



# ESG PERFORMANCE DATA TABLES

## PRODUCTION

### PRODUCTION METRICS



METRIC	2024	2023	2022
Total Ore Mined (tonnes)	5,965,139	5,126,843	4,446,740
Total Ore Processed (tonnes)	4,676,294	4,809,789	4,599,080
Total Gold Produced (Oz)	452,523	453,778	474,035

## GOVERNANCE

### DIRECTOR INDEPENDENCE AND TENURE



METRIC	2024	2023	2022
% of Directors Independent	89	89	89
% Committee Independence	100	100	100
Audit Committee	100	100	100
Compensation and Human Resources Committee	100	100	100
Nominating and Corporate Governance Committee	100	100	100
Safety & CSR Committee	100	100	100
Technical Committee	100	100	100
Average Director Tenure (years) <sup>1</sup>	3.3	2.7	2.2

<sup>1</sup> As of the end of the 2024 calendar year.

### DIRECTOR DIVERSITY & INCLUSION

METRIC	2024 <sup>2</sup>	2023	2022
Number of Directors	8	8	9
% Male Board of Directors	50%	63%	56%
% Female Board of Directors	50%	37%	44%
% Ethnically Diverse Directors <sup>3</sup>	13%	13%	13%
Average Board of Directors Age <sup>4</sup>	59	60	58

<sup>2</sup> Figures from October 2024 to December 2024 following the retirement of Tony Giardini in June 2024 and the appointment of Caroline Donally on October 1, 2024.

<sup>3</sup> A member of an underrepresented group who shares physical characteristics and/or a culture which may include shared language, history, traditions, among other commonalities, including without limitation, individuals who identify as Aboriginal (Indigenous, Inuit or Métis), Black, Asian, Hispanic or Latinx.

<sup>4</sup> As at the end of the 2024 calendar year.

### EXECUTIVE TEAM DIVERSITY & INCLUSION

METRIC	2024	2023	2022
% Male Executives	57%	57%	57%
% Female Executives	43%	43%	43%
% Ethnically Diverse Executives <sup>5</sup>	14%	14%	14%

<sup>5</sup> A member of an underrepresented group who shares physical characteristics and/or a culture which may include shared language, history, traditions, among other commonalities, including without limitation, individuals who identify as Aboriginal (Indigenous, Inuit or Métis), Black, Asian, Hispanic or Latinx.

### ANTI-CORRUPTION AND WHISTLEBLOWER

METRIC	2024	2023	2022
Corruption Incidents (number)	0	0	0
Whistleblower Complaints (number)	1	2	1
Attestation to Anti-corruption Policies (%)	100	100	100

### VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS TRAINING

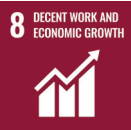
METRIC	2024	2023	2022
Training on Human Rights Provided to Security Employees (hours)	794	144	210
Training on Human Rights Provided to Private Security Contractors (hours)	328	155	5,700
Percentage of Security Personnel Trained <sup>6</sup>	100%	100%	100%

<sup>6</sup> Applies to all security personnel, staff, and contractors.



VALUE SHARING

ECONOMIC VALUE GENERATED AND  
DISTRIBUTED (MILLIONS OF USD)



METRIC	2024	2023	2022
ECONOMIC VALUE GENERATED			
Revenue	\$ 1115.5	\$ 882.6	\$ 868.5
ECONOMIC VALUE DISTRIBUTED			
Production Costs	\$ 424.5	\$ 371.5	\$ 337.1
Mine Capital Expenditures	\$ 553.7	\$ 478.0	\$ 277.2
Salaries Paid <sup>1</sup>	\$ 90.3	\$ 88.1	\$ 69.3
Payments to Providers of Capital <sup>2</sup>	\$ 10.1	\$ 3.4	\$ 1.5
Payments to Local, State, and Federal Governments	\$ 180.5	\$ 215.1	\$ 184.2
Direct Community Investments <sup>3 4</sup>	\$ 3.5	\$ 3.1	\$ 3.2
Fondo Minero Payments <sup>5</sup>	\$ 29.4	\$ 34.2	\$ 34.6
Payments for Local Land Agreements	\$ 17.5	\$ 15.0	\$ 13.1
Total Economic Value Distributed	\$ 1,309.5	\$ 1,208.4	\$ 920.2
Economic Value Retained <sup>6</sup>	-\$ 194.0	-\$ 325.8	-\$ 51.7

<sup>1</sup> Does not include the mark to market adjustments on the fair value of share based compensation.

<sup>2</sup> Includes interest and borrowing costs paid to debtholders.

<sup>3</sup> Includes CODECOP contributions for community development and direct community investment.

<sup>4</sup> Does not include dollars spent on road improvements in surrounding communities which also have an operational benefit for the Company in the amount of \$2.2M for 2022, \$4.1M for 2023 and \$7.9M for 2024.

<sup>5</sup> Note these funds were paid in the calendar year in respect of the previous year. In Q1 2025, \$34.7M was paid to the Fondo Minero in respect of 2024 and will be reported in our 2025 Responsible Gold Mining Report.

<sup>6</sup> This is calculated as the direct economic value generated minus the economic value distributed.

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (MILLIONS OF USD)

METRIC	2024	2023	2022
Payments Received from Governments <sup>7</sup>	\$ 2.6	\$0.4	\$ 2.6

<sup>7</sup> Diesel Credit applied in annual tax return.

POLITICAL CONTRIBUTIONS (MILLIONS OF USD)

METRIC	2024	2023	2022
Financial Political Contributions	\$ 0	\$ 0	\$ 0

LOCAL PROCUREMENT EXPENDITURE (MILLIONS OF USD)

METRIC	2024	2023	2022
Host Communities (local companies) <sup>8</sup>	\$ 22.1	\$ 17.1	\$ 13.7
Host Country (other Guerrero-based companies) <sup>9</sup>	\$ 163.4	\$ 140.9	\$ 93.3
Host Country (other Mexico) Companies	\$ 667.5	\$ 564.4	\$ 408.6
Total Mexico	\$ 853.0	\$ 722.4	\$ 515.6
International Companies	\$ 76.4	\$ 79.8	\$ 44.1
TOTAL	\$ 929.4	\$ 802.2	\$ 559.7

<sup>8</sup> Local companies are defined as companies domiciled in mine-impacted communities.

<sup>9</sup> Figures are exclusive of the local companies' spend values.

