

# TRANSFORMATION IN MOTION

2023 SUSTAINABILITY  
REPORT





# MINING A MORE SUSTAINABLE FUTURE

In the following pages you can learn more about Endeavour's actions and performance in 2023.

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## Sustainability Reporting Hub

This publication is part of our sustainability reporting suite. Access our other ESG disclosures, as well as previous years' reports, at our online Sustainability Reporting Hub. For a complete picture of our most recent business activities, this report should be read in conjunction with our [Annual Information Form](#), [Management's Discussion and Analysis](#), and [Financial Statements](#) available on our website and on SEDAR+ at [sedarplus.ca](https://www.sedarplus.ca)

- [2023 ESG Performance Data Tables](#)
- [GRI Index / SASB Disclosures](#)
- [Sustainability Strategy 2022-2024](#)
- [2023 Tailings Disclosures](#)



# ABOUT THIS REPORT

Our 2023 Sustainability Report presents our goals and performance last year related to sustainability topics.

## Content and Scope

Our material topics shape the content and structure of the report. This report encompasses our mining projects and operations:

- Two producing precious metal mines – the Guanaceví mine in Durango, Mexico and the Bolañitos mine in Guanajuato, Mexico
- Terronera development project located in Jalisco, Mexico
- Exploration office in the State of Durango, Mexico
- Head office in Vancouver, Canada and administrative office in Leon, Mexico

Throughout this document, “Endeavour”, “the Company,” “we”, “our” and “us” refers to

Endeavour Silver Corp. and its major subsidiaries. All monetary amounts are reported in U.S. dollars, unless otherwise noted.

## Reporting Standards

We use two international reporting frameworks:

- **Global Reporting Initiative (GRI):** Endeavour Silver has reported the information cited in the GRI content index for the period January- December 2023 with reference to the GRI Standards. 2023 marks our 11th consecutive year of GRI reporting. Refer to our [GRI Content Index](#).
- **Sustainability Accounting Standards Board (SASB):** For the fourth year, we also disclose sustainability data using the SASB standards. Refer to our [SASB Index](#).

For each material topic discussed in our report, we provide a summary of our management

approach and direct readers to our sustainability website for more details about ongoing policies, commitments and programs.

We place a high priority on the quality control of our management and data collection systems to accurately benchmark and report our sustainability performance. To ensure accuracy and adequate coverage of material topics, this report was prepared by management with the assistance of independent sustainability consultants, and included an extensive review process by various departments and Endeavour’s Board.

<b>REPORTING PERIOD</b> January 1–December 31, 2023 (fiscal year)
<b>REPORTING CYCLE</b> Annual
<b>DATE OF LAST REPORT</b> Published May 2023
<b>REPORTING FRAMEWORK</b> → Global Reporting Initiative (GRI) Standards and Metals Sector Disclosures → SASB
<b>CONTACT FOR FEEDBACK</b> <a href="mailto:info@edrsilver.com">info@edrsilver.com</a>



## Cautionary Note Regarding Non-IFRS Measures

This report of Endeavour and its subsidiaries refers to various Non-International Financial Reporting Standards (“Non-IFRS”) measures, such as mine operating earnings before non-cash items; earnings before interest, taxes, depreciation and amortization (“EBITDA”), adjusted EBITDA, all-in sustaining cost per silver ounce sold, net of by-product credits. Readers should refer to the “Non-IFRS Measures” section of the company’s Management’s Discussion and Analysis for the year ended December 31, 2023, available at [www.sedarplus.ca](http://www.sedarplus.ca) and [www.sec.gov](http://www.sec.gov) for explanations of these measures and reconciliations to Endeavour’s reported financial results. As these Non-IFRS measures do not have standardized meanings under International Financial Reporting Standards (“IFRS”), they may not be directly comparable to similarly titled measures used by others. Non-IFRS measures should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS.





# INTRODUCTION

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# 2023 HIGHLIGHTS

## PEOPLE

1.03

reportable injury rate (RIR)

99%

of our workforce in Mexico from within the country

31

average training hours per employee and contractor

\$854,620

in community investments

## PLANET

0

significant environmental spills or incidents

89%

water recycling and reuse rate in our operations, minimizing our use of fresh water

58,580

trees planted in reforestation projects, with average survival rate of 72%

## BUSINESS

>30% WOMEN

on Board of Directors

LAUNCHED

Supplier Standards of Conduct

100%

of our workforce completed training on our Code of Business Conduct and Ethics

DEVELOPED

anti-money laundering / anti-terrorist financing protocol to formalize and strengthen our controls around third parties





# ABOUT OUR BUSINESS

Established in 2004, Endeavour Silver Corp. is a mid-tier precious metals mining company with operations and projects in three countries.

We operate two high-grade underground silver-gold mines in Mexico and have a portfolio of exploration and development projects in Mexico, Chile and the United States. Our mission is to be a leading silver producer that creates value for our stakeholders by discovering, developing and operating our mines in a sustainable way. Headquartered in Vancouver, Canada, Endeavour Silver is listed on the NYSE:EXK and TSX:EDR.

We are passionate about the silver business. Endeavour Silver is at the forefront of bringing new silver supply to the marketplace and enabling a cleaner, greener more sustainable world. As a crucial material used in renewable energy, technology and electric vehicles, silver's role in creating a sustainable future is expanding.

## Business Strategy

Our business strategy balances short-term profitability with long-term investments in exploration and development to extend our mine lives and build new mines to drive future profitability. Rooted in our desire to create benefits for all our stakeholders, Endeavour is committed to sustainable production and aims to responsibly explore and manage our properties. For us, it is about ensuring the success of our people, local communities and our business.

## 1 ADVANCED DEVELOPMENT

Construction phase project in Mexico: Terronera.

## 2 PRODUCING MINES

Two responsibly managed silver/gold mines in Mexico: Guanaceví and Bolañitos.

## 5 EXPLORATION PROJECTS

Compelling growth opportunities in Mexico, Chile & USA.





## 2023 Financial and Operating Highlights

### PRODUCTION IN-LINE WITH GUIDANCE

5.7 million silver oz and 38K gold oz for silver equivalent<sup>1</sup> production of 8.7 million oz

### IMPROVED PRODUCTIVITY AT GUANACEVÍ

Implemented remedial measures to stabilize production and improve safety conditions

### CONSTRUCTION ADVANCED AT TERRONERA

Reached 43% complete by year-end; the project remains on track for commissioning in Q4 2024

### GENERATED REVENUE OF \$206 MILLION

from the sale of 5.7 million oz of silver and 37K oz of gold at average realized prices of \$23.76/oz silver and \$1,968/oz gold

### CLOSED SENIOR SECURED DEBT FACILITY OF \$120 MILLION

to continue advancing development of Terronera

### GENERATED CASHFLOW

Mine operating cash flow before taxes<sup>2</sup> of \$64.4 million

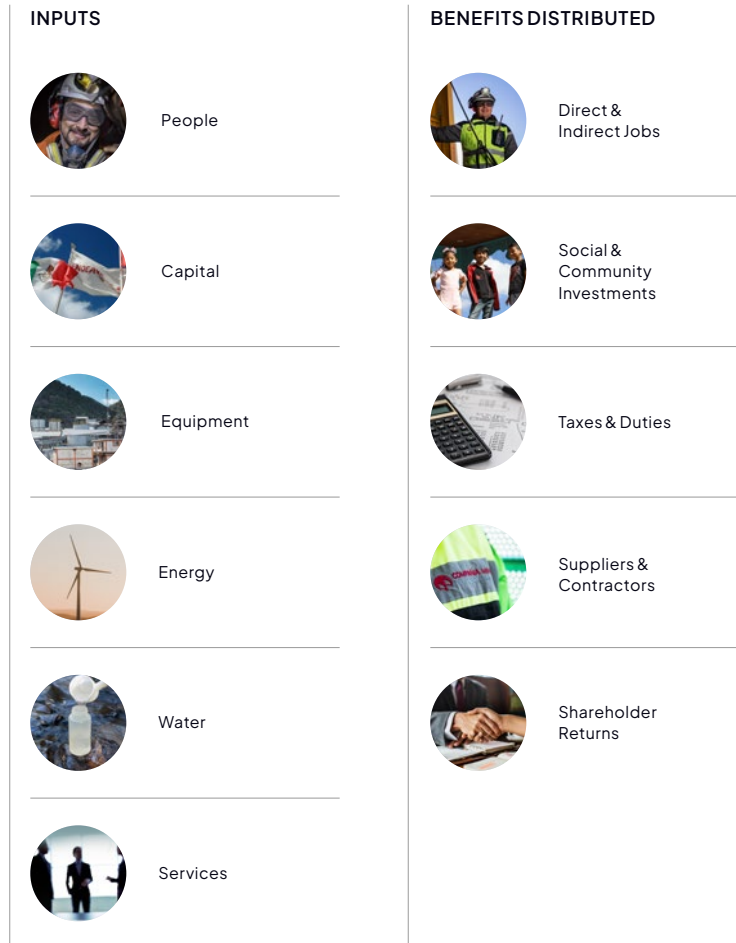
<sup>1</sup> Silver equivalent (AgEq) is calculated using an 80:1 silver:gold ratio.

<sup>2</sup> These are non-IFRS financial measures and ratios. Further details on these non-IFRS financial measures are provided in Non-IFRS Measures section of the MD&A for the year ended December 31, 2023, which is available on the Company website and at [www.sedarplus.ca](http://www.sedarplus.ca).

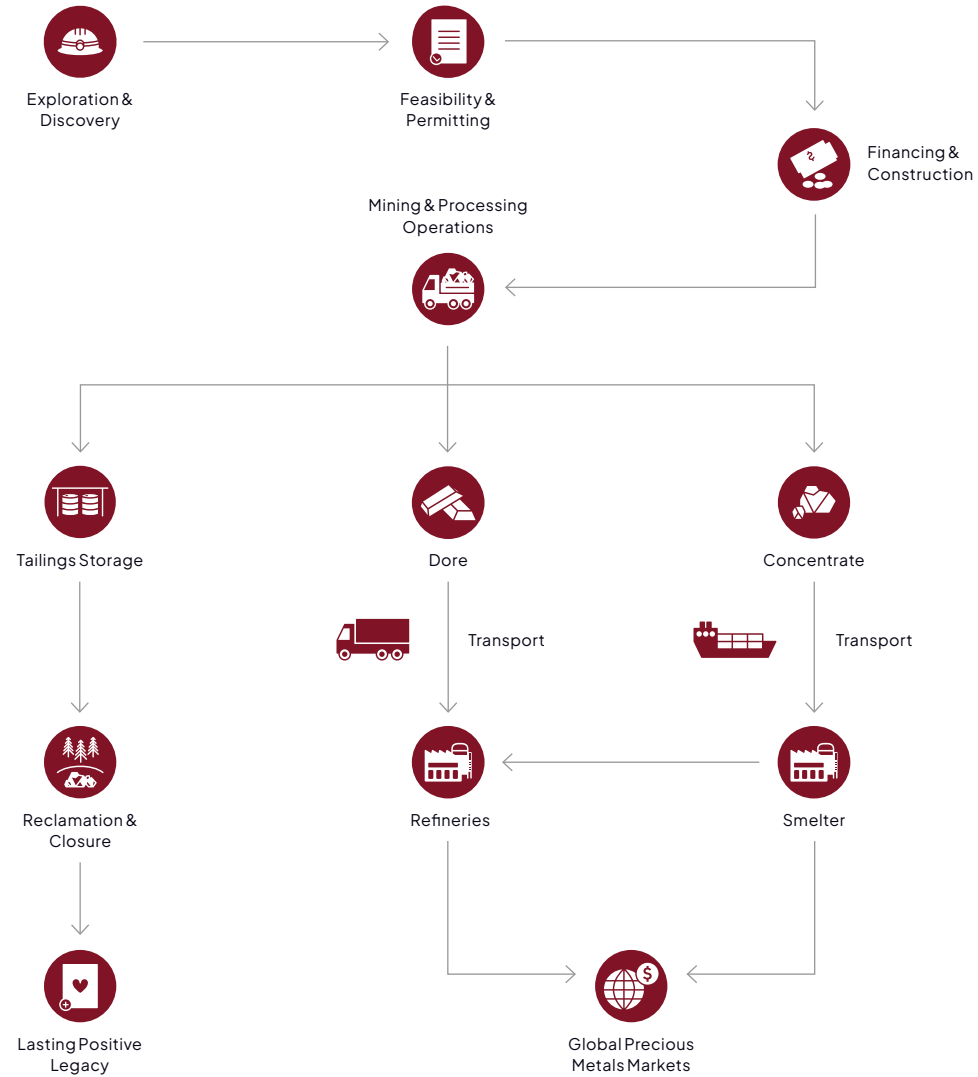


## Our Value Chain

Silver is a “green metal” since it contributes to a sustainable future by producing key materials for renewable energy, electric vehicles, and medical equipment. From below ground to above ground, the silver and gold we mine is transformed from raw materials into consumer products and specialty products as well as precious metals investments.



