annual Information Form	
102-7	Scale of the organization		Annual Report	
102-8	Information on employees and other workers	SASB EM-MM-000.B: Total number of employees, percentage of contractors	GRI & SASB Data Tables	
102-9	Supply chain		Business Ethics – Our Performance Annual Information Form Company at a Glance	
102-10	Significant changes to the organization and its supply chain			There were no significant changes to the Company or its key suppliers in 2020.
102-11	Precautionary principle or approach		Sustainability Governance and Management	
102-12	External initiatives		GRI & SASB Data Tables	
102-13	Membership of associations		Commitments and Memberships GRI & SASB Data Tables	
Strategy				
102-14	Statement from senior decision maker		Chairman's Letter President's Letter	

102-15	Key impacts, risks and opportunities		Annual Information Form Goals and Performance GRI & SASB Data Tables Human Rights – Our Performance Sustainable Development Goals	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour		Commitments and Memberships Sustainability Governance and Management	
Governance				
102-18	Governance structure		Sustainability Governance and Management	
Stakeholder Engagement				
102-40	List of stakeholder groups		Engaging with Communities of Interest	
102-41	Collective bargaining agreements	SASB EM-MM-310a.1 - Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	GRI & SASB Data Tables Human Capital Development – Our Performance	
102-42	Identifying and selecting stakeholders		Engaging with Communities of Interest	
102-43	Approach to stakeholder engagement		Engaging with Communities of Interest	
102-44	Key topics and concerns raised		Engaging with Communities of Interest	
Reporting Practice				
102-45	Entities included in the consolidated financial statements		Annual Report	
102-46	Defining report content and topic boundaries		About this Report Materiality	
102-47	List of material topics		Materiality	
102-48	Restatements of Information		About this Report	
102-49	Changes in reporting		About this Report	
102-50	Reporting period		About this Report	
102-51	Date of most recent report		About this Report	
102-52	Reporting cycle		About this Report	
102-53	Contact point for questions regarding the report		About this Report	

102-54	Claims of reporting in accordance with the GRI Standards		About this Report	
102-55	GRI content index		GRI Index	
102-56	External assurance		About this Report	
Economic Economic Performance				
201-103	Management Approach Disclosures		Socio-Economic Contributions – Our Approach	
201-1	Direct economic value generated and distributed		GRI & SASB Data Tables Socio-Economic Contributions – Our Performance	We currently do not breakdown EVG&D by country. We do not separate out wages, operating costs, or community investments from total economic value distributed
201-2	Financial Implications and other risks and opportunities due to climate change		Climate Change, Energy and Emissions – Climate Risks, Opportunities and Mitigation Strategies	We currently do not report the financial implications of climate risks or the costs of actions taken to manage these risks.
Market Presence				
202-103	Management Approach Disclosures		Inclusion & Diversity – Our Approach Socio-Economic Contributions – Our Approach	
202-2	Proportion of senior management hired from the local community		GRI & SASB Data Tables Inclusion & Diversity – Our Performance	
Indirect Economic Impact				
203-103	Management Approach Disclosures		Socio-Economic Contributions – Our Approach	
203-1	Infrastructure investments and services supported		Socio-Economic Contributions – Our Performance	
203-2	Significant indirect economic impacts		Socio-Economic Contributions – Our Performance Sustainable Development Goals	
Procurement Practices				
204-103	Management Approach Disclosures		Socio-Economic Contributions – Our Approach	
204-1	Proportion of spending on local suppliers		GRI & SASB Data Tables Socio-Economic Contributions - Our Performance	

Anti-Corruption

205-103	Management Approach Disclosures	EM-MM-510a.1: Description of the management system for prevention of corruption and bribery throughout the value chain	Business Ethics – Our Performance	
205-1	Operations assessed for risks related to corruption		Business Ethics – Our Performance	
205-3	Confirmed incidents of corruption and actions taken		Business Ethics- Our Performance	
		EM-MM-510a.2: Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Business Ethics – Our Approach	

Energy

302-103	Management Approach Disclosures		Climate, Energy and Greenhouse Gas Emissions – Governance	
302-1	Energy consumption within the organization	SASB EM-MM-130a.1: (1) Total energy consumed; (2) Percentage grid electricity; (3) percentage renewable	GRI & SASB Data Tables	