LOCAL PROCUREMENT SPEND (AS % OF TOTAL SPEND)

METRIC	2024	2023	2022
Host Communities (local companies)	2%	2%	2%
Host State (other Guerrero-based companies)	18%	18%	17%
Host Country (other Mexico) Companies	72%	70%	73%
Total Mexican Spend	92%	90%	92%
International Companies	8%	10%	8%

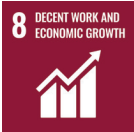
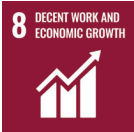
SUPPLIERS MANAGEMENT (NUMBER)

METRIC	2024	2023 <sup>10</sup>	2022 <sup>10</sup>
Host Communities (local companies)	325	327	347
Host State (other Guerrero-based companies)	157	167	141
Host Country (other Mexico) Companies	637	634	605
Total Mexican Suppliers	1,119	1,128	1,093
International Companies	377	344	316
TOTAL	1,496	1,472	1,409

<sup>10</sup> Figures for the comparative periods have been updated to include suppliers without purchase orders as well as suppliers for the corporate office.



HEALTH & SAFETY



INJURY STATISTICS (NUMBER)

METRIC	2024			2023			2022		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Fatalities	2	2	4	0	0	0	0	0	0
Lost-time Injuries	3	6	9	0	4	4	1	2	3
Total Recordable Injuries	4	18	22	4	12	16	4	13	17
Near Misses	64	146	210	87	488	575	89	228	317
Occupational Diseases <sup>1</sup>	0	0	0	0	0	0	0	0	0

<sup>1</sup> Occupational diseases, as defined by the Mexican Social Security Institute (IMSS), result from work conditions, the work environment or job-specific activities.

SAFETY INDICATORS<sup>2</sup>

METRIC	2024			2023			2022		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Hours Worked	4,208,543	10,610,044	14,818,587	3,670,339	9,351,681	13,022,020	3,413,645	7,372,069	10,785,714
Fatality Rate	0.48	0.19	0.27	0	0	0	0	0	0
LTIF <sup>3</sup>	0.71	0.57	0.61	0.00	0.43	0.31	0.29	0.27	0.28
TRIF <sup>4</sup>	0.95	1.69	1.48	1.09	1.28	1.23	1.17	1.76	1.58
AIF <sup>5</sup>	6.17	7.54	7.15	7.08	11.12	9.98	11.13	10.99	11.03
NMIF <sup>6</sup>	15.21	13.76	14.17	23.70	52.18	44.16	26.07	30.93	29.39

<sup>2</sup> All rates are based on a 12-month rolling average and are calculated per million hours worked.

<sup>3</sup> Lost Time Injury Frequency.

<sup>4</sup> Total Recordable Injury Frequency.

<sup>5</sup> All Injury Frequency.

<sup>6</sup> Near Miss Incident Frequency.

SAFETY MANAGEMENT

METRIC	2024			2023			2022		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
% Employees Covered by Safety Management System	100	100	100	100	100	100	100	100	100
% Employees Covered by Joint Worker-management Committee	100	100	100	100	100	100	100	N/A	N/A
Fines Levied for Non-conformance	0	0	0	0	0	0	0	0	0

SAFETY & TECHNICAL TRAINING

METRIC	2024			2023			2022		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Total Employees Trained	1,334	3,040	4,374	1,074	3,382	4,456	1,067	2,303	3,370
Total Managers Trained	10	61	71	10	21	31	10	9	19
SafeStart Training Hours	1,924	510	2,434	3,056	4,033	7,089	4,722	4,124	8,846
Total Training Hours <sup>7</sup>	89,007	134,303	223,310	30,738	62,346	93,084	27,537	64,215	91,752
Average Training Hours	66.72	44.18	51.05	28.62	18.43	20.89	25.81	27.88	27.23

<sup>7</sup> Total Training hours includes all Technical and Safety Training Delivered.

EMERGENCY PREPAREDNESS

METRIC	2024			2023			2022		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Emergency Response Simulations and Training (hours)	2,750	3,852	6,602	1,423	1,932	3,355	272	912	1,184



OUR PEOPLE



EMPLOYEE COMPOSITION

METRIC	2024	2023	2022
CORPORATE			
Total Employees (number)	55	49	43
OPERATIONS			
Staff Employees (number)	547	475	428
Non-staff Employees (number) <sup>1</sup>	778	688	680
Total Employees (number)	1,325	1,163	1,108
Contractors (number)	3,040	3,382	2,303
Corporate & Operations Combined			
Total Employees (number)	1,380	1,212	1,151
Total Contractors (number)	3,040	3,382	2,303
Total Workforce (Employees & Contractors)	4,420	4,594	3,454
Contractor Share of Workforce (%)	69%	74%	67%

<sup>1</sup> Non-staff employees are unionized workers.

EMPLOYEE ORIGIN (NUMBER)

METRIC	2024	2023	2022
CORPORATE			
International Employees at Corporate	4	2	1
OPERATIONS			
Local Communities <sup>2</sup>	542	481	475
Guerrero State	884	808	649
Mexico	1,320	1,157	1,098
International	5	6	10

<sup>2</sup> Local communities are defined as communities within direct influence of MML. In Balsas Norte: Nuevo Balsas (including San Nicolas), Real de Limón, La Fundición, Atzacala & Valerio Trujano. In Puente Sur Balsas: Mezcala, Mazapa, Mancilla, San Miguel, Tepehuaje & Puente Sur Balsas.

EMPLOYEE ORIGIN (AS % OF TOTAL EMPLOYMENT)

METRIC	2024	2023	2022
CORPORATE			
International Employees at Corporate	7%	4%	2%
OPERATIONS			
Local Communities	41%	41%	43%
Guerrero State	67%	69%	59%
Outside of Guerrero	33%	30%	41%
Mexico	99%	99%	99%
International	1%	1%	1%

CONTRACTOR ORIGIN (NUMBER)

METRIC	2024	2023	2022
OPERATIONS			
Local Communities	380	364	467
Guerrero State	1,205	1,525	677
Mexico	1,448	1,479	1,148
International	7	14	11

CONTRACTORS ORIGIN (AS % OF TOTAL CONTRACTORS)

METRIC	2024	2023	2022
OPERATIONS			
Local Communities	13%	11%	20%
Guerrero State	40%	45%	29%
Mexico	100%	100%	100%
International	<1%	<1%	<1%



EMPLOYMENT - CONTINUED

DIVERSITY

METRIC	2024	2023	2022
CORPORATE			
Total Female Employment (number)	21	16	16
Total Female Employees in Management or Higher Positions (number)	8	6	7
Total Female & Male Employees in Management or Higher Positions (number)	37	31	33
Females in Management or Higher Positions (%)	22%	19%	21%
Total Female Employment (as % of total employment)	38%	33%	38%
OPERATIONS			
Total Female Employment (number)	209	187	176
Total Female Employees in Management or Higher Positions (number)	46	41	49
Total Female & Male Employees in Management or Higher Positions (number)	80	61	63
Females in Management or Higher Positions (%)	58%	67%	78%
Total Female Employment (as % of total employment)	16%	16%	16%
CORPORATE & OPERATIONS COMBINED			
Total Female Employment (number)	230	203	192
Total Female Employees in Management or Higher Positions (number)	54	47	56
Total Female & Male Employees in Management or Higher Positions (number)	117	92	96
Females in Management or Higher Positions (%)	46%	51%	58%
Total Female Employment (as % of total employment)	17%	17%	17%

