

# Our Performance in 2023

## 88%

Board members with ESG experience and expertise<sup>1</sup>

<sup>1</sup> Refer to the [Management Information Circular](#)

## 30%

women in executive positions

## 8%

of corporate incentive plan tied to ESG factors

## Key Highlights

- Conducted an extensive search of female candidates and have nominated three female and six male candidates for election to the Board at our 2024 Annual Meeting of Shareholders, increasing to 33% the number of female directors if all nominees are approved
- Increased the percentage of women in executive positions from 25% to 30%
- Expanded ESG disclosures with 10% more indicators in our 2023 ESG Report than the previous year

## Summary

Increasing Board gender diversity remains a priority. As of December 31, 2023, there were six independent directors (75%) and two female directors (25%) on the Board. We fell short of our target of achieving at least 30% representation of women on the Board in 2023, but we expect to meet this target in 2024 (please refer to the [2024 Management Information Circular](#) for the relevant nominee details. Currently, women comprise 30% of our executive team with the title of Vice President or higher (2022: 25%).

During 2023, the Board and its committees dedicated approximately 14% of agenda time to ESG topics to stay current with evolving risks and developments. As part of our commitment to advance the ESG knowledge, skills and experience of the Company's highest governance body, the Board completed two hours of classroom training in 2023, in addition to learning provided during site visits to Los Filos,

Castle Mountain and Greenstone. The training was focused on developments in sustainability disclosure reporting standards, as well as political risk in Latin America, including geopolitics, corruption, resource nationalism and community relations.

For 2023, a total of 8% of the corporate incentive plan was tied to ESG factors: 2% was linked to health and safety performance, 2% to environmental performance and 4% to delivering on our ESG targets, including climate action and water stewardship. This target changes annually based on the strategic objectives of the Company. As our ESG practices have matured and become standardized by improving the data collection and reporting procedures, we have adjusted the target as a percentage of the corporate incentive plan, allowing us to focus on other areas of our operations that require improvement.

# Priorities for 2024

- Increase Board gender diversity
- Continue to enhance Company-wide annual compliance training, with a focus in 2024 on equity, diversity and inclusion, modern slavery, anti-bribery and anti-corruption, and cybersecurity