### PROCESS



### APPLICATIONS

- Solar Panels
- Health Care
- Water Purifier
- Electric Vehicles
- Electronics
- Batteries
- Bars & Coins
- Exchange Traded Funds
- Jewelry
- Silverware
- Semi-conductors
- Hydrogen Fuel Cells



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## 2023 HIGHLIGHTS

# AWARDED

Socially Responsible Company  
distinction by the Mexican  
Center for Philanthropy

# 87%

of the targets set in our  
Sustainability Strategy 2022-2024  
have been achieved or on track

# VISION & STRATEGY

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# OUR SUSTAINABILITY STRATEGY

Since our inception two decades ago, we've taken steps to operate more sustainably.

Our [Sustainability Strategy 2022-2024](#) is a cornerstone of our approach, giving us focus and direction. The strategy is centred around three priority areas: People; Planet; and Business. In each of these areas, we have defined aspirational goals supported by clear actions and measurable targets.

Since launching the strategy in January 2022, we have made progress by completing a majority of the planned initiatives and achieving key targets

that we set out to accomplish during the three-year timeframe of the strategy. At the same time, there are areas where more attention and work are required in order to reach our goals. Refer to the relevant section of this report to learn about our progress last year in each of the priority areas.

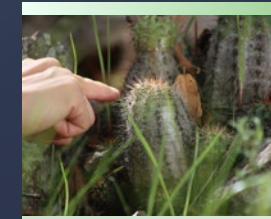
In 2023, we were once again awarded the 'Socially Responsible Company' distinction by the Mexican Center for Philanthropy. Endeavour has been recognized with this distinction for multiple years (11 years at Bolañitos and 8 years at Guanaceví).

## OUR SUSTAINABILITY STRATEGY 2022-2024

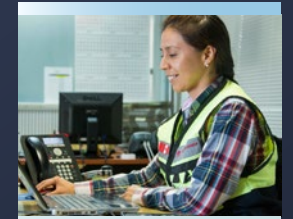
### OUR PILLARS



PEOPLE



PLANET



BUSINESS

### OUR AMBITIONS

Increase positive social impacts for people in our workplace and in the communities where we operate

Elevate our environmental stewardship to reduce negative impacts, protect ecosystems and support environmental sustainability

Operate a trusted, well-performing business by further strengthening the critical foundations that create long term organisational sustainability



## Sustainability Governance

Sustainability is fully supported and driven by our executive team, and it is ingrained in our governance structure, policies and how we define risk and long term value.

To strengthen our commitment to manage sustainability, in 2023 we hired a Regional Sustainability Manager whose role is to reinforce and drive Endeavour’s sustainability efforts in Mexico. One of the position’s main responsibilities is to closely monitor and assess our Terronera project to ensure it remains compliant with the Equator Principles (EP4), which is a globally recognized framework for managing sustainability risk of large infrastructure and industrial projects. Compliance with EP4 is a condition of the financing we raised for Terronera. The Regional Sustainability Manager will also lead the next phase of Endeavour’s Sustainability Strategy.

Learn more in the [Sustainability Oversight](#) section of our website.



# LISTENING TO OUR STAKEHOLDERS

As a mining company with operations in several communities, we have many stakeholders who have an interest or direct stake in what we do, how we work and, ultimately, how we perform. These stakeholders range from employees, contractors and labour unions to local communities, suppliers, governments and shareholders. We have a responsibility to ensure we have a clear understanding of their needs and perspectives.

Through a variety of formal and informal communication channels, we continuously engage with both external and internal stakeholders on a regular basis. We use their feedback and insights to guide our business and make a positive impact on society. Open dialogue is key to learning, improving and maintaining strong relationships, helping us build trust as a responsible corporate citizen.

### Ways we interact with stakeholders:

- Meetings and focus groups
- Surveys
- Training programs and regular employee engagement
- Community initiatives and forums
- Digital platforms (social media, website, email)
- Memberships
- Community partnerships
- Conferences, events and webinars
- Community houses
- Whistleblower process
- Endeavour Trust Line
- Investor relations
- Media relations
- Employee volunteerism
- Dialogue with policy makers and government officials

## OUR MAIN STAKEHOLDERS



Governments & Regulators



Suppliers



Employees & Contractors



Customers / Buyers



Industry Associations



Local Communities



Shareholders



Labour Unions



Non-Government Organizations (NGOs)



# 2.3

# MATERIAL ESG TOPICS

**More than ever, our stakeholders care about sustainability.** Our Sustainability Strategy and ongoing initiatives centre on environmental, social and governance topics of greatest importance to stakeholders across our whole value chain.

We determine these issues through a materiality assessment, a process undertaken every two or three years in which we survey our main stakeholders and analyze the evolving ESG landscape. The process is conducted by an external consultant and involves three steps in line with the Global Reporting Initiative standards: topic identification, prioritization and validation.

This Sustainability Report is structured around the material topics identified in our 2021 materiality assessment, which are shown in the adjacent diagram.



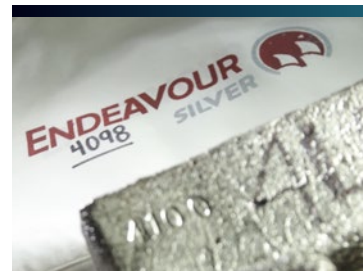
**PEOPLE**

- Safety, Health & Wellness
- Engaged & Inclusive Workforce
- Thriving Communities



**PLANET**

- Carbon Footprint
- Water & Biodiversity Stewardship
- Tailings & Waste Management



**BUSINESS**

- Ethical Culture
- Governance & Risk Management
- Supply Chain





# GLOBAL CITIZENSHIP



We support and participate in external initiatives aimed at building a more sustainable world.

We engage with industry associations to keep informed of ESG issues and developments, share ideas on sustainable mining best practices, and build and maintain relationships with industry peers.

Endeavour is also committed to making positive contributions toward the United Nations Sustainable Development Goals (SDGs). The 17 SDGs are a call to action for countries, corporations and organizations to work collectively to end poverty, ensure prosperity and protect the planet by 2030. Our focus is on six SDGs where Endeavour can make the most meaningful impact – see below.

Through the Silver Institute we have participated in a collaborative project – the [Silver Sustainability Initiative](#) – to illustrate how mining companies contribute to the SDGs and a better society. We are also now involved with the Silver Institute in an initiative to calculate the carbon footprint of the silver industry.

**LEARN MORE**

[Key Memberships and External Commitments](#)

These SDGs are most relevant to our business, and we're contributing to them through our activities, initiatives and partnerships:





# SUSTAINABILITY SCORECARD

The following scorecard tracks our performance to date against our 2022–24 Sustainability Strategy. For detailed results, refer to the relevant section in this report.

● Target Achieved    
 ● On Track / Ongoing Initiative    
 ● Needs Improvement

HEALTH, SAFETY & WELLNESS		PEOPLE	
2024 TARGETS	2023 RESULTS	2022 RESULTS	
Complete alignment with ISO 45001	<span style="color: yellow;">●</span>	<span style="color: yellow;">●</span>	
Zero fatalities	<span style="color: green;">●</span> 0	<span style="color: green;">●</span> 0	
Maintain or improve LTI score year over year	<span style="color: green;">●</span> 14 LTIs	<span style="color: green;">●</span> 5 LTIs	
Reduction in absenteeism rate	<span style="color: green;">●</span> 2.7%	<span style="color: red;">●</span> 2.8%	

ENGAGED & INCLUSIVE WORKFORCE		PEOPLE	
2024 TARGETS	2023 RESULTS	2022 RESULTS	
Decrease in average turnover	<span style="color: green;">●</span> 15%	<span style="color: red;">●</span> 17.5%	
Maintain or increase local hiring percentage	<span style="color: green;">●</span> 99%	<span style="color: red;">●</span> 99%	
16% women in our workforce*	<span style="color: yellow;">●</span> 15.1%	<span style="color: yellow;">●</span> 15.0%	
25% of women in leadership positions*	<span style="color: yellow;">●</span> 19.3%	<span style="color: yellow;">●</span> 18.6%	
Improvement in employee engagement	<span style="color: yellow;">●</span>	<span style="color: yellow;">●</span>	
48 hours of training per worker annually	<span style="color: yellow;">●</span> 31hrs	<span style="color: yellow;">●</span> 30 hrs	
THRIVING COMMUNITIES		PEOPLE	
\$2.0M invested over three years	<span style="color: yellow;">●</span> Reached 64% of goal	<span style="color: yellow;">●</span> Reached 17.5% of goal	
Award 500 scholarships over three years	<span style="color: yellow;">●</span> Reached 59% of goal	<span style="color: yellow;">●</span> Reached 31% of goal	
Increase in general business or employability skills	<span style="color: green;">●</span> 123 participants in skills workshops	<span style="color: green;">●</span> 98 participants in skills workshops	
Growth in small businesses in local communities	<span style="color: yellow;">●</span>	<span style="color: yellow;">●</span>	
Partnerships and support for NGOs and/or health authorities to improve community health services	<span style="color: green;">●</span>	<span style="color: green;">●</span>	

\*Targets align with mining industry 2021 representation averages, as reported by the Mexican Mining Chamber (CAMIMEX)





CARBON FOOTPRINT		PLANET	
2024 TARGETS	2023 RESULTS	2022 RESULTS	
Publish Task Force on Climate Related Financial Disclosures (TCFD)	Completed		
Minimize emissions intensity (tCo2e GHG/Tonne processed) of operating sites	0.069	0.065	
TAILINGS & WASTE MANAGEMENT		PLANET	
Align with the Global Industry Standard on Tailings Management (GISTM)			
No reportable tailings spills			
Tailings stability factor of at least 1.5 at each mine			
Hazardous waste intensity below 0.2 ton/tonne processed	0.23	0.21	
>80% waste recycling/repurposing (for hazardous waste, scrap, paper, metal, tires, wood)	78%	78%	
One initiative per site that supports and improves municipal waste management			
BIODIVERSITY & WATER STEWARDSHIP		PLANET	
Maintain intensity of shared water consumption below 0.45 m <sup>3</sup> / tonne processed	0.32	0.18	
Maintain process water recycling rate above 85%	89.3%	94%	
Increase number and survival rate of trees planted annually	58,580, 72% average survival rate	61,905, 80% average survival rate	
Report on conservation efforts and biodiversity monitoring, focusing on flora/fauna impacted			
Increase households with access to improved water supply or sewage infrastructure			

GOVERNMENT & RISK MANAGEMENT		BUSINESS	
2024 TARGETS	2023 RESULTS	2022 RESULTS	
Expand and strengthen sustainability disclosures			
Increase the representation of women in the board	3	2	
Implement a risk register at the corporate level			
ETHICAL CULTURE		BUSINESS	
4 hours of annual training on ethics and anti-corruption per employee	1 hour	1.2 hours	
100% of contractors have completed training on ethics and anti-corruption	100%	100%	
Resolution time of less than 30 days from first contact to resolution	33 days	27 days	
SUPPLY CHAIN		BUSINESS	
Maintain or increase number of local suppliers	560	561	
Maintain 95% of procurement from the country where we operate and 35% from the State where we operate	97%	90%	
30% of suppliers evaluated by 2024			
100% of suppliers comply with Endeavour's Code of Conduct included in their contract terms and conditions	100%	100%	



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## NUMBERS AT A GLANCE

\$854,620

Invested in communities in Mexico and Canada in 2023, more than double the previous year

14

lost time injuries, compared to from five the previous year

99%

of workforce from Mexico

# PEOPLE

- 19 Safety, Health & Wellness
- 25 Engaged & Inclusive Workforce
- 30 Thriving Communities



# SAFETY, HEALTH & WELLNESS

**Ensuring our mining operations are safe for employees and contractors is our most critical responsibility.** To prevent fatalities, injuries and illness, we constantly work at creating a safe working environment and building a risk-aware organization, where safety embedded in our behaviours, relationships, systems and knowledge at all levels of our Company. We also place great importance on supporting other aspects of our workers' well-being, including their mental health.

## SUMMARY OF OUR APPROACH

- We maintain comprehensive safety procedures, controls and standards, as outlined in our [Sustainability Policy](#).
- Our workplace culture program, "Te Cuido" (I take care of you), focuses on four core safety management areas: leadership, accountability, risk competency (behaviour and systems) and the learning environment.
- Employees and contractors undergo safety training on a continual basis, covering areas such as safety monitoring, emergency preparedness, rescue training and technical training.
- We perform monthly inspections and audits of our facilities for safety and health compliance.
- We focus on learning and improvement opportunities from 'High Potential Incidents' (near-miss events that could have resulted in a fatality or serious injury), investigating and identifying root causes and resolving underlying risks.
- Our mining operations have on-site medical support, including a physician, trained paramedics, first aid clinic and an ambulance.
- Our holistic wellness program supports the mental and physical well-being of our workforce.