CONTRACTOR DIVERSITY

METRIC	2024	2023	2022
Total Female Employment	198	258	194
Females in Management or Higher Positions (%)	<1%	<1%	<1%
Total Female Employment (as % of total employment)	7%	8%	8%

EMPLOYMENT BY AGE (NUMBER)

METRIC	2024	2023	2022
CORPORATE			
<30	3	3	3
30-50	33	30	27
50+	19	13	13
OPERATIONS			
<30	277	271	266
30-50	955	836	773
50+	93	56	69

CONTRACTOR EMPLOYMENT BY AGE (NUMBER)

METRIC	2024	2023	2022
<30	1,006	1,447	921
30-50	1,798	1,749	1,251
50+	236	186	131

NEW EMPLOYEE HIRES

METRIC	2024	2023	2022
CORPORATE			
New Male Hires (number)	<30	0	2
	30-50	3	5
	50+	2	2
New Female Hires (number)	<30	0	2
	30-50	5	1
	50+	1	1
Total Corporate New Hires (number)	11	9	13
% of Roles Filled Internally	0%	0%	12%



**EMPLOYMENT - CONTINUED**

**NEW EMPLOYEE HIRES - CONTINUED**

METRIC		2024	2023	2022
OPERATIONS				
New Male Hires (number)	<30	87	41	61
	30-50	164	78	92
	50+	4	3	3
New Female Hires (number)	<30	18	8	13
	30-50	0	24	18
	50+	0	0	0
Total Operations New Hires (number)		346	154	187
% Roles Filled Internally		44%	27%	34%
Total New Hires		357	163	200

**EMPLOYEE TURNOVER (%)**

METRIC		2024	2023	2022
CORPORATE				
Male Turnover Rate		9%	3%	24%
Female Turnover Rate		11%	13%	39%
Total Turnover Rate		10%	7%	29%
OPERATIONS				
Male Turnover Rate		15%	9%	13%
Female Turnover Rate		17%	13%	18%
Total Turnover Rate		15%	9%	14%
CORPORATE & OPERATIONS COMBINED				
Total Turnover Rate		15%	9%	14%

**EMPLOYEE VS COMPANY INITIATED TURNOVER (%)**

METRIC		2024	2023	2022
CORPORATE				
Employee-initiated		4%	4%	24%
Company-initiated		6%	2%	5%
OPERATIONS				
Employee-initiated		8%	4%	10%
Company-initiated		8%	5%	3%
CORPORATE & OPERATIONS COMBINED				
Total Employee-initiated Turnover		8%	4%	11%
Total Company-initiated Turnover		8%	5%	3%

**EMPLOYEE COMPENSATION AND EQUAL REMUNERATION<sup>3</sup>**

METRIC		2024	2023	2022
CORPORATE RATIO WOMEN/MEN AVERAGE SALARY				
Operators, Maintainers, Technicians		-	-	-
Superintendent, First Level Supervision, Specialists, Analysts		0.89	0.93	0.94
Managers, Directors		0.95	0.99	0.94
Vice Presidents		0.96	0.98	0.99
Executive Level		1.18	1.19	1.20
OPERATIONS RATIO WOMEN/ MEN AVERAGE SALARY				
Operators, Maintainers, Technicians		0.76	0.81	0.84
Superintendent, First Level Supervision, Specialists, Analysts		0.93	0.93	0.87
Managers, Directors		0.81	1.00	0.86
Vice Presidents		-	-	-
Total Ratio Women/ Men Average Salary		1.19	1.18	1.23

<sup>3</sup> The formula used to calculate the gender pay gap is the average earnings of women divided by the average earnings of men.

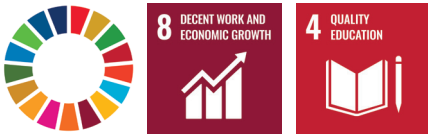


EMPLOYMENT - CONTINUED

LABOR RELATIONS

METRIC	2024	2023	2022
OPERATIONS			
% of Operational Employees Covered by Collective Bargaining Agreements	59%	59%	65%
Strikes or Lockouts (number)	0	0	0

TRAINING & PROFESSIONAL DEVELOPMENT



SOCIAL TRAINING<sup>1</sup>

METRIC	2024	2023 <sup>2</sup>	2022 <sup>2</sup>
CORPORATE			
Total Employees Trained (number)	54	47	44
Total Hours of Employee Training	616	719	807
Average Hours of Training Per Employee	11	15	18
OPERATIONS			
Total Employees Trained (number)	515	395	319
Total Hours of Employee Training	4,638	2,853	3,994
Average Hours of Training Per Employee	9	7	13
CORPORATE & OPERATIONS COMBINED			
Total Employees Trained (number)	569	442	363
Total Hours of Employee Training	5,254	3,572	4,801
Total Average Hours of Social Training Per Employee	9	8	13

<sup>1</sup> Social Training accounts for all non-technical or safety training.

<sup>2</sup> Values have been revised and corrected.

TRAINING DELIVERED<sup>3</sup>

METRIC	2024	2023	2022
Total Hours of Social Training Delivered	5,254	3,572	4,801
Total Hours of Safety and Technical Training Delivered	223,310	93,084	91,752
Total Hours of Training	228,564	96,656	96,553
Total Workforce Trained (number)	4,420	4,594	3,454
Total Average Hours of Training Per Worker	52	21	28

<sup>3</sup> Accounts for all social, technical and safety training delivered.

INVESTMENT SPEND ON TRAINING PROGRAMS<sup>4</sup>

METRIC	2024	2023	2022
Dollars Spent on Training Across the Company (thousands of USD)	\$ 5,881 <sup>5</sup>	\$ 1,900	\$ 1,473
Average Training Expenditure Per Full-time Employee <sup>6</sup>	\$1,330.5	\$ 413.6	\$ 426.5

<sup>4</sup> Accounts for all social, technical and safety training delivered.

<sup>5</sup> Training expenses include \$4.6M of operational readiness training related to the Media Luna Project.

<sup>6</sup> Average training expenditure per full time employee is calculated by dividing total investment spend on training by total number of employees.

EMPLOYEES RECEIVING REGULAR PERFORMANCE  
& CAREER DEVELOPMENT REVIEWS (%)

METRIC	2024	2023	2022
CORPORATE			
Female	100	100	100
Male	100	100	100
OPERATIONS <sup>7</sup>			
Female	100	100	100
Male	100	100	100
CORPORATE & OPERATIONS COMBINED			
Total Employees	100	100	100

<sup>7</sup> Excludes non-staff employees.