Water

303-103	Management Approach Disclosures		Water – Our Approach	
303-3	Water withdrawal	SASB EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed	GRI & SASB Data Tables Water – Our Performance	
303-4	Water discharge		GRI & SASB Data Tables	
		EM-MM-140a.2: Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Water – Our Performance	

Biodiversity

304-103	Management Approach Disclosures		Biodiversity – Our Approach	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Biodiversity – Our Performance	
304-2	Significant impacts of activities, products and services on biodiversity		Biodiversity – Our Performance	

304-3	Habitats protected or restored		Biodiversity – Our Performance GRI & SASB Data Tables	
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		Biodiversity – Our Performance GRI & SASB Data Tables	
G4-MM2	Total sites requiring biodiversity management plans		Biodiversity – Our Performance	Under the TSM Biodiversity Protocol all our sites are required to have biodiversity management plans.
		SASB EM-MM-160a.1: Description of environmental management policies and practices for active sites	Biodiversity – Our Approach Biodiversity – Our Performance	
		EM-MM-160a.2: Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Tailings and Waste Management – Our Performance	
		EM-MM-160a.3: Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Biodiversity – Our Performance	

Emissions

305-103	Management Approach Disclosures		Climate, Energy and Greenhouse Emissions – Governance	
305-1	Direct (Scope 1) GHG emissions	EM-MM-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations Quantitative Metric tons (t) CO ₂ -e, 2 Percentage (%)	Climate Change, Energy and Emissions – Performance – Metrics and Targets GRI & SASB Data Tables	
305-2	Energy indirect (Scope 2) GHG emissions		Climate, Energy and Greenhouse Emissions – Performance – Metrics and Targets GRI & SASB Data Tables	
305-3	Other indirect (Scope 3) GHG emissions		Climate, Energy and Greenhouse Emissions – Performance – Metrics and Targets GRI & SASB Data Tables	

305-4	GHG emissions intensity		Climate, Energy and Greenhouse Emissions – Performance – Metrics and Targets	
		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	Climate Change, Energy and Emissions – Climate Risks, Opportunities and Mitigation Strategies	
		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)	GRI & SASB Data Tables	

Effluents & Waste

306-103	Management Approach Disclosures		Tailings Facilities and Waste Management – Our Approach	
306-2	Waste by type and disposal method	SASB EM-MM-150a.2 Total weight of mineral processing waste, percentage recycled	GRI & SASB Data Tables Tailings Facilities and Waste Management – Our Performance	
306-3	Significant spills		GRI & SASB Data Tables Tailings Facilities and Waste Management – Our Performance	
G4-MM3	Total amounts of over burden, rock, tailings, and sludges	SASB EM-MM-150a.1: Total weight of tailings waste, percentage recycled SASB EM-MM-150a.3: Number of tailings impoundments, broken down by MSHA hazard potential	GRI & SASB Data Tables Tailings Facilities and Waste Management - Our Performance	We reference the Canadian Dam Association (CDA) Dam Consequence Classification system when classifying each of our tailings facilities. We find this is more aligned to the context of our operations.

Labour Practices and Decent Work Employment

401-103	Management Approach Disclosures		Human Capital Development – Our Approach	
401-1	New employee hires and employee turnover		GRI & SASB Data Tables Human Capital Development – Our Performance	

Labour/ Management Relations

G4-MM4	Number of strikes and lockouts exceeding one week's duration, by country	SASB EM-MM-310a.2 Number and duration of strikes and lockout	Human Capital Development – Our Performance	
Occupational Health and Safety				
403-103	Management Approach Disclosures		Health & Safety – Our Approach	
403-9	Work-related injuries	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	GRI & SASB Data Tables Health & Safety - Our Performance	We do not currently report the number and rate of high-consequence work-related injuries. Data on near-miss incident reporting is currently unavailable.
Training and Education				
404 -103	Management Approach Disclosures		Human Capital Development – Our Approach	
404 -1	Average hours of training per year per employee	EM-MM-320a.1: (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Health & Safety – Our Performance	We report total hours of health and safety training provided to our workforce. We do not currently report average safety training hours for or separate data between employees and contractors. Company-wide data for other types of training is currently unavailable.
Diversity and Equal Opportunity				
405-103	Management Approach Disclosures		Inclusion & Diversity – Our Approach	
405-1	Diversity of governance bodies and employees		GRI & SASB Data Tables Inclusion & Diversity – Our Performance	
405-2	Ratio of basic salary and remuneration of women to men		GRI & SASB Data Tables	We do not currently provide a separate ratio for all countries in which we operate.
Non-Discrimination				
406-103	Management Approach Disclosures		Inclusion & Diversity – Our Approach	
406-1	Incidents of discrimination and corrective actions taken		Inclusion & Diversity – Our Performance	
Freedom of Association and Collective Bargaining				
407-103	Management Approach Disclosures		Human Capital Development – Our Approach Human Rights – Our Approach	

