

KEY PERFORMANCE DATA

ECONOMIC

Economic Performance

EC1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, INCLUDING REVENUES, OPERATING COSTS, EMPLOYEE WAGES AND BENEFITS, DONATIONS AND OTHER COMMUNITY INVESTMENTS, RETAINED EARNINGS, AND PAYMENTS TO CAPITAL PROVIDERS AND PAYMENTS TO GOVERNMENTS, BY COUNTRY. (THOUSANDS USD)	GUANACEVÍ	BOLAÑITOS	EL CUBO	CORPORATE OFFICE AND EXPLORATION	TOTAL
Direct economic value					
Revenue	\$74,328	\$149,440	\$53,015	N/A	\$276,783
Indirect economic value					
Operating costs	\$51,894	\$64,837	\$54,841	\$14,434	\$186,006
Employee wages and benefits	\$14,577	\$16,220	\$17,500	\$10,339	\$58,636
Payments to providers of capital	\$0	\$0	\$0	\$1,474	\$1,474
Payments to Mexican governments [taxes]	\$2,799	\$12,252	\$0	\$465	\$15,516
Payments to Canadian governments [taxes]	\$0	\$0	\$0	\$0	\$0
Payments to governments [payroll taxes, employer portion only]	\$2,707	\$2,630	\$2,813	\$74	\$8,224
Land use payments	\$1	\$104	\$44	N/A	\$149
Community investment (including infrastructure) *	\$29	\$92	\$127	\$233	\$480

* See breakdown in society worksheet on page 55

Market Presence

EC5. RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE	GUANACEVÍ	BOLAÑITOS	EL CUBO
Local minimum wage in each region (Mexican pesos / per day)	\$61	\$61	\$61
Percentage of employees receiving minimum wage	\$0	\$0	\$0
Entry level wage at each location (Mexican pesos / per day)	\$116	\$113	\$118
Number of people that entered in that level wage at each location	19	5	3
Percentage of employees receiving entry level wage at each location	4.2%	1.2%	0.5%

EC6. PROCEDURES FOR LOCAL HIRING AND PROPORTION OF SENIOR MANAGEMENT* HIRED FROM THE LOCAL COMMUNITY	GUANACEVÍ		BOLAÑITOS		EL CUBO		LEÓN OFFICES		ENDEAVOUR TOTAL	
Total senior management	6		7		6		10		29	
	M	F	M	F	M	F	M	F	M	F
Total senior management by gender	6	0	7	0	5	1	10	0	28	1
Total senior management hired locally (within state)	0		4		0		N/A		4	
Total senior management hired nationally (within country)	3		2		2		5		12	
Total senior management hired internationally	3		1		4		5		13	

* Senior management is the leadership team at each location (gerencial)

ECONOMIC continued

Procurement Practices

EC9. PROPORTION OF SPENDING ON LOCALLY-BASED SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION (THOUSANDS USD)	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Total procurement	\$36,408	\$41,186	\$57,916	\$135,510
Total procurement spent locally (within state)	\$16,582	\$17,424	\$23,912	\$57,918
Total procurement spent nationally (within country)	\$19,177	\$15,937	\$31,859	\$66,973
Total procurement spent internationally	\$649	\$7,825	\$2,145	\$10,619
Percentage spent locally (state and nation wide)	98%	81%	96%	92%

Production

MATERIAL PROCESSED, GOLD AND SILVER	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Material processed (tonnes)	425,922	710,708	391,354	1,527,984
Silver (oz)	2,772,227	2,881,900	1,159,025	6,813,152
Gold (oz)	6,784	51,653	17,143	75,580

LABOUR

G4.10. Organizational Profile

TOTAL WORKFORCE BY EMPLOYMENT CONTRACT AND GENDER*	GUANACEVÍ		BOLAÑITOS		EL CUBO		LEÓN OFFICE		CORPORATE OFFICE		ENDEAVOUR TOTAL	
Total number of employees	457		411		584		36		13		1,501	
	M	F	M	F	M	F	M	F	M	F	M	F
Total number of permanent employees*	400	40	382	29	504	44	19	17	6	7	1311	137
Total number of temporary employees	15	2	0	0	35	1	0	0	0	0	50	3
Total number of contractors	311		368		371		N/A		N/A		1,050	