COMMUNITY RELATIONS

COMMUNITY AGREEMENTS

METRIC	2024	2023	2022
Number of Agreements Signed	11	11	11
% Compliance with Agreements	100	100	100

COMMUNITY INVESTMENT (MILLIONS OF USD)

METRIC	2024	2023	2022
Amount Invested in CODECOP Projects	\$ 0.7	\$ 0.8	\$ 0.7
Amount Invested in Non-CODECOP Projects <sup>1</sup>	\$ 2.8	\$ 2.3	\$ 2.5
Total Community Investment <sup>1</sup>	\$ 3.5	\$ 3.1	\$ 3.2
Fondo Minero Payments <sup>2 3</sup>	\$ 29.4	\$ 34.2	\$ 34.6

<sup>1</sup> Does not include dollars spent on road improvements in surrounding communities which also have an operational benefit for the Company in the amount of \$2.2M for 2022, \$4.1M for 2023, and \$7.9 for 2024.

<sup>2</sup> Note these funds were paid in the calendar year in respect of the previous year. In Q1 2025, \$34.7M was paid to the Fondo Minero in respect of 2024 and will be reported in our 2025 Responsible Gold Mining Report.

<sup>3</sup> The Fondo Minero is now called the Fondo para el Desarrollo de Zonas de Produccion Minera.

COMMUNITY GRIEVANCES (NUMBER)

METRIC	2024	2023	2022
Number of Grievances	41	25	16
Grievances Resolved	46	16	12
Outstanding Grievances	4	9	4

NON-TECHNICAL DELAYS (NUMBER)

METRIC	2024	2023	2022
Delays Caused by Community-related Issues	0	0	0

NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE  
SOCIAL AND ECONOMIC AREA

METRIC	2024	2023	2022
Number of Significant Fines for Non-compliance with Social or Economic Laws and/or Regulations	0	0	0
Total Monetary Value of Fines (thousands of USD)	\$ 0	\$ 0	\$ 0

RESETTLEMENT AND / OR RELOCATION ACTIVITY

METRIC	2024	2023	2022
Resettlement and/or Relocation Activity Occurred (yes/ no)	No	No	No
Number of Households Resettled and/or Relocated	0	0	0

ENVIRONMENTAL COMPLIANCE



REPORTABLE ENVIRONMENTAL INCIDENTS

METRIC	2024	2023	2022
Number of Significant Environmental Incidents Reportable to SEMARNAT <sup>1</sup>	0	0	0
Significant Fines <sup>2</sup>	0	0	0
Monetary Value of Fines (\$USD)	0	0	0

<sup>1</sup> Mexican Secretariat of Environment and Natural Resources.

<sup>2</sup> Significant fines are defined as fines levied by SEMARNAT and/or reportable in our annual Financial Statements.

REPORTABLE SPILLS

METRIC	2024	2023	2022
Number of Significant Spills <sup>3</sup>	0	0	0
Total Volume of Significant Spills (L)	0	0	0

<sup>3</sup> Significant spills are defined as spills reportable to SEMARNAT and/or reportable in our annual Financial Statements.





ENERGY AND EMISSIONS

The following data have been prepared with reference to the Corporate Accounting and Reporting Standard (Revised Edition) developed by the Greenhouse Gas Protocol of the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). Reporting boundaries are based on ‘financial control’. Emissions factors include Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report. All stated emissions are covered under an emissions-limiting regulation or program within Mexico.

ENERGY CONSUMPTION (GJ)

ENERGY SOURCE	2024	2023	2022
DIRECT ENERGY			
Diesel from Mobile Sources	1,025,526	1,109,858	1,115,983
Diesel from Stationary Sources	422,274	220,389	63,272
Gasoline	48,624	48,894	47,488
Liquefied Petroleum Gas <sup>1</sup>	3,310	2,292	1,762
Renewable Sources	0	0	0
Total Direct Energy <sup>2</sup>	1,499,734	1,381,434	1,228,505
INDIRECT ENERGY			
Electricity Purchased <sup>3</sup>	873,386	914,194	856,416
Total Indirect <sup>4</sup>	873,386	914,194	856,416
Total Energy Consumption (Direct + Indirect)	2,373,120	2,295,628	2,057,403

<sup>1</sup> Gas consumption is Liquefied Petroleum Gas.  
<sup>2</sup> Direct Energy: Energy consumed through the combustion of fuels at the mining operation, in equipment or facilities owned or controlled by the mining operation.  
<sup>3</sup> All electricity was purchased from Federal Electricity Commission power plants in Guerrero in 2024.  
<sup>4</sup> Indirect Energy: Energy associated with the generation of purchased electricity, steam, heating, or cooling consumed by the mining operation on-site, where the primary energy conversion (generation) occurs at facilities not owned or controlled by the mine.

ENERGY INTENSITY

METRIC	2024	2023	2022
GJ/oz Gold Produced	5.24	5.07	4.41
GJ/tonne Processed	0.51	0.48	0.45
GJ/tonne Mined	0.40	0.45	0.47

GREENHOUSE GAS EMISSIONS (TONNES OF CO<sub>2</sub>e)<sup>5</sup>

METRIC	2024	2023	2022
Scope 1 GHG Emissions (direct) <sup>6</sup>	118,488	112,078	100,032
Diesel from Mobile Sources	82,644	90,532	90,703
Diesel from Stationary Sources	31,068	16,387	4,709
Gasoline	3,506	3,526	3,425
Liquefied Petroleum Gas	209	145	111
Direct Emissions from Industrial Processes or Commercial and Service Activities <sup>7</sup>	1,061	1,488	1,083
Scope 2 GHG Emissions (indirect) <sup>8</sup>	107,718	111,227	103,484
Total Emissions (scope 1 + scope 2 emissions)	226,206	223,305	203,515
Scope 3 GHG Emissions <sup>9</sup>	Not measured	Not measured	Not measured
TOTAL GHG EMISSIONS (tCO <sub>2</sub> e) <sup>10</sup>	226,206	223,305	203,515

<sup>5</sup> These GHG metrics have been provided with limited assurance by an independent third party. The 2024 GHG Inventory Verification Statement is available in the ESG Reporting Portal section of our website.  
<sup>6</sup> Calculations include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. Purchasing records and warehouse data were used to verify data.  
<sup>7</sup> Includes CO<sub>2</sub> emissions generated from the use of explosives and oil oxidation in machinery.  
<sup>8</sup> Emissions factors provided by the Comisión Federal de Electricidad (CFE) were used to calculate Scope 2 emissions. Calculations include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. Purchasing records were used to verify data.  
<sup>9</sup> We do not currently calculate Scope 3 emissions although we plan to do so as part of our ongoing energy and climate change strategy.  
<sup>10</sup> Scope 1 + Scope 2 emissions.