### LEARN MORE

[Our Management Approach](#)





## OUR PERFORMANCE IN 2023

### OUR GOAL

Strengthen Safety, Health and Wellness of Our People

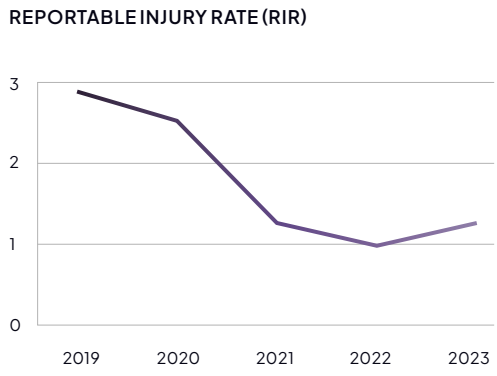
KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
→ Align Endeavour's Safety Management System with ISO 45001, the global standard that aims to reduce occupational injuries and diseases	Complete alignment	<ul style="list-style-type: none"> <li>Continued implementing safety procedures aligned to ISO 45001</li> </ul>	<ul style="list-style-type: none"> <li>Finalized safety procedures to align with ISO 45001 and began implementing</li> </ul>
→ Continue implementing new safety strategies that address risks and opportunities identified in a third-party safety audit, with a focus on critical risk control protocols and enhanced supervisor training and certification	Zero fatalities and accidents	<ul style="list-style-type: none"> <li>Zero fatalities</li> </ul>	<ul style="list-style-type: none"> <li>Zero fatalities</li> </ul>
	Maintain or improve Lost-Time Incident (LTI) score year over year	<ul style="list-style-type: none"> <li>14 LTIs</li> <li>Conducted several new safety initiatives, such as "Eye on Risk" safety week</li> </ul>	<ul style="list-style-type: none"> <li>5 LTIs</li> </ul>
→ Implement health control protocols and campaigns to minimize occupational illnesses	Reduction in absenteeism rate	<ul style="list-style-type: none"> <li>2.7%</li> </ul>	<ul style="list-style-type: none"> <li>2.8%</li> </ul>
→ Expand mental wellness programs and services across our operations		<ul style="list-style-type: none"> <li>Led several workplace campaigns to promote good health</li> </ul>	<ul style="list-style-type: none"> <li>Led several workplace campaigns to promote good health</li> </ul>





## Performance Metrics

- At the plant in Bolañitos, we achieved an impressive 4 million hours with no LTIs thanks to strong leadership from on-site management. At the plant in Guanaceví, we also achieved 1.5 million hours with no LTIs. Despite these achievements and our ongoing safety efforts, we recorded more LTIs during 2023: 14 from 5 in 2022. The most common LTIs were the result of rock falls, vehicle accidents and failure to follow safety procedures. The largest increase in LTIs occurred at our Guanaceví mine, where LTIs rose to 7 from 1 the previous year.
- To help our people learn how to perform their jobs safely and build a safety-first culture, we provided 38,191 safety training hours to our workforce (2022: 26,568 hours). The training covered topics such as risk assessment, dealing with hazardous materials and emergency response. The increase was due to a larger workforce at Terronera, where construction activities ramped up and additional safety training activities were conducted across our sites - in particular, the *Te Cuido* campaign and “Eye on Risk” safety week - see case study on [page 24](#)).



**LEARN MORE**  
[View Our ESG Performance Data](#)



## KEY ACTIVITIES



### Alignment with ISO 45001

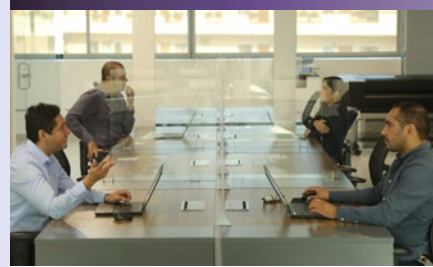
During 2023, we continued to implement new or modified safety procedures to align with the ISO 45001, a process we started in 2022. In addition, we completed the development of risk control protocols for worker health, and in 2024 we will assess each site against these new protocols to identify if we need to implement initiatives to address gaps.



### Safety Certifications

At Bolañitos, Guanaceví and Leon, we renewed the workplace health and safety certification from Mexico's Ministry of Labour.

Diligent effort by our site teams helped us achieve these standards, which cover employee health and wellness, risk factor prevention, reduction of need for medical services, and improved employee productivity. The three sites also received a certification from the Inter-American Society of Cardiology (SIAC) that validates their knowledge and equipment to provide an immediate response if resuscitation is needed.



### Real-time Safety Tracking

New safety software was fully implemented in 2023 at our operating mines. Our safety teams and administrative staff invested significant time to learn how to use the new technology and are now using the system to record safety data, incidents and training in real time, enabling management to thoroughly track issues and respond efficiently.



### Health Campaigns

We continued to conduct workforce health campaigns across our mines and projects related to influenza vaccination, breast cancer detection, avoidance of respiratory illness and tuberculosis, and recognition of alcoholism and drug abuse.

We carried out periodic medical exams at each site, which revealed the three main illnesses as obesity, diabetes and hypertension. We keep a close eye on employees with these conditions and provide resources and support to help them better manage their health situation. We also participated in the government's PREVENIMSS campaigns, focused on diabetes, hypertension, obesity and mammography.

Prevention of COVID-19 infection continued through ongoing monitoring and vaccinations. We have seen a steady decline in these cases at the sites.



### Stronger Hygiene Practices

Our dining facilities in Guanaceví experienced a food contamination incident that resulted in a minor illness for about 40 people. After an investigation, we identified the root cause and strengthened hygiene policies for managing food at the site.



### Supporting Mental Health

This past year we carried out a biannual employee survey as required by the Mexican Standard on Psychological Risk Factors at the Workplace (NOM-035-STPS). The survey, which is designed to help us better understand and address risk factors among our workforce, allows employees to rate risk factors on a scale from high risk to no risk. Overall, the Leon office was rated as “Low risk” while our other three sites (Bolañitos, Guanaceví and Terronera) were rated “Medium risk”. The NOM-035-STPS provides recommendations to help companies improve their scores, such as reviewing loads and shift work, promoting work-life balance and improving procedures

documentation for tasks and responsibilities. We will implement the relevant recommendations over the next two years and integrate the insights into our next Sustainability Strategy.

In the meantime, Endeavour’s *Programa de Asistencia a Empleados (PAE)* (Assistance Program for Employees) serves as a key resource by delivering free, easy-to-access counselling and support to employees and family members. Available services include emotional counselling, medical advice, nutritional counselling, legal guidance and financial counselling.





IN FOCUS

## Safety Week at Endeavour: Keeping an “Eye on Risk”

Every day, our team members perform with a key goal in mind: completing their job safely. As a mining company, safety is more than policies and procedures. It’s a mindset, a unified culture driven by looking out for each other’s well-being (“Te Cuido”).

This philosophy was in full force during a week-long internal event last year themed “Eye on Risk”. Our Guanaceví and Bolañitos sites each selected a multidisciplinary team to visit the other’s operations and conduct a site assessment, with a focus on reviewing safety risk control protocols. Each team inspected

different working areas, summarized their findings and presented recommendations.

The exercise proved to be a valuable experience for everyone, allowing our team members to learn and gain insights from each other, understand the different challenges faced at each site and focus on getting better and safer together. The results are presented in site reports and the local team will ensure that each department follows up with the recommendations.

	LEADERSHIP	SYSTEMS	HEALTH	CULTURE	OVERALL
<b>GUANACEVÍ</b>					
2022	75%	48%	52%	52%	57%
2023	75%	48%	53%	78%	64%
<b>BOLAÑITOS</b>					
2022	60%	73%	65%	74%	68%
2023	76%	75%	51%	69%	68%





# ENGAGED & INCLUSIVE WORKFORCE

**As a focus of Endeavour’s Sustainability Strategy 2022–2024, we continue to invest in developing top mining talent and a people-first culture.** Our aim is to foster a workforce that’s motivated, ethical and accountable, within an inclusive environment where people feel valued and supported to do their best work.

## SUMMARY OF OUR APPROACH

- We embrace diversity, inclusion and equal opportunity, as outlined in our [Diversity Policy](#). We place a particular focus on gender equality and empowerment of women, including equal pay for equal work.
- Local hiring is a priority, and we work hard to provide competitive compensation and benefits to attract, retain and motivate employees.
- Continuous learning is critical in a changing world. We deliver training and development based on three themes: People (soft skills); Production (technical skills); and Safety (workplace standards and safety culture).
- Staff and management receive performance evaluations annually.
- We respect employees’ rights to freedom of association and collective bargaining.

**LEARN MORE**  
[Our Management Approach](#)





## OUR PERFORMANCE IN 2023

### OUR GOAL

Build a More Engaged and Inclusive Workplace

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>→ Launch new organizational development strategy, which has five elements to help Endeavour build a modern workforce: onboarding, performance evaluations, succession plans, compensation schemes and training</li> </ul>	Decrease in average turnover	<ul style="list-style-type: none"> <li>• 14.9% turnover rate</li> </ul>	<ul style="list-style-type: none"> <li>• 17.5% turnover rate</li> </ul>
	Maintain or increase percentage of local hiring	<ul style="list-style-type: none"> <li>• 99%</li> </ul>	<ul style="list-style-type: none"> <li>• 98%</li> </ul>
<ul style="list-style-type: none"> <li>→ Advance diversity and inclusion in our workplace through education, awareness-building, and recruiting and supporting diverse talent (especially women and people with disabilities)</li> </ul>	16% women in our workforce*	<ul style="list-style-type: none"> <li>• 15.1%</li> </ul>	<ul style="list-style-type: none"> <li>• 15.0%</li> </ul>
	25% of women in leadership positions*	<ul style="list-style-type: none"> <li>• 19.3%</li> </ul>	<ul style="list-style-type: none"> <li>• 18.6%</li> </ul>
<ul style="list-style-type: none"> <li>→ Launch Company-wide engagement survey and leverage insights to improve the employee experience</li> </ul>	Improvement in employee engagement	<ul style="list-style-type: none"> <li>• Piloted 'Plan 180' program</li> </ul>	<ul style="list-style-type: none"> <li>• Carried out engagement survey in Terronera and Leon</li> <li>• Switched focus from conducting surveys to improving onboarding and exit interviews</li> </ul>
<ul style="list-style-type: none"> <li>→ Expand learning opportunities to help employees upskill or reskill</li> </ul>	48 hours of training per worker annually	<ul style="list-style-type: none"> <li>• 31</li> </ul>	<ul style="list-style-type: none"> <li>• 30</li> </ul>

\*Targets align with mining industry 2021 representation averages, as reported by the Mexican Mining Chamber (CAMIMEX)



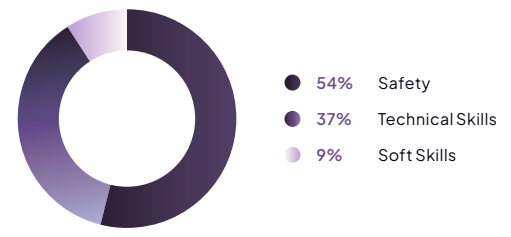


# Performance Metrics

- Our employee population grew by 5% to 1,375 (2022: 1,289), while turnover decreased to 14.9% (2022: 17.5%). Approximately 99% of our workforce was from Mexico last year.
- We relied heavily on contractors last year to support the construction of our new Terronera mine. There were 955 contractors in 2023, up 69% over the previous year.
- Our female population remained flat at 15% of our workforce, just shy of our 2024 target of 16%. At the management level (supervisors and above), 19.3% of women held leadership positions (2022: 18.6%) and we continue working to achieve our 2024 target of 25%.
- On average, we provided 31 hours of training per employee and contractor in 2023, similar to 2022, with 70,346 hours of training provided overall. By the end of 2024, our training target is 48 hours per employee per year.
- We carried out performance evaluations for 100% of our non-union staff. Building a more robust, formalized succession planning process is a priority going forward so that we better prepare high-potential workers for advancement at Endeavour.

**LEARN MORE**  
[View Our ESG Performance Data](#)

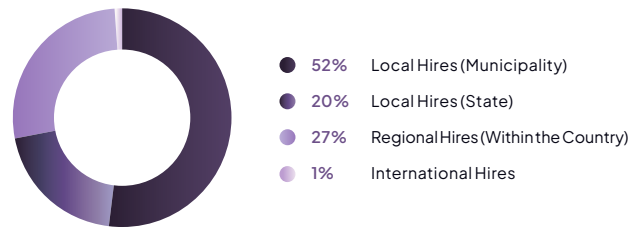
## TRAINING HOURS



# 31 HOURS

of training per employee and contractor in 2023

## LOCAL WORKFORCE

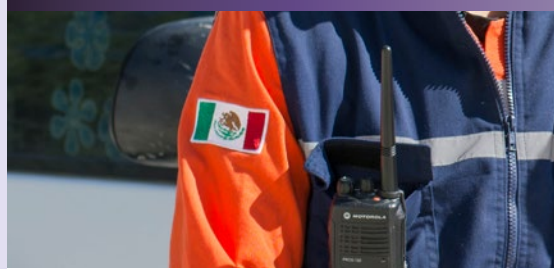


# 99%

of workforce from Mexico

	GUANACEVÍ	BOLAÑITOS	TERRONERA	LEÓN	EXPLORATION	CORPORATE	TOTAL
Turnover 2022	17.8%	11.0%	17.1%	20.5%	45.3%	39.4%	17.5%
Turnover 2023	12.2%	10.2%	28.6%	19%	46.3%	10.5%	14.9%

## KEY ACTIVITIES



### Local Hiring

We continue to recruit employees from local talent pools in Mexico, which hosts all our operating sites, and are proud of our consistently high rates of local hiring in the country.