TOTAL WORKFORCE BY GENDER AND REGION

Total number of contractors and employees	768		779		955		36		13		2,551	
Total number of foreigners hired	12		3		18		6		0		0	
	M	F	M	F	M	F	M	F	M	F	M	F
Total number of foreigners hired by gender	12	0	3	0	14	4	5	1	0	0	34	5

* all permanent employees are full time and numbers do not include exploration staff

G4-11. PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Total union employees	372	335	445	0	0	1,152
Percentage of union employees	81%	82%	76%	0%	0%	77%
Non-union employees	85	76	139	36	13	349
Percentage of non-union employees	19%	18%	24%	100%	100%	23%

LABOUR continued

Employment

LA1. TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER, AND REGION.	GUANACEVÍ	BOLAÑITOS	EL CUBO	ENDEAVOUR TOTAL
Total number of new hires	167	53	184	404
Total number of employees voluntarily leaving employment or dismissed	142	133	472	747
Total number of local (Mexican) employees voluntarily leaving employment or dismissed	140	137	532	809
Total number of international employees voluntarily leaving employment or dismissed	2	7	2	11
Turnover rate for all employees	32.70%	20.53%	40.85%	31.36%

HEALTH AND SAFETY

Labor Practices and Decent Work

LA5. PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS	GUANACEVÍ	BOLAÑITOS	EL CUBO	ENDEAVOUR TOTAL
Total number of employees represented in formal joint management-worker health and safety committees	21	34	38	93
Percentage of the total workforce	4.6%	8.3%	6.5%	6.5%

LA6. TYPE AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER	ENDEAVOUR TOTAL
Recordable injury rate ⁽¹⁾	34.6
Lost time injury rate ⁽²⁾	21.6
DART ⁽³⁾	28.2
DARTS ⁽⁴⁾	24.3
Fatalities	4
Absentee rate — all employees	3.81%

1. Recordable injury rate is calculated as (total number of recordable injuries (including fatalities, lost time injury, restricted work and medical treatment injury) x 1,000,000 hours)/ total worked hours

2. Lost time injury rate is calculated as (total lost time injuries x 1,000,000 hours)/ total worked hours

3. DART (days away/ restricted or transfer rate) is calculated as [(lost time injuries + restricted work) x 1,000,000 hours]/ total worked hours

4. DARTS is calculated as (number of lost days + number of days under restricted work)/ recordable incidents

Training and Education

LA9. AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY	GUANACEVÍ	BOLAÑITOS	EL CUBO	ENDEAVOUR TOTAL
Human resources general training	7,253	9,747	6,675	23,675
Safety rescue training (including mine rescue)	39,450	41,570	141,612	222,632
Total number of hours that all employees received	46,703	51,317	148,287	246,307
Average hours of training per employee per year	61	66	254	127

ENVIRONMENT

Water

EN8. TOTAL WATER WITHDRAWAL BY SOURCE	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Total water withdrawn from (m³):				
Surface water, including water from wetlands, rivers, lakes, and oceans	49,405	0	0	49,405
Ground water (from mining)	10,960	105,075	288,678	404,713
Rainwater	25,500	83,727		109,227
Recycled water (from tailings)	568,018	1,331,783	1,179,198	3,078,999
Purchased water (pipes)	0	144,143	1,830	145,973
TOTAL	653,883	1,664,728	1,469,706	3,788,317

EN10. PERCENTAGE OF TOTAL VOLUME OF WATER RECYCLED AND REUSED	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Percentage of water recycled and reused as a percentage of total water withdrawal	86.87%	80.00%	80.23%	81.28%