GREENHOUSE GAS EMISSIONS INTENSITY (TONNES OF CO<sub>2</sub>e)

METRIC	2024	2023	2022
Per Oz Gold Produced	0.500	0.492	0.429
Per Ton Ore Processed	0.048	0.046	0.044
Per Ton Ore Mined	0.038	0.044	0.046

RENEWABLE AND NON-RENEWABLE ENERGY CONSUMPTION  
(AS % OF OVERALL CONSUMPTION)

METRIC	2024	2023	2022
Renewable	0	0	0
Non-renewable	100	100	100



ENERGY AND EMISSIONS - CONTINUED

ELECTRICITY PURCHASED BY SOURCE (%)

METRIC	2024	2023	2022
Grid	100	100	100
Non-grid	0	0	0

AIR QUALITY

AIR QUALITY



METRIC	2024	2023	2022
Sulphur Oxides SO <sub>2</sub> (tonnes) <sup>1</sup>	0.3	0.5	0.3
Nitrogen Oxides NO <sub>x</sub> (tonnes) <sup>1</sup>	7.6	3.6	1.4
Volatile Organic Compounds (VOC) (tonnes)	0.11	<0.01	<0.01
Carbon Monoxide CO (tonnes) <sup>1</sup>	12.8	8.6	12.1
Particulate Matter (PM2.5)	Average of 23.70 µg / m <sup>3</sup> Hr	Average of 18.37 µg / m <sup>3</sup> Hr	Average of 20.31 µg / m <sup>3</sup> Hr
Particulate Matter PM10	Average of 45.25 µg / m <sup>3</sup> Hr	Average of 35.73 µg / m <sup>3</sup> Hr	Average of 31.20 µg / m <sup>3</sup> Hr
Total Suspended Particles (tonnes)	3.6	6.3 <sup>2</sup>	2.1 <sup>2</sup>
Percentage of Significant Air Emissions in or Near Areas of Dense Population	0	0	0

<sup>1</sup> Point source emissions are those that originate from a single identifiable source (e.g.Fixed Sources).

<sup>2</sup> Values have been revised and corrected

AIR MONITORING & COMPLIANCE

METRIC	2024	2023	2022
Air Quality Monitoring Points	12	12	12
Air Quality Samples (number)	54	48	48
Frequency of Air Quality Measurement	Quarterly	Quarterly	Quarterly
Air Quality Compliance (%)	100	100	100

WATER REPORTING

WATER BALANCE SUMMARY (ML)



METRIC	2024	2023	2022
OPERATIONAL WATER WITHDRAWN			
Surface Water	895	1,163	1,045
Groundwater	1,220	945	1,073
Seawater	0	0	0
Third-Party Water	0	0	0
Total Water Withdrawn	2,114	2,108	2,118
Percentage of Fresh Water Withdrawn and Consumed in Regions with High or Extremely High Baseline Water Stress	0%	0%	0%
OTHER MANAGED WATER			
Surface Water	1,119	342	309
Groundwater	0	324	51
Seawater	0	0	0
Third-Party Water	0	0	0
Other Managed Water Total	1,119	666	360
WATER DISCHARGED			
Discharge to Surface Water <sup>1</sup>	61	30	20
Diverted Water	1,119	N/A	N/A
Discharge to Ground Water	0	0	0
Discharge to Sea Water	0	0	0
Discharge to Third Parties	0	0	0
Total Water Discharged	1,180	30	20
Total Water Consumption <sup>2</sup>	2,053	2,078	2,098

<sup>1</sup> Treated Domestic Wastewater.

<sup>2</sup> Total water withdrawn minus water discharged.



WATER REPORTING - CONTINUED

WATER REUSED/RECYCLED (ML)

METRIC	2024	2023	2022
Operational Water Reused/Recycled <sup>3</sup>	2,873	4,097	4,025
Total Reused/ Recycled Water	2,873	4,097	4,025
Total Water Consumed (withdrawn minus discharged)	2,053	2,078	2,098
Water Reused/recycled (as a percentage of total mine site consumption) <sup>3</sup>	58%	66%	66%

<sup>3</sup> The decrease in the volume of Water Reused/Recycled during 2024 is attributable to the implementation of the ICMM definition.

LOCAL COMMUNITY PROVISION<sup>4</sup> (ML)

METRIC	2024	2023	2022
Total Community Provision	291	324	51
Community Use ELG	274	314	39
Community Use ML	18	10	12

<sup>4</sup> Groundwater extraction bores for community provision are located outside the mine footprint.

WATER INTENSITY

METRIC	2024	2023	2022
ML per Total Ore Mined (tonnes)	0.00034	0.00041	0.00047
ML per Total Ore Processed (tonnes)	0.00044	0.00043	0.00046
ML per Total Gold Produced (oz)	0.00454	0.00458	0.00443

WATER MONITORING & COMPLIANCE

METRIC	2024	2023	2022
Water Quality Monitoring Points	74	80	77
Water Quality Samples (number)	399	443	430
Frequency of Water Quality Measurement	Monthly	Monthly	Monthly
Water Quality Compliance (%)	100	100	100
Number of Incidents of Water Related Non-compliance	0	0	0

WASTE MATERIALS

We have enhanced our waste reporting categories to better align with GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board) sustainability reporting frameworks, thereby improving the clarity, comparability, and transparency of our waste data. Initially, our reporting framework distinguished between ‘Mineral’ and ‘Non-Mineral’ waste types, with further breakdowns into hazardous and non-hazardous categories. In 2024, we introduced additional subcategories to report waste based on their disposal or diversion methods and specific locations. These improvements help ensure our reporting meets industry standards and provides a clear, detailed view of our waste management practices.

MINERAL WASTES (TONNES)

METRIC	2024	2023	2022
Tailings Produced	4,676,294	4,809,788	4,599,092
Waste Rock Generated	21,819,044	38,083,949 <sup>1</sup>	36,785,079
Total Mineral Waste	26,495,338	42,893,737	41,384,171

<sup>1</sup> Value has been revised and corrected.