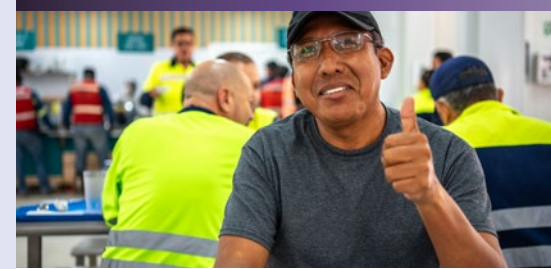
At our newest project, Terronera, recruitment from surrounding communities has been more challenging because of the specialized skills required during the project's construction phase. In 2023, we launched an initiative in which people from the community can undertake a professional development program to acquire the necessary skills to work in entry-level positions at the mine. As of February 2024, eight locals were participating in the six-month training program.



### Plan 180 Program

As part of our efforts to enhance every new hire's onboarding process and make them feel welcomed at Endeavour, in 2023 we piloted a program in Terronera called "Plan 180". The program supports new team members through their first 180 days on the job and helps them adjust to their new work environment.

Through the program, new hires get regular check-ins with their managers as well as a Human Resources representative to review working conditions, job performance and expectations. The program is proving to be an effective tool for reducing turnover at Terronera and will be expanded to all our sites in 2024.



### Turnover Reduction Strategies

We continued to implement strategies to reduce turnover, which is having positive results. Among our efforts, during the recruitment process our hiring managers are paying more attention to the length of each candidate's commute to work, which can affect job satisfaction.

We've implemented a structured process for employment termination, ensuring consistency and clarity. This proactive approach empowers management to address any concerns with employees before reaching the point of termination, fostering a supportive and constructive work environment.



### Skill Certification

The certification program previously delivered in partnership with the Ministry of Labour in Guanajuato was suspended in 2023 due to management changes in the Ministry. In light of this, we carried out a different certification process in Bolañitos, Guanaceví and Terronera to help certain employees obtain a "DC3", a government document that validates specific training, knowledge and experience in performing a particular type of work.

In total, 10 employees completed the certification process last year, obtaining their DC3 as specialists in operating underground mining equipment.



### Addressing Absenteeism

We undertook a detailed analysis of the causes of absenteeism to help us better understand the issues. There is still a high number of sick-leave days taken by employees that we want to reduce through a targeted plan of action.

We made progress by implementing a more structured process for workers to follow if they will be absent from work; the process is in line with the collective agreement. Disciplinary action is taken if the process isn't followed. In 2024, we plan to start tracking absenteeism in a more comprehensive way.



### Increasing Female Representation

The recruitment and promotion of women continues to be a challenge for Endeavour and the mining industry overall. While gender imbalance in the sector is partly a cultural obstacle and will take time to address, we're working to find effective ways to increase female representation.

For example, during the recruitment process we now mandate that at least one candidate on the interview process is a woman. We also recognize more intentional work is needed to attract and retain people with disabilities.

### CASE STUDY

## Enhancing Site Facilities to Create a More Comfortable Experience

Working in the mining industry, and at remote sites in particular, can be challenging at times, which is why we are committed to providing good work and living conditions for our people. Our aim is to create safe, comfortable environments so that we maintain a happy, healthy and engaged workforce.

This past year, we continued to make significant improvements to our on-site facilities, including employee accommodations, food services and enjoyment areas.

At Terronera, we unveiled a new recreation area featuring TV rooms, foosball tables, a ping pong table and video games, as well

as a new gym equipped with treadmills, weights and other fitness equipment. Employees also have access to a fitness coach in the gym for free instruction and guidance.

At Guanaceví, we upgraded green spaces and walkways and built a fully equipped gym. At Bolañitos, renovations included new washrooms and upgrades to the dining area and training room. We also implemented a new transport system to bring people into the mine, which has reduced traffic and improved safety.



Gym in Guanaceví



Recreation Room in Terronera



# 3.3

# THRIVING COMMUNITIES

**We understand the importance of investing in the social and economic well-being of local communities.** They are home to our employees and their families, and we rely on their invaluable human and natural resources, as well as their infrastructure to support our business. We also recognize that

communities near our mining operations may be affected in both positive and negative ways. We understand that maintaining open, collaborative relationships with local stakeholders, and responsibly managing our impacts, are essential to earning 'social permission' to conduct our business.

## SUMMARY OF OUR APPROACH

- Through our [Sustainability Policy](#), we commit to supporting local people and communities in developing resilience. Our top priorities are education, employability skills and partnering to enhance local economic development, based on input from community stakeholders.
- Our Social Management System allows us to guide our relationships and interactions with community members, with clear procedures to identify and resolve issues, manage our impacts, promote development, build trust and follow up on commitments.
- Our Grievance Mechanism is a key feedback channel that ensures local communities have a voice and can express concerns that are addressed in an objective, accessible and transparent way. Stakeholders can raise concerns through the mechanism, and our local community teams address operational grievances at site.
- Our engagement with communities during pre-mine planning includes conducting social and environmental studies, preparing risk management plans, and working with local authorities to align sustainable development objectives.
- In post-mine planning, we develop both environmental and social closure plans and work closely with local stakeholders to leave a positive legacy for host communities.

**LEARN MORE**  
[Our Management Approach](#)



## OUR PERFORMANCE IN 2023

### OUR GOAL

Invest More to Foster Resilient and Thriving Communities

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>→ Increase funding for community initiatives, aligned with our priority areas of education and employability</li> </ul>	\$2 million invested over three years to support community programs	<ul style="list-style-type: none"> <li>• \$854,620 invested</li> </ul>	<ul style="list-style-type: none"> <li>• \$433,167 invested</li> </ul>
<ul style="list-style-type: none"> <li>→ Continue and expand the Endeavour scholarships program and other education initiatives for members of our host communities</li> </ul>	Award 500 scholarships over three years	<ul style="list-style-type: none"> <li>• 142 scholarships awarded</li> </ul>	<ul style="list-style-type: none"> <li>• 155 scholarships awarded</li> </ul>
<ul style="list-style-type: none"> <li>→ Boost training and support for local entrepreneurs and small businesses, focused on skills development</li> </ul>	Increase in general business or employability skills	<ul style="list-style-type: none"> <li>• Held seven workshops with 123 participants</li> </ul>	<ul style="list-style-type: none"> <li>• Held seven workshops with 107 participants</li> </ul>
	Growth in small businesses operating in local communities	<ul style="list-style-type: none"> <li>• Not formally tracked</li> </ul>	<ul style="list-style-type: none"> <li>• Not formally tracked</li> </ul>
<ul style="list-style-type: none"> <li>→ Support public health initiatives to improve health services and accessibility at the local level</li> </ul>	Partnerships and support for NGOs and/or health authorities to improve community health services	<ul style="list-style-type: none"> <li>• Partnered with local governments to improve community infrastructure</li> <li>• Partnered with post-secondary institutions to support education and scholarships</li> </ul>	<ul style="list-style-type: none"> <li>• Provided COVID-19 supplies to local health agencies</li> <li>• Assessed ways to strengthen community health infrastructure</li> </ul>

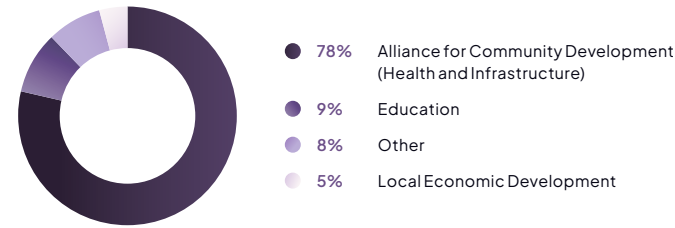
## Performance Metrics

- In 2023, our community investments in Mexico and Canada totalled \$854,620 (2022: \$433,167), with most funding dedicated to community infrastructure. (See breakdown in adjacent graphic and specific initiatives described below). Our community investment target is to contribute \$2 million over the three-year period of 2022-2024. After two years, we have achieved 60% of our target.
- During the year, we received 53 new complaints from community stakeholders (2022: 21), on top of 10 outstanding grievances carried over from 2022 that we continued to investigate. In total, we addressed and resolved 50 grievances (85%) in the reporting year and carried forward 9 for resolution in 2024. In 2023, we experienced no significant disputes or conflicts at any of our locations.

**LEARN MORE**

[View Our ESG Performance Data](#)

### COMMUNITY INVESTMENT BY TYPE



**\$854,620**

invested in communities in Mexico and Canada in 2023, almost twice compared to the previous year

**142**

scholarships granted in Mexico

**59**

community complaints received across our mine sites, with 85% resolved by year end

COMMUNITY GRIEVANCES	GUANACEVÍ	BOLAÑITOS	TERRONERA	TOTAL
Number of grievances in the reporting year	10	18	25	53
Number of grievances carried over from the last reporting year	2	3	1	6
Number of grievances closed in the reporting year	12	14	24	50
Percentage of grievances solved in the reporting year	100%	67%	92%	85%
Number of grievances carried over to the next reporting year	0	7	2	9



## KEY ACTIVITIES



### Delivering Skills Workshops

Community Houses operated by Endeavour's Community Relations staff delivered a variety of employment skills courses to the local population. In Guanaceví, 26 community members took part in training on silversmithing and pastry making. Also, 78 children enjoyed a week-long summer camp program operated by Endeavour Scholarship recipients who volunteered to organize the sports, crafts and educational activities. In Bolañitos, 97 individuals took part in employment training related to cooking, hair styling, beautician skills and basic construction.



### Enabling Home Improvements

We supported a program in Bolañitos to help community members improve their homes by providing a share of the materials needed to undertake repairs. 39 people (10 men and 29 women) who had registered in our basic construction skills workshops performed the work themselves.



### Upgrading Community Infrastructure

Investing in community infrastructure improvements remained a key focus of our community involvement in 2023. Examples include:

- Collaborating with the municipality of Bolañitos to rehabilitate 1,417 m<sup>2</sup> of local roadways that were in poor condition and upgrade 300m of sewage pipe around the town centre;
- Improving local roads around our Terronera site, to facilitate both access for community members and the transport of mine materials;
- Upgrading public landfills near Terronera and Guanaceví; and
- Rehabilitating a park and its facilities in Guanaceví and in collaboration with the municipality, develop a community well.

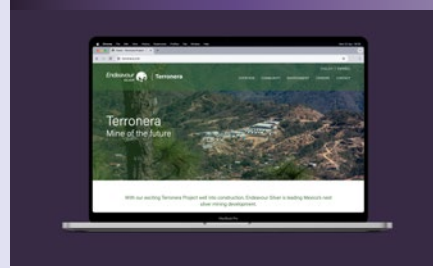




### Supporting Youth Education

To support aspiring young students in Mexico, we distributed 142 scholarships in 2023 through the Endeavour Scholarship Program: 42 in Guanaceví and 100 at Bolañitos. Of the total in Bolañitos, 12 scholarships were awarded to support study at the University of Guanajuato, and 88 to recipients across the wider community. Now in its seventh year, the program helps families pay for tuition, travel or student living costs. Since 2017, we have awarded a total of 855 scholarships.

In Guanaceví, we donated a vehicle to transport kids from San Pedro to the closest school. San Pedro is one of the furthest communities from the school and transportation has historically been a challenge.



### Terronera Project Website

With our new Terronera mine well into construction, we decided to launch a dedicated website for the project at terronera.com. The new site provides information and resources for community members, such as construction updates, career opportunities, contact details and the steps Endeavour is taking to ensure responsible development.

### IN FOCUS

## The Power of Collaboration: Street Improvements Revitalize Guanajuato

At Endeavour Silver, we believe in the power of community collaboration and the positive impact it can have on the lives of residents. That's why we are proud to be involved in street improvement projects in Guanajuato, a community next to our Bolañitos mine.

In 2021, our Bolañitos team began working with the Municipal Government of Guanajuato and the Municipal Drinking Water and Sewerage System of Guanajuato (SIMAPAG) in a collaborative program to pave community streets in need of repair.

Each year, we invite community members to submit project proposals, whereby they identify streets for improvement based on traffic flow, number of beneficiaries, and residents' commitment to project implementation.

As part of Endeavour's contribution to this initiative, our Bolañitos team supervises the coordination management and supplies essential construction materials such as sand, gravel, cement and mined stone, with a goal to restore the original style of the community streets while making them safer.

The Municipal Government provides technical direction of the works, SIMAPAG facilitates the installation of drainage and water lines and the beneficiary community supplies labor for the paving process.

From 2021 to 2023, the Mineral de la Luz community witnessed the paving of an impressive 3,855 square meters of local streets. Thanks to the dedication and teamwork of all parties involved, numerous streets have been revitalized as important arteries for walking, bicycling and driving, as well as cherished public spaces for people.





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## NUMBERS AT A GLANCE

### SCOPE 3 EMISSIONS

tracked for the first time, for  
our two producing mines

### 78%

of waste was  
diverted from  
landfills

### 89%

water recycling  
rate, beating our  
85% target

# PLANET

- 36 Carbon Footprint
- 40 Tailings & Waste Management
- 45 Water & Biodiversity Stewardship



# CARBON FOOTPRINT

Our [Sustainability Strategy 2022–2024](#) sets clear priorities to reduce our emissions and improve disclosure of climate risks and opportunities.

- In line with ISO 14001 guidelines, we have an Environmental Management System (EMS) with environmental monitoring systems and controls at each site.
- Energy consumption represents our largest carbon impact. All of our sites have Greenhouse Gas (GHG) reduction initiatives in place.
- Since 2013, we have tracked and reported Scope 1 and 2 GHG emissions for all our operations, and in 2023 we started to track Scope 3 GHG emissions (indirect emissions within our value chain) for our producing sites. Detailed calculations will be shared in our next climate report and will be used as a baseline when we renew our sustainability strategy.