407 -1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Human Capital Development – Our Performance Human Rights – Our Performance	As of December 31, 2020, the right to exercise freedom of association and collective bargaining was not a significant risk for any of our operations or high-risk suppliers.
Child Labour				
408-103	Management Approach Disclosures		Business Ethics – Our Approach Human Rights – Our Approach Social Acceptance – Our Approach	
408-1	Operations and suppliers at significant risk for incidents of child labour risk		Business Ethics – Our Performance Human Rights – Our Performance Social Acceptance – Our Performance	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, 2020, child labour was not a significant risk for any of our operations or our high-risk suppliers.
Forced or Compulsory Labour				
409-103	Management Approach Disclosures		Business Ethics – Our Approach Human Rights – Our Approach Social Acceptance – Our Approach	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		Business Ethics – Our Performance Human Rights – Our Performance Social Acceptance – Our Performance	As members of MAC, we have committed to respecting the rights of our workers and not engaging in or supporting the practice forced labour. As of December 31, 2020, forced labour was not at a significant risk for any of our operations or high-risk suppliers.
Security Practices				
410-103	Management Approach Disclosures		Human Rights – Our Approach	
410-1	Security personnel trained in human rights policies or procedures		Human Rights – Our Performance	Company-wide data is currently unavailable.
Indigenous Rights				

411-103	Management Approach Disclosures		Human Rights – Our Approach Social Acceptance – Our Approach Social Acceptance - Escobal Project	
411-1	Incidents of violations involving rights of Indigenous Peoples		Human Rights – Our Performance	
G4-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		Human Rights – Our Performance Social Acceptance – Our Performance	
		EM-MM-210a.1: Percentage of (1) proved and (2) probable reserves in or near areas of conflict		This data is not currently available. We have started applying the World Gold Council Conflict Free Standard. We assessed the location of our mines against the Heidelberg Institute's Conflict Barometer and our own country risk reports. We identified our Mexican operations as being located in conflict-affected regions and identified our Guatemala operations as also being at higher risk.
		EM-MM-210a.2: Percentage of (1) proved and (2) probable reserves in or near indigenous land	Human Rights – Our Performance	Our Timmins operation is located 100% in or near indigenous land. Data is not available to calculate this requirement for our Escobal mine and Navidad project. We have a deposit Loma La Plata as part of Navidad which is located near to Blancuntre indigenous community.
		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	Human Rights – Our Performance Social Acceptance – Escobal Project	There were no audits conducted on the human rights policy during the reporting period, due to COVID-19.
Local Communities				
413-103	Management Approach Disclosures		Human Rights – Our Approach Managing Environmental Impacts Social Acceptance – Our Approach Socio-economic Contributions – Our Approach	

413-1	Operations with local community engagement, impact assessments, and development programs		Social Acceptance- Our Performance Socio-economic Contributions- Our Performance	
413-2	Operations with significant actual and potential negative impacts on local communities		All material topics disclosed in this report	
G4-MM6	Numbers and description of significant disputes relating to land use, customary rights of local communities, and indigenous people		Human Rights – Our Performance Social Acceptance – Our Performance	
G4-MM7	Grievance mechanisms used to resolve disputes relating to land use, customary rights of local communities, and indigenous people		Social Acceptance – Our Performance	
		SASB EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests	Business Ethics – Our Performance Human Rights – Our Approach Social Acceptance – Our Performance Socio-economic Contributions – Our Performance	Instead of applying the International Finance Corporation framework, we are currently implementing the Towards Sustainable Mining performance system to drive sustainable performance and manage risk.
		SASB EM-MM-210b.2: Number and duration (# of days) of non-technical production delays	GRI & SASB Data Tables Social Acceptance – Escobal Project	
Artisanal and Small-Scale Mining				
G4-MM8	Number and percentage of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site		Human Rights – Our Performance	
Relocation				
G4-MM9	Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process			We did not undertake any community resettlements in 2020
Closure Planning				
G4-MM10	Number and percentage of operations with closure plans		Annual Report Mine Closure – Our Performance	