NON-MINERAL WASTE (TONNES)

METRIC	LOCATION	2024	2023	2022
HAZARDOUS				
Waste Diverted From Disposal				
Preparation for Reuse	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0
Recycling				
Oil and Derivates	Offsite	284.7	220.2	300.9
Plastics	Offsite	11.5	17.3	10.8
Other Recycling	Offsite	0.0	0.0	298.3
Other Recovery Operations	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0
Total Waste Diverted from Disposal		296.2	237.5	610.0
Waste Directed To Disposal				
Incineration (with energy recovery)	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0





NON-MINERAL WASTE (TONNES) - CONTINUED

METRIC	LOCATION	2024	2023	2022
HAZARDOUS				
Waste Directed to Disposal				
Incineration (without energy recovery)	Onsite	0.0	0.0	0.0
	Offsite	44.9	59.0	0.0
Landfilling	Onsite	0.0	0.0	0.0
	Offsite	102.2	71.7	242.9
Other Disposal Operations	Onsite	0.0	0.0	0.0
	Offsite	615.3	372.2	0.0
Total Waste Directed to Disposal		762.3	502.9	242.9
Total Hazardous Waste		1,058.5	740.4	852.9

METRIC	LOCATION	2024	2023	2022
NON-HAZARDOUS				
Waste Diverted from Disposal				
Preparation for Reuse	Onsite	0.0	0.0	0.0
	Offsite	52.5	59.8	0.0
Recycling				
Plastics	Offsite	432.7	492.2	454.8
Metal	Offsite	1,523.0	1,524.6	1,268.7
Wood	Offsite	28.0	27.8	37.0
Other Recycling	Offsite	106.7	76.9	46.8
Other Recovery Operations	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0
Total Waste Diverted from Disposal		2,142.8	2,181.2	1,807.3
Waste Directed To Disposal				
Incineration (with energy recovery)	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0
Incineration (without energy recovery)	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0

METRIC	LOCATION	2024	2023	2022
NON-HAZARDOUS - continued				
Waste Diverted to Disposal				
Landfilling	Onsite	851.4	579.4	391.6
	Offsite	0.0	0.0	0.0
Other Disposal Operations	Onsite	0.0	0.0	0.0
	Offsite	0.0	0.0	0.0
Total Waste Directed to Disposal		851.4	579.4	391.6
Total Non-Hazardous Waste		2,994.2	2,760.6	2,198.9
Total Waste Diverted (hazardous + non-hazardous)	Onsite	0.0	0.0	0.0
	Offsite	2,439.0	2,418.7	2,417.3
Total Waste Disposed (hazardous + non-hazardous)	Onsite	851.4	579.4	391.6
	Offsite	762.3	502.9	242.9

METRIC	2024	2023	2022
Total Non-Mineral Waste	4,053	3,501	3,052
Total Waste Generated ( Mineral + Non- Mineral Wastes)	26,499,391	42,897,238	41,387,223
Total Waste Recycled & Reuse	2,439	2,419	2,417
% of Non-mineral Waste Recycled/Reuse	60%	69%	79%

MATERIALS & CHEMICALS CONSUMPTION

METRIC	2024	2023	2022
Cyanide (tonnes)	17,092	12,416	11,734
Lime (tonnes)	22,638	10,072	13,128
Acid (tonnes) <sup>2</sup>	11,353	8,961	10,597
Explosives (tonnes)	7,799	9,691	7,922
Diesel (L)	37,835,345	35,031,724	31,022,893
Lubricants (L)	546,732	743,507	434,420
Plastics (tonnes)	444	509	466

<sup>2</sup> Includes hydrochloric acid, nitric acid, and sulfuric acid.



WASTE & MATERIALS - CONTINUED

CYANIDE- RELATED INCIDENTS (NUMBER)

METRIC	2024	2023	2022
Number of Significant Cyanide Incidents that Require Reporting Under Applicable Regulations <sup>3</sup>	0	0	0
Cyanide Releases off the Mine Site Requiring Response or Remediation	0	0	0
Cyanide Releases on or off the Mine Site Resulting in Significant Adverse Effects to Health	0	0	0
Cyanide Releases on or off the Mine Site Resulting in Significant Adverse Effects to the Environment	0	0	0
Cyanide Releases on or off the Mine Site Resulting in Significant Adverse Effects to the Biodiversity <sup>4</sup>	0	0	0

<sup>3</sup> As per ICMC definition of significant cyanide incidents.

<sup>4</sup> Cyanide-related biodiversity impacts are wildlife mortalities; for a full listing of wildlife mortalities.

WASTE MONITORING & COMPLIANCE

METRIC	2024	2023	2022
Waste Regulatory Compliance (%)	100	100	100
Number of Significant Incidents Associated with Hazardous Materials and Waste Management	0	0	0

BIODIVERSITY

LAND DISTURBED AND REHABILITATED (HECTARES)



METRIC	2024	2023	2022
Total Area (ha) of Leased/owned Site	29,046	29,046	29,046
Total Land Disturbed and not yet Rehabilitated, Start of Year	691	673	635
Amount of Land Disturbed in the Year	10	17	39
Amount of Land Rehabilitated in the Year	1	0	0
Total Land Rehabilitated, Including Previous Years	23	22	22
Total Land Disturbed and not yet Rehabilitated, end of Year	700	691	673
Total Footprint <sup>1</sup>	722	712	695

<sup>1</sup> Total footprint is the sum of total area of land yet to be rehabilitated and total area of land rehabilitated.

REFORESTATION

METRIC	2024	2023	2022
Hectares Reforested	55	109	81
Native Trees Planted (number)	20,543	70,560	49,784

PROTECTED SPECIES (NUMBER)

METRIC	2024	2023 <sup>2</sup>	2022
Critically Endangered	0	0	0
Endangered	1	1	0
Vulnerable	3	3	3
Near Threatened	1	1	2
Least Concern	88	88	23
Total IUCN Red-listed Species Identified	93	93	28

<sup>2</sup> The values have been updated and corrected to align with the 2022 authorization of the Environmental Impact Statement, known in Spanish as “Manifestación de Impacto Ambiental” (MIA). The revised data now includes a wider array of biodiversity categories, covering fauna, flora, mammals, and reptiles.



# GRI CONTENT INDEX

Statement of Use: Torex has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021 and G4 Mining and Metals Supplement Torex’s sustainability reporting adheres to the GRI 2: General Disclosures 2021, ensuring a transparent account of our practices. The GRI has introduced GRI 14: Mining Sector 2024, set to take effect for reports on January 1, 2026, with early adoption recommended. Torex is actively reviewing this new standard to determine its relevance to our future disclosures, aiming to integrate its requirements seamlessly. For 2024 reporting, we maintained transparency through existing Topic Standards and the G4 Mining and Metals Supplement.