LEARN MORE

[Our Management Approach](#)





# OUR PERFORMANCE IN 2023

## OUR GOAL Mobilize Action to Reduce Our Carbon Footprint

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>→ Improve disclosure of climate risks and opportunities, in line with the Task Force on Climate-Related Financial Disclosures (TCFD)</li> </ul>	Publish TCFD disclosures	<ul style="list-style-type: none"> <li>• Inaugural TCFD report published in March 2023</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted workshops and research to better understand climate-related risks and opportunities, and prepared inaugural TCFD report</li> </ul>
<ul style="list-style-type: none"> <li>→ Identify opportunities to reduce emissions</li> </ul>	Minimize emissions intensity (tCo2e GHG/Tonne processed) of operating sites	<ul style="list-style-type: none"> <li>• 0.069</li> </ul>	<ul style="list-style-type: none"> <li>• 0.065</li> </ul>



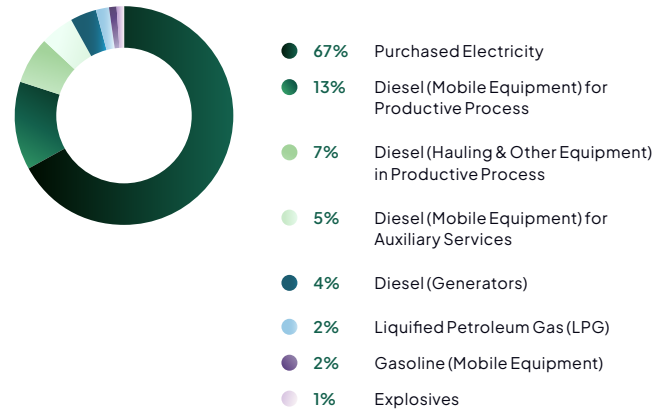
## Performance Metrics

- Energy consumption increased by 12% over the previous year, accompanied by a 10% growth in total GHG Scope 1 and 2 emissions emitted by our operations for a total of 60,169 tonnes of Carbon Dioxide Equivalent (tCO<sub>2</sub>e). Our average GHG emissions intensity for all our operations increased by 5%. The main energy increase occurred in Guanaceví, where mining activity is taking place farther from the process plant, resulting in a longer haulage distance and an increased need for water pumping. The construction of Terronera also contributed to the growth in Endeavour's total energy consumption, especially due to the use of diesel needed for mobile equipment.
- Our largest source of emissions and carbon impact continues to be electricity (67%), followed by diesel fuel consumption (13%). At Bolañitos, 14% of our energy consumption came from renewable sources through our contract with the Mexican electrical utility (Comision Federal de Electricidad).
- For the first time, in 2023 we calculated Scope 3 emissions, focusing on our producing sites, Bolañitos and Guanaceví. The total Scope 3 emissions of these two sites were 24,032 tCO<sub>2</sub>e, with 65% from Guanaceví and 35% from Bolañitos. We plan to include Terronera in the Scope 3 calculations once the mine is fully operational.

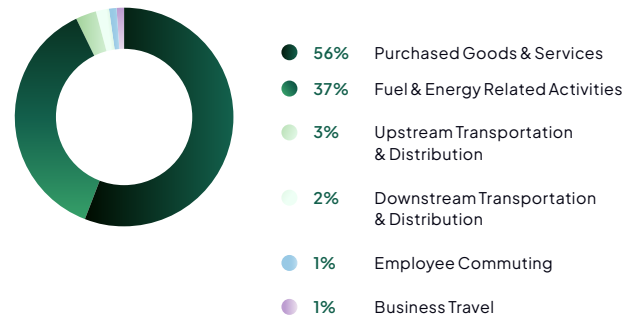
**LEARN MORE**

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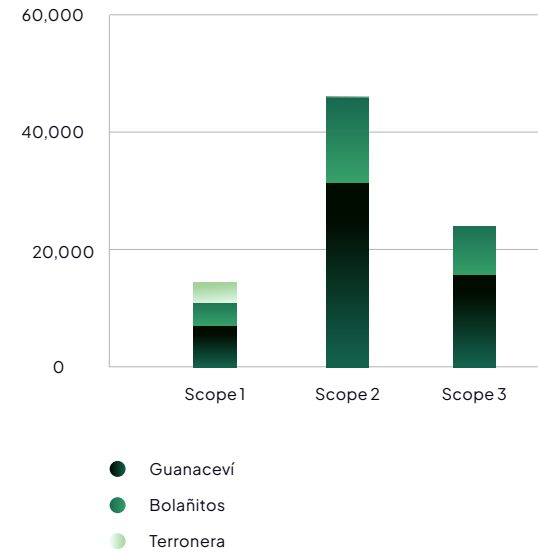
**SOURCES OF ENERGY (GUANACEVÍ, BOLAÑITOS AND TERRONERA)**



**BREAKDOWN OF SCOPE 3 EMISSIONS (GUANACEVÍ AND BOLAÑITOS)**



**EMISSIONS BY SCOPE BY SITE**



Note: Terronera only accounts for Scope 1 and Scope 2

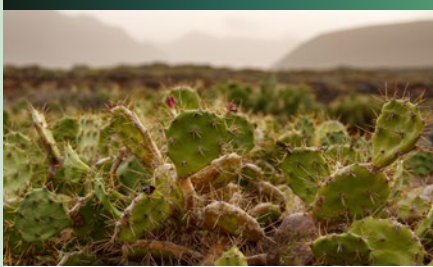


## KEY ACTIVITIES



### Scope 3 Emissions

We retained a consulting firm to calculate Scope 3 emissions for the producing sites, Bolañitos and Guanaceví. Terronera was excluded from the calculation as it is currently under construction. Our scope 3 emissions are focused on the following categories: purchased goods and services; fuel- and energy-related activities; upstream transportation and distribution; business travel; employee commuting; and downstream transportation and distribution.



### Climate Roadmap

We partnered with a consulting firm to help us develop a roadmap for reducing Endeavour's emissions.





# TAILINGS & WASTE MANAGEMENT

**Waste is an inevitable by-product of mining operations. It must be properly managed to minimize and mitigate any environmental or community impacts.**

## SUMMARY OF OUR APPROACH

- Effective management of tailings and waste is an important focus of our approach. At each mine site, we have waste management systems in place to responsibly handle and dispose of different forms of waste.
- We do not transport waste of any kind internationally; everything is managed on-site or locally.
- Our efforts to responsibly handle waste include employee and contractor education, awareness campaigns around waste minimization and recycling, and safe handling of hazardous waste.
- We work with suppliers authorized by environmental authorities to manage our waste at any stage of the process or disposal.
- For tailings, we focus on applying best practices in the planning, design, construction, operation and closure of tailings facilities. Robust systems are in place to responsibly manage our tailings facilities, including site-specific procedures, manuals and emergency preparedness measures.
- Each year, we engage an independent engineering company to audit our tailings storage facilities for safety measures and to identify opportunities for improvement.

### LEARN MORE

[Our Management Approach](#)





## OUR PERFORMANCE IN 2023

### OUR GOAL

Strengthen Tailings and Waste Management

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>→ Strengthen our current practices across the entire tailings facility lifecycle following the guidance of the new Global Industry Standard on Tailings Management (GISTM)</li> </ul>	Align with the GISTM	<ul style="list-style-type: none"> <li>Continued working with external consultant; created road map to align our practices with GISTM by 2026</li> </ul>	<ul style="list-style-type: none"> <li>Worked with external consultant on gap analysis and next steps</li> </ul>
	No reportable tailings spills	<ul style="list-style-type: none"> <li>Achieved</li> </ul>	<ul style="list-style-type: none"> <li>Achieved</li> </ul>
	Tailings stability factor of at least 1.5 at each mine	<ul style="list-style-type: none"> <li>Achieved</li> </ul>	<ul style="list-style-type: none"> <li>Achieved</li> </ul>
<ul style="list-style-type: none"> <li>→ Identify waste that can be an input for another process and establish the value chain</li> </ul>	Hazardous waste intensity below 0.2 ton/ton processed	<ul style="list-style-type: none"> <li>0.23</li> </ul>	<ul style="list-style-type: none"> <li>0.21</li> </ul>
<ul style="list-style-type: none"> <li>→ Work hand in hand with contractors to improve waste management</li> </ul>	>80% waste recycling/ repurposing (for hazardous waste, scrap, paper, metal, tires, wood)	<ul style="list-style-type: none"> <li>78%</li> </ul>	<ul style="list-style-type: none"> <li>78%</li> </ul>
<ul style="list-style-type: none"> <li>→ Collaborate with local authorities to address the issues around waste management</li> </ul>	One initiative per site that supports and improves municipal waste management	<ul style="list-style-type: none"> <li>Implemented initiatives at Guanaceví and Terronera; no specific initiatives at Bolañitos</li> </ul>	<ul style="list-style-type: none"> <li>Began work at Terronera to improve the local landfill; no specific initiatives at Guanaceví and Bolañitos</li> </ul>



## Performance Metrics

- We spent \$7.1 million on environmental activities, of which \$4.1 million was for tailings-related expenses. Total costs increased at our Terronera project as we advanced construction, and undertook additional environmental baseline studies.
- Once again, we experienced no significant or reportable environmental spills. There were 16 small spills contained internally: three at Bolañitos, nine at Guanaceví and four at Terronera. None of these spills exceeded the reportable limit of >1 cubic metre, as Mexican Law regulates, or posed a risk to public health or safety.
- Our operations generated waste in two categories:
  - Mineral waste totalled 1,408,881 tonnes and included tailings (968,255 tonnes) and waste rock (440,626 tonnes). Year-to-year variances are influenced by production amounts and the mineral grade.
  - Non-mineral waste, which includes hazardous (e.g., oils, reactives and chemicals) and non-hazardous types

of waste, totalled 1,029,935 tonnes. Compared to 2022, the intensity of hazardous waste increased by 10%, mostly at Guanaceví where two major clean-ups occurred: one at the plant to remove obsolete piping that had been in contact with cyanide; and the other in the area of Rosario where a liner was removed. There was also an 18% increase in non-hazardous waste in large part as a result of a major clean-up of scrap metal at Guanaceví, which is done every two years.

- Similar to the previous year, we recycled or co-processed (provided to another entity as an input for their operations) 78% of our overall waste, with the remainder (22%) going to landfill or incineration. Our goal for 2024 is to achieve an 80% or more recycling rate. The environmental team provides effective plans and executes on this target.

### LEARN MORE

[View Our ESG Performance Data](#)





## KEY ACTIVITIES



### Awareness Campaign

At Guanaceví, we rolled out another campaign focused on reducing polystyrene foam and other single use items used to take food out of the dining room for consumption elsewhere. The awareness campaign encouraged employees to eat in the dining room or take advantage of reusable containers. We also restarted a compost system to recycle food and other organic waste from the cafeteria so it doesn't end up in landfills.



### Training and Collaboration

We provided on-site training and refresher tutorials on responsible waste management for new hires, contractors and current workforce members.



### Tailings Best Practices

Since 2022, we have engaged an external consultant to assess our current tailings practices against the Global Industry Standard on Tailings Management (GISTM) and to highlight opportunities to better align with the standard. With the support of the consultant, we ran two educational workshops onsite in Guanaceví and Terronera last year to bring employees up to speed on tailings best practices (see case study). In Terronera, we also retained an external firm to design the tailings facility and ensure it meets the criteria specified in the GISTM.



### Supporting the Community

We provided \$23,000 in kind to the municipality of San Sebastián del Oeste to facilitate better management of their community waste at the local landfill. The contribution supported project activities such as waste compaction, temporary capping to cover operations, and more.



## IN FOCUS

## Tailings Education Helps Advance Compliance with Global Standard

Understanding the potential risks and consequences of a tailings failure, and being adequately prepared in case one happens, are among the 77 technical and governance requirements of the Global Industry Standard on Tailings Management (GISTM). The GISTM sets a precedent for the safe management of tailings storage facilities (TSFs), towards the goal of zero harm.

Endeavour is aligning with this standard and is taking action to strengthen our current practices by integrating the many considerations outlined in the GISTM across the entire tailings facility lifecycle. One example of our efforts is undertaking a Failure Mode and Effects Analysis (FMEA), a GISTM requirement that we hadn't done previously in a formal or structured way, even though we engage yearly with an independent engineer to evaluate the conditions and stability of our TSFs.

In October 2023, an external facilitator ran workshops at Terronera and Guanaceví for management and employees that have a key role in tailings management at our active operations and projects. During the workshops, the facilitator worked together with the

employees to carry out a FMEA for our TSFs. In addition, the workshops also aimed to:

- Create a common understanding of the situation of tailings dams globally and the need for better controls;
- Communicate the necessary TSF improvements needed at Endeavour, as identified through the gap analysis; and
- Identify next steps to continue aligning with the GISTM.

Through the workshops, we identified risks associated with different departments, evaluated the likelihood and severity of a tailings incident, discussed mitigation measures, assigned responsibilities and established a timeline to execute and review progress on the action plan. A similar workshop will take place at Bolañitos in 2024.

Complementing the workshops, we engaged our independent engineer to model a possible tailings failure. These insights informed the development of our three-year road map to reach compliance with the GISTM by 2026.