Effluents and Waste

EN22. TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION (NOT INCLUDING RAINWATER AND DOMESTIC SEWAGE)	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Total water discharges to (m³):				
Surface waters	11,048,112	0	0	11,048,112

EN23. TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Hazardous waste				
Solid waste* (kg)	3,820.0	1,808	24,900.0	28,720
Liquid waste** (l)	14,400	24,700	39,590	78,690
Contaminated water (l)	2,000			2,000
Scrap metal (kg)	140,000	229,000	225,000	594,000
Non-hazardous				
Tires (kg)	N/A	0.0	31,120.0	31,120.0

* This includes contaminated soil, cleaning cloths, filters, containers, lamps, hoses, gloves and batteries

** This includes used oils and water contaminated with oil

MM3. TOTAL AMOUNTS OF OVERBURDEN, ROCK, TAILINGS, AND SLUDGES AND THEIR ASSOCIATED RISKS	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Overburden / waste rock (tonnes)	0	290,486	0	290,486
Tailings (tonnes)	435,919	554,000	517,205	1,507,124
Sludges (tonnes)	2.6	1.8	6.4	10.7

ENVIRONMENT continued

Emissions

EN3. ENERGY CONSUMPTION WITHIN THE ORGANIZATION	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL GJ
Non-renewable sources (GJ)				
Purchased electricity	219,350	53,419	78,835	351,604
LPG	3,608	0	0	3,608
Diesel (mobile equipment)	29,816	48,159	21,487	99,462
Gasoline (mobile equipment)	3,401	4,453	3,236	11,090
Diesel (generators)	1,366	188,365	32	189,763
ANFO (explosives)	1,660	4,368	4,888	10,916
Emulsions	659	874	387	1,919
TOTAL ENERGY (GJ)	259,860.18	299,636.69	108,865.56	668,362.42

EN5. ENERGY INTENSITY	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Energy used by tonnes of material processed (GJ/tonne processed)	0.60	0.42	0.28	0.43

EN15. DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Non-renewable sources (tCO₂e)				
LPG	225	0	0	225
Diesel for mobile equipment	2,313	3,735	1,667	7,714
Gasoline for mobile equipment	199	260	189	649
Diesel for generators	104	14,270	2	14,376
Explosives (tCO₂e)				0
ANFO	71	186	208	464
Emulsions	25	33	15	73
SUBTOTAL DIRECT GHG (tCO₂e)	2,935	18,484	2,081	23,500

EN16. ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Purchased electricity	27,722	6,751	9,964	44,437
SUBTOTAL INDIRECT GHG (tCO₂e)	27,722	6,751	9,964	44,437
TOTAL GHG (DIRECT+INDIRECT) (tCO₂e)	30,657	25,236	12,044	67,937

EN18. GREENHOUSE GAS (GHG) EMISSIONS INTENSITY	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
GHG used by tonnes of material processed (tCO ₂ e/tonne processed)	0.07	0.04	0.03	0.04

SOCIETY

Local Communities

S01. PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMS	GUANACEVÍ	BOLAÑITOS	EL CUBO	CORPORATE OFFICE	TOTAL
Number of activities	30	52	29	N/A	111
Number of beneficiaries	4,289	20,796	19,917	N/A	45,002

Community investment (USD)

Health, Education, Employability, Sports, Traditions, Culture	\$25,259	\$32,619	\$17,170	\$232,500	\$307,548
Local Infrastructure	\$3,947	\$59,085	\$109,865	\$0	\$172,897
TOTAL Community Investment (USD)	\$29,206	\$91,704	\$127,035	\$232,500	\$480,445

MM10. NUMBER AND PERCENTAGE OF OPERATIONS WITH CLOSURE PLANS	GUANACEVÍ	BOLAÑITOS	EL CUBO	TOTAL
Number of sites that have closure plans	1	1	1	3
Financial provision for closure (Thousands USD)	\$1,722	\$1,006	\$3,624	\$6,352