## GENERAL DISCLOSURES

GRI 2: GENERAL DISCLOSURES 2021		PAGE/REFERENCE
2-1	Organizational details	<a href="#">3, 9</a>
2-2	Entities included in the organization’s sustainability reporting	<a href="#">3</a>
2-3	Reporting period, frequency and contact point	<a href="#">3, 156</a>
2-4	Restatements of information	<a href="#">3</a>
2-5	External assurance	<a href="#">3</a>
2-6	Activities, value chain and other business relationships	<a href="#">9–10, 35–36</a>
2-7	Employees	<a href="#">125–132</a>
2-8	Workers who are not employees	<a href="#">125–132</a>
2-9	Governance structure and composition*	<a href="#">32, 94, 124, 134</a>
2-10	Nomination and selection of the highest governance body*	<a href="#">27–28</a>
2-11	Chair of the highest governance body*	<a href="#">27–28</a>
2-12	Role of the highest governance body in overseeing the management of impacts*	<a href="#">27, 30</a>
2-13	Delegation of responsibility for managing impacts*	<a href="#">27, 30</a>
2-14	Role of the highest governance body in sustainability reporting*	<a href="#">30</a>
2-15	Conflicts of interest	2024 Annual Information Form, dated March 21, 2025
2-16	Communication of critical concerns	<a href="#">31, 32</a>
2-17	Collective knowledge of the highest governance body*	<a href="#">27–28</a>
2-18	Evaluation of the performance of the highest governance body*	<a href="#">27–28</a>
2-19	Remuneration policies*	<a href="#">27–28</a>
2-20	Process to determine remuneration*	<a href="#">27–28</a>
2-21	Annual total compensation ratio*	<a href="#">27–28</a>

\* 2025 Notice and Management Information Circular, dated as May 7, 2025.

## GENERAL DISCLOSURES - CONTINUED

GRI 2: GENERAL DISCLOSURES 2021 - CONTINUED		PAGE/REFERENCE
2-22	Statement on sustainable development strategy	<a href="#">8, 13–16, 25–26</a>
2-23	Policy commitments	Diversity Policy <a href="#">28</a> Code of Business Conduct and Ethics <a href="#">31–32, 47–48</a> Anti-Bribery and Anti-corruption Policy <a href="#">31–32</a> Whistleblower Policy <a href="#">31–32</a> Safety and Health Policy <a href="#">31, 59</a> Social Responsibility for Contractor Policy <a href="#">66</a> Social Harmony and Human Rights Policy <a href="#">75, 89</a> Environmental Protection Policy <a href="#">93</a> Supplier Code of Conduct <a href="#">31, 35</a>
2-24	Embedding policy commitments	<a href="#">31–32</a>
2-25	Processes to remediate negative impacts	<a href="#">17–18, 78</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">32, 78</a>
2-27	Compliance with laws and regulations	<a href="#">23–30, 119</a>
2-28	Membership associations	<a href="#">33</a>
2-29	Approach to stakeholder engagement	<a href="#">75–76</a>
2-30	Collective bargaining agreements	<a href="#">47–48</a>
GRI 3: MATERIAL TOPICS 2021		PAGE/REFERENCE
3-1	Process to determine material topics	<a href="#">17–18</a>
3-2	List of material topics	<a href="#">17–18</a>
3-3	Management of material topics	All management approach sections of Torex’s 2024 Responsible Gold Mining Report.

## ECONOMIC PERFORMANCE

GRI 201: ECONOMIC PERFORMANCE 2016		PAGE/REFERENCE
201-1	Direct economic value generated and distributed	<a href="#">87–88</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">100–102</a> , Torex’s 2022 Climate Change Report
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		PAGE/REFERENCE
203-1	Infrastructure investments and services supported	<a href="#">73–88</a>
203-2	Significant indirect economic impacts	<a href="#">73–88</a>
GRI 204: PROCUREMENT PRACTICES 2016		PAGE/REFERENCE
204-1	Proportion of spending on local suppliers	<a href="#">35, 122</a>





ECONOMIC PERFORMANCE - CONTINUED

GRI 205: ANTI-CORRUPTION 2016		PAGE/REFERENCE
205-1	Operations assessed for risks related to corruption	<a href="#">32</a> , <a href="#">120</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">32</a> , <a href="#">120</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">120</a>
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016		PAGE/REFERENCE
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Zero
GRI 301: MATERIALS 2016		PAGE/REFERENCE
301-1	Materials used by weight or volume	<a href="#">142</a>

ENVIRONMENT

GRI 302: ENERGY 2016		PAGE/REFERENCE
302-1	Energy consumption within the organization	<a href="#">96</a> , <a href="#">135</a>
302-3	Energy intensity	<a href="#">96</a> , <a href="#">135</a>
GRI 303: WATER AND EFFLUENTS 2018		PAGE/REFERENCE
303-1	Interactions with water as a shared resource	<a href="#">106–110</a>
303-2	Management of water discharge-related impacts	<a href="#">106–110</a>
303-3	Water withdrawal	<a href="#">110</a> , <a href="#">138–139</a>
303-4	Water discharge	<a href="#">110</a> , <a href="#">138–139</a>
303-5	Water consumption	<a href="#">110</a> , <a href="#">138–139</a>
GRI 304: BIODIVERSITY 2016		PAGE/REFERENCE
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">116</a> , <a href="#">143</a>
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">116–118</a>
304-3	Habitats protected or restored	<a href="#">116–118</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">143–144</a>
GRI 305: EMISSIONS 2016		PAGE/REFERENCE
305-1	Direct (Scope 1) GHG emissions	<a href="#">103</a> , <a href="#">136</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">103</a> , <a href="#">136</a>

ENVIRONMENT - CONTINUED

GRI 305: EMISSIONS 2016 - CONTINUED		PAGE/REFERENCE
305-3	Other indirect (Scope 3) GHG emissions	We do not currently calculate Scope 3 emissions, although we plan to do so as part of our ongoing energy and climate change strategy
305-4	GHG emissions intensity	<a href="#">103</a> , <a href="#">136</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">105</a> , <a href="#">137</a>
GRI 306: WASTE 2020		PAGE/REFERENCE
403-7	Waste generation and significant waste-related impacts	<a href="#">111–113</a>
403-8	Management of significant waste-related impacts	<a href="#">111–113</a>
403-9	Waste generated	<a href="#">140–142</a>

SOCIAL

GRI 401: EMPLOYMENT 2016		PAGE/REFERENCE
401-1	New employee hires and employee turnover	<a href="#">128–130</a>
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		PAGE/REFERENCE
403-1	Occupational health and safety management system	<a href="#">59–60</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">59–60</a> , <a href="#">65–66</a>
403-3	Occupational health services	<a href="#">64–65</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">57–72</a>
403-5	Worker training on occupational health and safety	<a href="#">69–72</a>
403-6	Promotion of worker health	<a href="#">64–68</a>
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		PAGE/REFERENCE
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">57–72</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">124</a>
403-9	Work-related injuries	<a href="#">123</a>
403-10	Work-related ill health	<a href="#">123</a>