# WATER & BIODIVERSITY STEWARDSHIP

## SUMMARY OF OUR APPROACH

- We carefully consider water stress levels when planning water requirements for each site. Conditions vary significantly by region and mine: Guanaceví is classified as low-medium water stress, while Terronera is in the high range and Bolañitos is in the extremely high range.
- To support water requirements at our sites, water is recycled to minimize our impact on local water resources.
- Through a variety of measures, including diversion systems, sub-surface drainage systems and containment ponds, we carefully manage and monitor discharge and runoff from mine sites to prevent water pollution.
- Prior to development, environmental impact assessments are conducted to identify endangered or at-risk flora or fauna. None of our sites are in areas with protected conservation status or endangered species habitat. Further, none of our properties contain threatened species, according to the International Union for the Conservation of Nature (IUCN) Red List. However, there are some species around our operations with special status.
- All sites have a Fauna and Flora Management Plan and operate a nursery to grow local flora. Through our reforestation program, we replenish land in Mexico affected by our mining activities.

### LEARN MORE

[Our Management Approach](#)



## OUR PERFORMANCE IN 2023

### OUR GOAL

Elevate Stewardship of Water and Biodiversity

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>➔ Reduce our impact on shared water resources</li> </ul>	Maintain the intensity of shared water consumption below 0.45 m <sup>3</sup> /ton processed	<ul style="list-style-type: none"> <li>• 0.32</li> </ul>	<ul style="list-style-type: none"> <li>• 0.18</li> </ul>
	Maintain process water recycling rate above 85%	<ul style="list-style-type: none"> <li>• 89.3%</li> </ul>	<ul style="list-style-type: none"> <li>• 94.4%</li> </ul>
<ul style="list-style-type: none"> <li>➔ Seek opportunities to transition from reforestation to restoration of deforested areas</li> </ul>	Increase the survival rate of trees planted annually using species that are in accordance with the vegetation structure of the region	<ul style="list-style-type: none"> <li>• 58,580 trees, 72% average survival rate</li> </ul>	<ul style="list-style-type: none"> <li>• 61,905 trees, 80% average survival rate</li> </ul>
<ul style="list-style-type: none"> <li>➔ Partner with local conservation groups and/or government authorities to share data, monitor and conserve flora/fauna</li> </ul>	Report on conservation efforts and biodiversity monitoring, focusing on flora/fauna affected	<ul style="list-style-type: none"> <li>• Ongoing initiatives in Guanaceví and Terronera</li> </ul>	<ul style="list-style-type: none"> <li>• Initiatives under way in Guanaceví and Terronera</li> </ul>
<ul style="list-style-type: none"> <li>➔ Partner with local conservation groups and/or government authorities to protect water</li> </ul>	Increase in households with access to improved water supply or sewage infrastructure	<ul style="list-style-type: none"> <li>• Ongoing initiatives in Guanaceví and Terronera</li> </ul>	<ul style="list-style-type: none"> <li>• Initiatives under way in Guanaceví and Terronera</li> </ul>

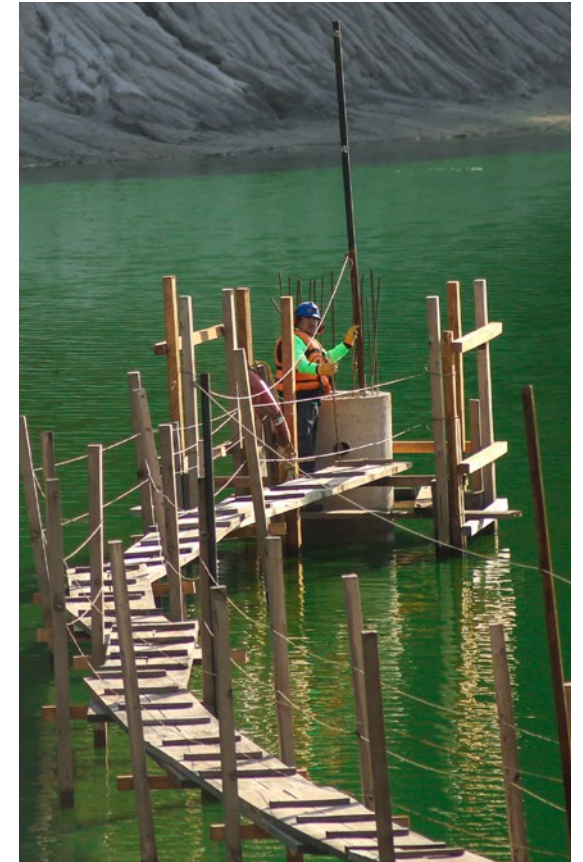
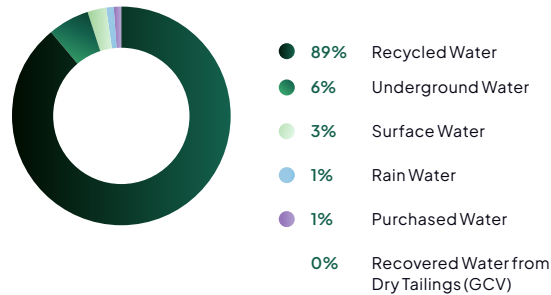
## Performance Metrics

- Operationally, water consumption levels remained consistent year over year. In 2023, water consumption was 3.3 million m<sup>3</sup> (2022: 3.4 million m<sup>3</sup>). Overall, water use decreased in Bolañitos by roughly 6%, while Guanaceví remained consistent. Terronera has begun reporting higher water consumption but as the site is not yet operational, water use remains relatively small.
- Our water recycling and reuse rate decreased to 89% in 2023 (2022: 94%). The biggest decrease was at Bolañitos (9%), where the region had one of the driest seasons in years, resulting in less water available for recycling.
- Fresh water intensity increased substantially from 0.18 to 0.32 m<sup>3</sup>/ton processed. The main increase was at Bolañitos which purchased 2.5 times more fresh water than previous years due to extremely dry conditions.
- Total water discharge to the environment was approximately 8.6 million m<sup>3</sup> (2022: 8.5 million m<sup>3</sup>) and occurred only at our Guanaceví complex. Discharge rates vary year to year and are highly dependent on seasonal rainfall and mining activity above or below the water table.
- Reforestation efforts decreased in 2023 largely due to dry weather conditions at our sites, especially at Bolañitos. These conditions impacted the survival rate of trees, and a delayed rainy season made it harder to plan reforestation initiatives.
- All sites were in compliance with regulations covering water or biodiversity matters, and all environmental permits remained up to date.

### LEARN MORE

[View Our ESG Performance Data](#)

### SOURCES OF WATER



# KEY ACTIVITIES



## Pre-Construction Research

At Terronera, we ran a project with the National Archeological Institute to intensely study the area where we plan to build the tailings facility, with a focus on ensuring nothing of archeological value were present. Four full-time archeologists and 30 field workers researched 184 ha, divided in 11 sections. The project involved four months of field work and two months of desktop review.

After completing the work in November 2023, there were no findings that illustrated the need to conduct further research in the area. The authorities gave the approval to commence construction in six out of the 11 sections; approval for the remaining areas is expected in 2024.



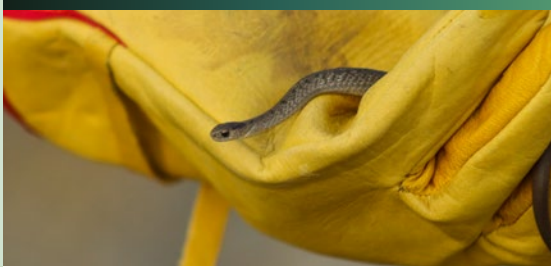
## Hydroseeder Project

In Guanaceví, we continued to carry out a hydroseeder initiative to rehabilitate the Santa Cruz Sur area. To date we have reforested 10,300 m<sup>2</sup> in the Santa Cruz waste rock area and a portion of the tailings pond.



## Reforestation of Biosphere Reserve

In Bolañitos, we carried out a project in collaboration with the Protected Natural Areas Commission (CONANP) to restore 15 ha in the Sierra Gorda Biosphere reserve in Guanajuato, which has been highly affected by anthropogenic activity. Erosion has caused soil damage in the lower parts of the reserve, affecting vegetation and causing forest fires. The project consisted of reforesting the area with 6,000 species of local plants, including maguey pulquero, maguey blanco, mesquite and huizache.



## Wildlife and Habitat Protection

Protecting wildlife and their habitats is important to Endeavour. In 2023, we completed several baseline studies, including a critical habitat in Terronera. We then used the results for the environmental and social impact assessment that will inform operational management plans for the site, including mitigation measures to reduce any adverse affects on wildlife.

Last year we also relocated a total of 28 species, of which 17 were classified as endangered or protected by the Mexican NOM-059. These included rattlesnakes, field rabbits and lizards, among others.





## IN FOCUS

## Providing Community Access to Clean Drinking Water

Clean water is essential to human health and a sustainable economy, but millions of people in many areas of the world lack access to safe drinking water. This unfortunate reality is true in rural regions of Mexico.

At Endeavour Silver, we recognize that water is a significant issue in Mexico. In 2022, we launched a comprehensive effort, in collaboration with the local government and community representatives, to rehabilitate a major water well for the Guanaceví community near our mine.

Currently, the community relies on water sourced from the mine, which is not sustainable over the long term. Following environmental and hydrological studies to confirm the project feasibility, as well as the quality and safety of the underground water, drilling began in early 2023, reaching 255 meters deep.

Following pumping tests, drilling was completed in June 2023. Since then, work has focused on coordinating the civil and electromechanical aspects of the well and preparing the premises for operation. This work has included building an access road to accommodate the installation of a 160-thousand-litre tank, expected to arrive in early 2024. The well should be fully functional by mid-year.

Endeavour is also involved in addressing water issues in Bolañitos, where we continue to partner with the Geosmina Permacultura group to promote sustainable farming and water management, including two projects to provide filtered rainwater for a school vegetable garden.

Through these and other initiatives, we are committed to helping our host communities solve their water challenges and enrich people's lives.



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## NUMBERS AT A GLANCE

100%

of our employees  
completed business  
conduct and ethics training

97%

of our procurement was  
from local and national  
suppliers in Mexico

>30%

representation of women  
on the Board, achieving  
our 2024 target

# BUSINESS

51 Governance & Risk Management

56 Ethical Culture

61 Sustainable Supply Chain



# GOVERNANCE & RISK MANAGEMENT

**Good governance is critical to Endeavour’s success. And for us, it includes proactively managing ESG risks and opportunities spanning all aspects of our mining operations.** Guided by our [Sustainability Strategy 2022–2024](#), we continue to strengthen our governance and risk practices and remain committed to being transparent about our performance. In addition to the information below, more governance details are provided in the section “Our Sustainability Strategy.”

## SUMMARY OF OUR APPROACH

- Our [Board of Directors](#) actively engages with our management team to ensure that appropriate governance mechanisms, policies and procedures are in place, including the integrity of our internal controls and management information systems.
- Two committees of the Board oversee Endeavour’s sustainability strategy and decision-making: the [Sustainability Committee](#) and, to a lesser extent, the [Corporate Governance and Nominating Committee](#).
- Compensation of the management team is tied to production and sustainability goals. In particular, safety and environmental criteria are incorporated into annual bonus criteria.
- Our [Diversity Policy](#) sets out the guidelines by which Endeavour will promote and strive to increase diversity throughout the Company, including at the Board level. The Board proactively monitors Company performance in meeting the standards outlined in this Policy.
- We carry out risk management analysis, where we identify, evaluate and manage risks, including ESG risks, that can materially impact our business.

### LEARN MORE

[Our Management Approach](#)



## OUR PERFORMANCE IN 2023

### OUR GOAL

Deliver Strong Governance and Risk Management

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>➔ Identify opportunities to enhance our governance practices</li> </ul>	Expand and strengthen ESG disclosures	<ul style="list-style-type: none"> <li>• Launched <a href="#">Supplier Standards of Conduct</a></li> <li>• Developed Anti-money Laundering and Anti-terrorist Financing Protocol</li> </ul>	<ul style="list-style-type: none"> <li>• Updated all corporate policies</li> <li>• Published Human Rights Policy</li> <li>• Expanded Sustainability Policy to include new Board responsibilities related to climate events</li> </ul>
<ul style="list-style-type: none"> <li>➔ Improve Board diversity and expertise</li> </ul>	Increase women representation on the Board	<ul style="list-style-type: none"> <li>• Three women directors</li> <li>• Achieved target of at least 30% female representation on Board by 2024</li> </ul>	<ul style="list-style-type: none"> <li>• Two women directors</li> <li>• Set target of at least 30% female representation on Board by 2024</li> </ul>
<ul style="list-style-type: none"> <li>➔ Review and update risk management framework to ensure we're monitoring and mitigating both traditional and modern risks</li> </ul>	Implement risk register at corporate level	<ul style="list-style-type: none"> <li>• Updated risk register using feedback from on-site General Managers and corporate team</li> </ul>	<ul style="list-style-type: none"> <li>• Developed risk register and populated it with regional and site perspectives on the Company's risks and mitigation strategies</li> </ul>



## Performance Metrics

- For the first time in its history, Endeavour reached more than 30% female membership on the Board of Directors, with three women directors in 2023, up from two in 2022.
- Six of the eight Board members were independent as of December 31, 2023.
- Endeavour did not make political contributions in 2023 or engage in lobbying activities. We also did not receive any type of government financial assistance.

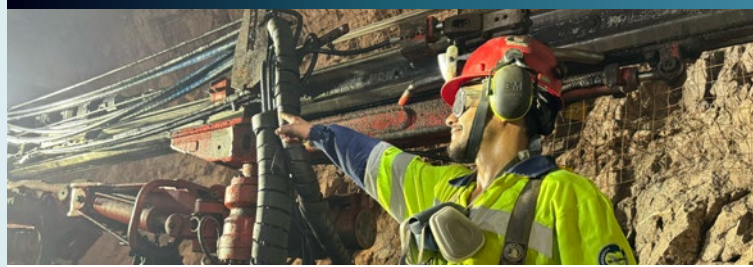
ENDEAVOUR'S BOARD OF DIRECTORS	2023*
Number of members	8
Number of independent directors	6
Number of women directors	3
Code of Conduct for Directors	Yes
Board oversight of sustainability	Yes

\*As of December 31<sup>st</sup>, 2023

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## KEY ACTIVITIES



### Ongoing ESG Risk Management

During the year, we continued to proactively address a variety of ESG risks; many of these efforts are detailed elsewhere in this report. In Terronera, we continued to integrate the Equator Principles (EP4) – a risk management framework to help ensure that large scale development or construction projects appropriately consider potential impacts on society and the environment – in the planning and development of the site. To that end, activities in 2023 involved advancing our baseline environmental studies at the

site and conducting several social studies that included assessments of ecosystem services for the surrounding communities, livelihood restoration and stakeholder engagement.



### ESG Oversight

The Board and senior management recognize ESG as an important and growing responsibility. As such, the Board continues to monitor progress on Endeavour’s Sustainability Strategy 2022-2024, while senior management discusses relevant ESG issues during quarterly meetings. Directors and leaders continue to engage in ESG education sessions on various topics. For example, the chair of the Board participated in the course “ESG: Beyond Compliance to Strategic Opportunity for Boards” (by the Institute of Corporate

Directors) and all directors completed the course “Understanding Cyber Security Risk and Your Role” (by Decision Point Advisors). Senior management also participated in the Cybersecurity Tabletop exercise (by Mirai Security Inc.)



### Improving Gender Balance in Leadership

Recognizing the benefits of diversity in its membership, the Board continues to adopt new practices designed to address gender diversity. In 2022, the Board set a goal that women comprise at least 30% of the Board’s directors by the end of 2024, which was achieved in 2023 when Christine West, was elected as the third woman on the Board – a historic first for Endeavour. As part of the recruitment process for Board members, it is now mandatory to have at least one qualified female candidate in director searches. The same requirement has

been adopted at the management level: at least one female candidate must be considered for any new senior management positions. To achieve these results, Endeavour will continue to invest in diversity and talent initiatives to support the advancement of our people.



## Combating Money Laundering

We are committed to preventing and combating money laundering and terrorist financing, which are serious criminal activities that threaten the integrity of global business as well as the safety and security of people. In 2023, we developed an Anti-money Laundering and Anti-terrorist Financing Protocol. This protocol both formalizes and strengthens the controls governing our relationships with third parties, which range from suppliers to institutional advisors to recipients of social investment. The protocol is now fully operational in Terronera and will be implemented at Guanaceví and Bolañitos during 2024.



## Investor Day and Site Visit

Reflecting our commitment to transparency, we hosted an Investor Day at the Terronera project to showcase the project and construction progress to date. The event took place November 19-21, 2023, and brought together investors and analysts to receive an in-depth technical presentation and a guided site visit. The event was hosted by CEO, Dan Dickson together with members of the management team and technical teams.



## EP4 Temporary Committee

The Terronera Special Committee (TSC) was constituted on May 23, 2023, with the objective of providing independent oversight and support to the management of the Terronera Project. The responsibilities of the TSC include reviewing project progress, advising on necessary actions, assessing project risk management procedures, and conducting periodic site visits to monitor development and performance. The TSC is composed of independent directors.





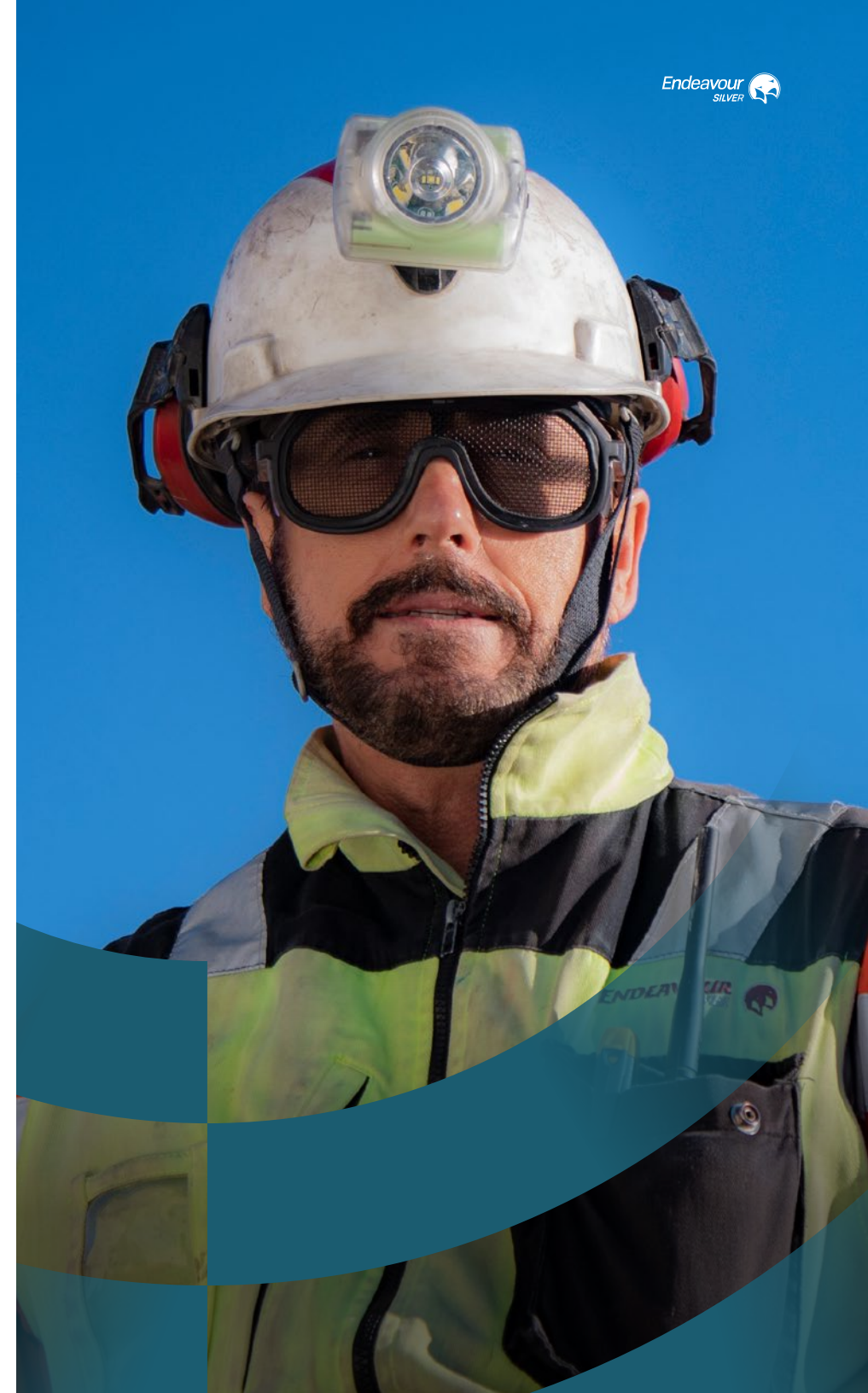
# ETHICAL CULTURE

**We're fixated on building a great workplace culture that will attract and inspire employees.** It's a major emphasis for us that starts with strong ethics. We prioritize ethical decision-making, accountability and adhering to the highest standards of responsible conduct every day. These critical components form the character of our company, and are core to our mission of being a premier silver producer and earning the trust of our stakeholders.

## SUMMARY OF OUR APPROACH

- Our [Code of Business Conduct and Ethics](#) ('The Code') establishes the essential standards we expect all employees and those doing business with us to uphold.
- The Company Values represent "The Endeavour Way" of doing business. Our values are: Integrity, Care, Attitude, Reliability and Excellence (ICARE).
- Every employee and contractor participates in annual ethics and anti-corruption training.
- We respect and uphold fundamental human rights, both in the workplace and in local communities. Our commitment to human rights is embedded in our [Human Rights Policy](#), [the Code](#), [Diversity Policy](#) and [Sustainability Policy](#).
- Our commitment to ethical business includes a zero-tolerance approach to any form of bribery and corruption as outlined in our [Anti-Bribery and Anti-Corruption Policy](#).
- We have a [Whistleblower Policy](#) that outlines the process and protections available to whistleblowers and provides multiple reporting channels including [Endeavour's Trust Line](#), an independent on-line reporting portal to enable anyone inside and outside Endeavour to confidentially report possible accounting irregularities, workplace concerns or any other inappropriate behaviour.

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[Our Management Approach](#)







# OUR PERFORMANCE IN 2023

## OUR GOAL Maintain and Inspire an Ethical Company Culture

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
➔ Continue building a caring culture, based on our <i>Te Cuido</i> philosophy ('I take care of you')	4 hours of annual training on ethics and anti-corruption per employee	• 1 hour	• 1.2 hours
	100% of contractors have completed ethics and anti-corruption orientation	• 100%	• 100%
➔ Promote and enhance the Grievance Mechanism (Endeavour Trust Line)	Resolution time of less than 30 days from first contact to resolution	• 33 days	• 27 days



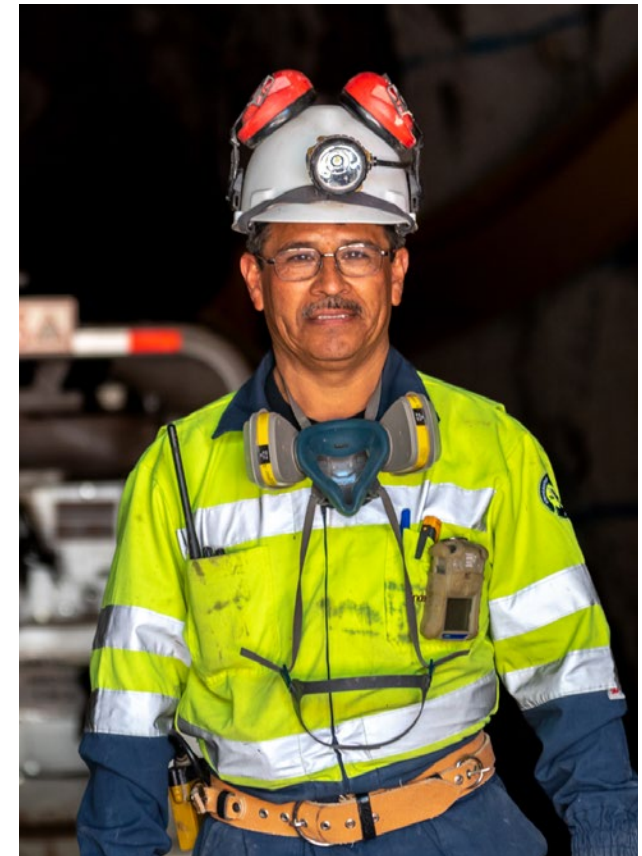
## Performance Metrics

- 100% of our workforce – including directors, management, and employees – completed either a training orientation or a training refresher of the Code (2022: 100%). This training brings the Code to life to enrich understanding of our workplace standards and expected behaviours. The training covers complying with laws and regulations, avoiding conflicts of interest, protecting and proper use of company assets, safeguarding the environment, upholding human rights, respecting Indigenous cultures and peoples, maintaining a safe workplace, and reporting any violations to our Code, such as accounting irregularities or illegal and unethical behaviour.
- Concerns reported through the [Endeavour Trust Line](#) – our multi-channel platform for receiving grievances from stakeholders

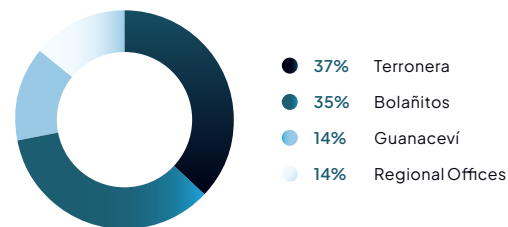
about any unethical or irregular behaviour – decreased to 43 (2022: 52). The three top categories of substantiated complaints were abusive behaviours (35%), non-compliance with internal policies (30%) and non-compliance with labour laws (16%). Average time to resolve reports was 33 days (2022: 27 days), higher than the previous year due to several sensitive cases that required greater investigation. Most reports came from Terronera (16) and Bolañitos (15). Every case is reviewed by the site manager and can involve other people in reviewing the case as necessary. A response is provided to the Grievance Committee that includes the findings of the review and recommendations to address the grievance. Corrective action plans range from process improvements and policy updates to additional employee

- training, and in extreme cases, termination of employment. In 2023, the Company took corrective actions on all substantiated cases.
- There were no reported incidents of fraud, corruption or child labour at any of our operations in 2023.