SOCIAL - CONTINUED

GRI 404: TRAINING AND EDUCATION 2016		PAGE/REFERENCE
404-1	Average hours of training per year per employee.	<a href="#">124</a> , <a href="#">131–132</a>
404-2	Programs for upgrading employee skills and transition assistance programs.	<a href="#">55–56</a>
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		PAGE/REFERENCE
405-1	Diversity of governance bodies and employees	<a href="#">28–29</a> , <a href="#">53–54</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">130</a>
GRI 406: NON-DISCRIMINATION 2016		PAGE/REFERENCE
406-1	Incidents of discrimination and corrective actions taken	Zero
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		PAGE/REFERENCE
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Zero
GRI 408: CHILD LABOUR 2016		PAGE/REFERENCE
408-1	Operations and suppliers at significant risk for incidents of child labour	Zero
GRI 409: FORCED OR COMPULSORY LABOUR 2016		PAGE/REFERENCE
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Zero
GRI 410: SECURITY PRACTICES 2016		PAGE/REFERENCE
410-1	Security personnel trained in human rights policies or procedures	<a href="#">89–90</a> , <a href="#">120</a>
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016		PAGE/REFERENCE
411-1	Incidents of violations involving rights of indigenous peoples	Zero
GRI 413: LOCAL COMMUNITIES 2016		PAGE/REFERENCE
413-1	Operations with local community engagement, impact assessments, and development programs	100%
GRI 415: PUBLIC POLICY 2016		PAGE/REFERENCE
415-1	Political contributions	<a href="#">33</a> , <a href="#">121</a>

G4 MM SUPPLEMENT

GRI G4 MM	G4 ASPECT	DISCLOSURE	PAGE/REFERENCE
MM1	Biodiversity	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	<a href="#">143–144</a>
MM2	Biodiversity	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	<a href="#">116–118</a>
MM3	Effluents and Waste	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	<a href="#">115</a> , <a href="#">140</a>
MM4	Labour/ Management Relations	Number of strikes and lock-outs exceeding one week's duration, by country.	<a href="#">131</a>
MM5	Indigenous Rights	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	Zero
MM6	Local Communities	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	N/A
MM7	Local Communities	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	<a href="#">78</a> , <a href="#">133</a>
MM8	Artisanal and Small-scale Mining	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	N/A
MM9	Resettlement	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	<a href="#">134</a>
MM10	Closure Planning	Number and percentage of operations with closure plans.	100%





# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Torex seeks to report in alignment with the SASB Metals & Mining Sustainability Accounting Standard and this index is to be used only as a quick reference for the period January 1, 2024 to December 31, 2024.

This index does not intend to certify completeness of disclosures against the SASB Metals & Mining Sustainability Accounting Standard.

## SASB INDEX

GREENHOUSE GAS EMISSIONS		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulations.	Metric tons (t) CO <sub>2</sub> -e Percentage (%)	(1) <a href="#">136</a> , (2) 0% covered under emissions-limiting regulations
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.	N/A	<a href="#">101–103</a> , Torex 2022 Climate Change Report
AIR QUALITY		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).	Metric tons (t)	<a href="#">137</a>
ENERGY MANAGEMENT		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-130a.1	(1) Total energy consumed	Gigajoules (GJ)	<a href="#">135</a>
	(2) percentage grid electricity and	Percentage (%)	<a href="#">137</a>
	(3) percentage renewable	Percentage (%)	<a href="#">136</a>
WATER MANAGEMENT		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	<a href="#">138–139</a>
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Number	<a href="#">139</a>

WASTE & HAZARDOUS MATERIALS MANAGEMENT		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-150a.4	Total weight of non-mineral waste generated.	Metric tons (t)	<a href="#">142</a>
EM-MM-150a.5	Total weight of tailings produced.	Metric tons (t)	<a href="#">140</a>
EM-MM-150a.6	Total weight of waste rock generated.	Metric tons (t)	<a href="#">140</a>
EM-MM-150a.7	Total weight of hazardous waste generated.	Metric tons (t)	<a href="#">141</a>
EM-MM-150a.8	Total weight of hazardous waste recycled.	Metric tons (t)	<a href="#">140</a>
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management.	Number	<a href="#">143</a>
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations.	N/A	<a href="#">111–113</a>

BIODIVERSITY IMPACTS		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-160a.1	Description of environmental management policies and practices for active sites.	N/A	<a href="#">93–96</a>
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.	Percentage (%)	<a href="#">118</a>
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	Percentage (%)	<a href="#">116–117</a>

SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict.	Percentage (%)	Zero
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land.	Percentage (%)	<a href="#">90</a>
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.	N/A	<a href="#">89–90</a>



COMMUNITY RELATIONS		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests.	N/A	<a href="#">73–90</a>
EM-MM-210b.2	(1) Number and (2) duration of nontechnical delays.	Number, Days	Zero
LABOUR RELATIONS		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements.	Percentage (%)	<a href="#">48</a> , <a href="#">131</a>
EM-MM-310a.2	(1) Number and (2) duration of strikes and lockouts.	Number, Days	<a href="#">131</a>
WORKFORCE HEALTH & SAFETY		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-320a.1	(1) All-incidence rate for (a) employees and (b) contractors.	Rate	<a href="#">123</a>
	(2) Fatality rate for (a) employees and (b) contractors	Rate	<a href="#">123</a>
	(3) Near miss frequency rate (NMFR) for (a) employees and (b) contractors.	Rate	<a href="#">123</a>
	(4) Average hours of health and safety training for (a) employees and (b) contractors.	Rate	<a href="#">124</a>
BUSINESS ETHICS & TRANSPARENCY		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-140a.1	Description of the management system for prevention of corruption and bribery throughout the value chain.	N/A	<a href="#">32</a> , <a href="#">35–36</a>
EM-MM-140a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	Metric tons (t) saleable	<a href="#">32</a>

TAILINGS STORAGE FACILITIES MANAGEMENT		UNIT OF MEASURE	PAGE/REFERENCE
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	Various	In 2022, Torex's Board of Directors approved the adoption of the Global Industry Standard on Tailings Management (GISTM) and is working towards implementation of the GISTM's 15 principles and 77 auditable requirements. We plan to provide enhanced disclosure on our TSF as we continue to implement the GISTM requirements with a view to full implementation in 2027.
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities.	N/A	In 2022, Torex's Board of Directors approved the adoption of the Global Industry Standard on Tailings Management (GISTM) and is working towards implementation of the GISTM's 15 principles and 77 auditable requirements. We plan to provide enhanced disclosure on the governance structure used to monitor and maintain the stability of TSFs as we continue to implement the GISTM requirements with a view to full implementation in 2027.
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.	N/A	In 2022, Torex's Board of Directors approved the adoption of the Global Industry Standard on Tailings Management (GISTM) and is working towards implementation of the GISTM's 15 principles and 77 auditable requirements. We plan to provide enhanced disclosure on the approach to development of EPRPs for our TSF as we continue to implement the GISTM requirements with a view to full implementation in 2027.
ACTIVITY METRICS		UNIT OF MEASURE	PAGE/REFERENCE
EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	<a href="#">119</a>
EM-MM-000.B	Total number of employees, percentage contractors	Number, Percentage (%)	<a href="#">125</a>