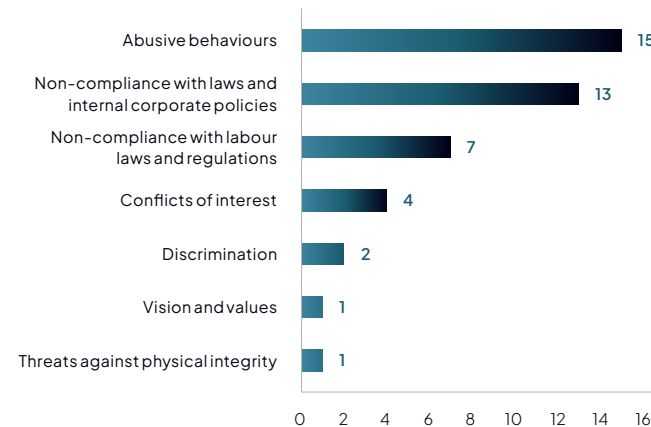
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### LOCATION OF CASES



### TYPES OF CASES



## KEY ACTIVITIES



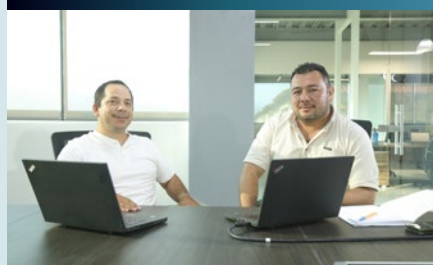
### New Human Rights Course

We created a human rights training course for Endeavour's security personnel. Offered online and in classroom format, 63 participants completed the mandatory course in 2023 (46 online, 17 in person). Through the training, security staff learn about the Voluntary Principles on Security and Human Rights and how they should act in carrying out their functions.



### Te Cuido Training

Our *Te Cuido* training remained a focus at our operations during 2023. The in-person training includes a one-day event featuring five working stations where different activities take place, from understanding our values to team work and safety practices. In 2023, *Te Cuido* took place in Bolañitos and Pitarrilla.



### Promoting the Trust Line

Educating employees and other stakeholders about the [Endeavour Trust Line](#) and ways they can report concerns or grievances remained a priority in 2023. For example, to promote the Trust Line we created posters for the sites and published articles in every issue of NotiEndeavour, our monthly publication of Company news and activities. We are developing a Trust Line training video for new managers and supervisors that will launch in 2024.








### Grievance Assessments

We carried out monthly and quarterly assessments of stakeholder grievances reported through the [Endeavour Trust Line](#), which helped to identify trends, flag sensitive matters and determine areas for improvement. In response to some challenging areas revealed through the assessments, in 2023 we created two new governance documents:

- A handbook of best practices for handling employee terminations. Whether the termination is due to misconduct, poor performance or other reason, the guidelines aim to ensure the process is handled fairly and smoothly.
- A Conflict of Interest Policy that outlines expectations, responsibilities and procedures for situations where an employee's personal interest might contradict the interest of Endeavour, including as a result of family relationships. As Endeavour operates in small communities, it is relatively common to have more than one family member working for the Company, which can create or be perceived to create conflicts of interest related to hiring, salary, performance evaluations and more. The new policy provides guidance for how to handle various situations.



# THE ENDEAVOUR VALUES

 <b>INTEGRITY</b>	<p><b>I</b></p> <ul style="list-style-type: none"> <li>• We do what is right.</li> <li>• We are honest, ethical and trustworthy and follow policies and procedures.</li> </ul>
 <b>CARE</b>	<p><b>C</b></p> <ul style="list-style-type: none"> <li>• We display kindness for our colleagues, embracing diversity and promoting a safe and healthy workplace.</li> <li>• We respect and care for the environment, the local communities where we operate and all of our stakeholders.</li> </ul>
 <b>ATTITUDE</b>	<p><b>A</b></p> <ul style="list-style-type: none"> <li>• We take pride in our jobs and are passionate about what we do.</li> <li>• We are positive, act professionally, and take initiative in achieving our goals.</li> </ul>
 <b>RELIABILITY</b>	<p><b>R</b></p> <ul style="list-style-type: none"> <li>• We do what we say we will do and deliver on our promises and responsibilities.</li> <li>• We welcome challenges and have the courage to admit mistakes and take corrective actions.</li> </ul>
 <b>EXCELLENCE</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• We dive in and deliver our best work every time.</li> <li>• We are always learning and aspire to do better than we did yesterday.</li> </ul>





# SUSTAINABLE SUPPLY CHAIN

**Our suppliers are key partners in Endeavour's success and in helping us achieve our sustainability ambitions.** We have a strong, diverse community of suppliers, including those that service our producing, exploration and development sites. Our aim is to work with responsible, ethical suppliers, and we have clear standards that they must follow to do business with Endeavour. We continue to adopt ESG principles and risk management protocols in our procurement practices so that we cultivate a truly sustainable supply chain.

## SUMMARY OF OUR APPROACH

- We expect all suppliers to follow our [Supplier Standards of Conduct](#), which outlines standards for safety and health, human rights, labour conditions, environmental responsibility, business conduct and anti-corruption. We work closely with our supply chain to ensure these guidelines are followed.
- All purchase decisions made across our sites must comply with our policy on Procurement and Contracts.
- Reflecting our commitment to 'buy local', we use suppliers in Mexico for nearly all of our Company's procurement needs. This ensures local communities benefit from our economic activity while reducing our carbon footprint.
- We engage with local artisanal miners to source ore to be processed at our plant, which helps promote economic development in the region.

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[Our Management Approach](#)



## OUR PERFORMANCE IN 2023

### OUR GOAL

Build a Sustainable Supply Chain

KEY ACTIONS	2024 TARGET	2023 RESULTS	2022 RESULTS
<ul style="list-style-type: none"> <li>→ Implement supplier development plan for our mining sites</li> </ul>	Maintain or increase number of local suppliers	<ul style="list-style-type: none"> <li>• Maintained – 560 local suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Maintained – 561 local suppliers</li> </ul>
	Maintain 95% of procurement from the country where we operate and 35% from the State where we operate	<ul style="list-style-type: none"> <li>• 97%</li> </ul>	<ul style="list-style-type: none"> <li>• 90%</li> </ul>
<ul style="list-style-type: none"> <li>→ Implement supplier evaluation system that integrates enhanced sustainability criteria</li> </ul>	30% of suppliers evaluated by 2024	<ul style="list-style-type: none"> <li>• Largest suppliers for Terronera completed prequalification questionnaire; not yet implemented at other sites</li> </ul>	<ul style="list-style-type: none"> <li>• Implemented prequalification questionnaire for Terronera suppliers</li> </ul>
	100% of suppliers comply with Endeavour’s Code of Conduct included in their contract terms and conditions	<ul style="list-style-type: none"> <li>• Same as 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Provided Endeavour’s Code to all parties that responded to an Request for Proposal (RFP). All selected contractor workers underwent training on the Code.</li> </ul>

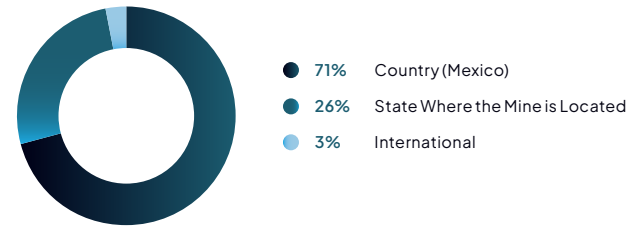
## Performance Metrics

- Our total spending on procurement grew last year to \$245 million, from \$221 million in 2022, due largely to increased construction activities and associated expenses at Terronera, which represented 29% of total procurement costs.
- Approximately 97% of our procurement occurred within Mexico (see pie chart). There was a decrease in international procurement, from 10% in 2022 to 3% in 2023, as the previous year we made one-time purchases of specialized equipment for Terronera. We are rolling out a local supplier development program for Terronera.

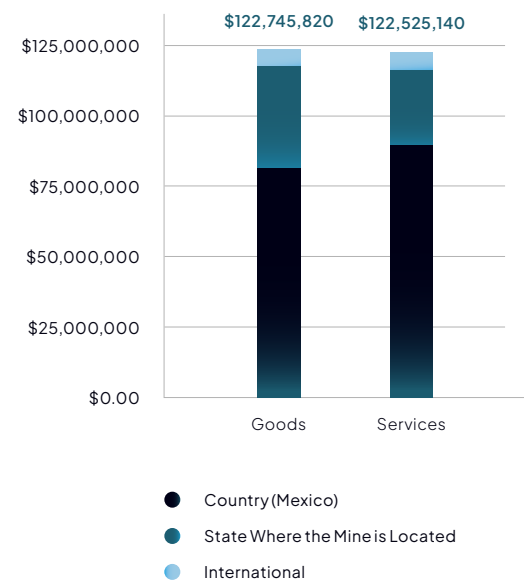
### LEARN MORE

[View Our ESG Performance Data](#)

### TOTAL PROCUREMENT



### PROCUREMENT BY TYPE



## KEY ACTIVITIES



### Collaborating with Artisanal Miners

Endeavour continues to work with artisanal, small-scale miners in the Guanaceví community. We consider these local miners a valuable part of our supply chain. In 2023, we sourced ore from 20 artisanal miners, totalling 61,680 tonnes (14% of the total yearly production), which generated approximately US\$10.1 million in value for them, helping to support their livelihoods and families.



### EP4 Commitment

At Terronera, we continue to engage with a number of consultants on studies and analyses required to meet our EP4 commitments. Activities with these groups range from the designs of the tailings facility to social and environmental studies, such as the critical habitats assessment and the livelihood restoration plan. The suppliers undertaking this important work bring specialized knowledge of EP4 compliance requirements and are helping our employees increase their expertise and experience in these areas.



### Enterprise Resource Planning System

We launched a major two-year initiative to upgrade our internal Enterprise Resource Planning system to the globally recognized, leading SAP S/4HANA cloud edition. This upgrade will significantly improve the organization's data management, reporting, internal control framework and efficiency drivers. The implementation, which will continue through 2024, represents an intense learning and development curve for our people and processes, as expected with any sophisticated software implementation. We expect to see continued positive results and improvements in our processes, particularly procurement and inventory management, during 2024 and beyond.



### Enhanced Evaluations and Standards

Integrating enhanced ESG criteria into our supplier due diligence processes is a priority in our Sustainability Strategy 2022-2024. In December 2023, we released our new Supplier Standards of Conduct. Derived from our values, policies and practices, the standards spell out our expectations of suppliers who do business or want to do business with Endeavour (see case study for more details).

In addition, the largest suppliers serving Terronera completed a prequalification questionnaire in 2023, which evaluated ESG aspects of their business, among other things. Launched in 2022, the questionnaire is a new part of our supplier evaluations, currently in place at Terronera.

The process allows us to gain insights on the general ESG practices of possible suppliers, in addition to all financial and legal information usually required.





# OUR SUPPLY CHAIN



## IN FOCUS

### Strengthening Standards for Suppliers to Uphold

A responsible and reliable supply chain is essential to our mining operations. At Endeavour we want to work with suppliers who share our commitment to sustainability and the same high standards of ethical business that we hold ourselves.

Historically, to do business with Endeavour, we have required suppliers to honour the standards set out in our Company's Code of Business Conduct and Ethics. This past year, we went a step further by developing a stand-alone Supplier Standards of Conduct that clearly set out additional expectations and clarifications of suppliers that work with us. A "supplier" is any third party individual or entity that provides goods and/or services to Endeavour, its subsidiaries and affiliates.

The standards reflect Endeavour's values of safe and sustainable mining practices and effective corporate governance, and now form part of all supplier agreements with Endeavour. We support these standards by conducting supplier assessments.

The standards provide suppliers with information and guidance on our expectations in five key areas:

- Health and safety
- Human rights
- Labour standards
- Environmental responsibility
- Business conduct and ethics

In addition to complying with these standards, suppliers that work on-site at Endeavour properties must also adhere to our applicable policies and procedures while on location.



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### Cautionary Note Regarding Forward-Looking Statements

Certain statements contained in this report constitute forward-looking statements or forward-looking information within the meaning of applicable securities laws and are referred to herein as "forward-looking statements". Such forward-looking statements include, without limitation, statements regarding the Company's business and sustainability strategies and goals, the environment in which the Company will operate in the future, and outlook for 2024. Although the Company

believes these forward-looking statements are reasonable based on the information available on the date such statements are made and processes used to prepare the information, such statements are not guarantees of future performance and undue reliance should not be placed such statements. These forward-looking statements involve a variety of assumptions, known and unknown risks and uncertainties, and other factors which may cause actual results, levels

of activity and achievements to differ materially from those expressed or implied by such statements. For a detailed discussion of risks, assumptions and other factors relating to or that may affect the Company's ability to achieve the expectations set forth in the forward-looking statements contained in this report, see the disclosures under "Forward-Looking Statements" and "Description of the Business - Risk Factors" in the Company's Annual Information Form and Form 40 F for

the year ended December 31, 2023 filed with Canadian and U.S. securities regulators at [www.sedarplus.ca](http://www.sedarplus.ca) and [www.sec.gov](http://www.sec.gov), respectively. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.