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This scorecard shows our progress at the halfway point of implementing our three-year Sustainability Strategy. The results capture the first 18 months of these plans (January 1, 2022 to June 30, 2023). To learn more about the strategy, view it [here](#).

	Achieved to Date		On Track / Ongoing Initiative		Needs Improvement
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## PILLAR 1: PEOPLE

GOALS	TARGETS (2022-2024)	MIDTERM RESULTS (AS OF JUNE 30, 2023)	STATUS
<b>Strengthen safety, health and wellness of our people</b>	Align Endeavour's Safety Management System with ISO 45001, the global standard that aims to reduce occupational injuries and diseases	Finalized new safety procedures; implementation underway	
	Zero fatalities	0	
	Maintain or improve Lost-Time Incident (LTI) score year over year	0.17 (2021=0.75)	
	Reduction in absenteeism rate	2% (2021: 2.2%)	
<b>Build a more engaged and inclusive workplace</b>	Decrease average turnover	6.6% (2021: 8.15%)	
	Maintain or increase percentage of local hiring	98% workforce from Mexico (2021=99%) 73% within the State of mine site (2021=83%)	 
	16% women in our workforce*	15.2%	
	25% of women in leadership positions*	18.3%	
	Improvement in employee engagement	Haven't started tracking	
	48 hours of training per worker annually	14	
<b>Invest more to foster resilient and thriving communities</b>	US\$2.0 million invested over 3 years to support community initiatives	US\$1 million	
	Award 500 scholarships over three years	155	
	Increase in general business or employability skills among local community members	Hosted 10 workshops, with 145 participants	
	Growth in small businesses operating in local communities	Haven't started tracking	
	Partnerships and support for NGOs and/or health authorities to improve community health services	Several partnerships formed	

## PILLAR 2: PLANET

GOALS	KEY TARGETS & MEASURES (2022-2024)	MIDTERM RESULTS (AS OF JUNE 30, 2023)	STATUS
<b>Mobilize action to reduce our carbon footprint</b>	Publish disclosures in line with the Task Force on Climate-Related Financial Disclosures (TCFD), regarding our approach to climate change	Report published March 2023	
	Minimize emissions intensity of operating sites	0.063 (2021=0.057)	
<b>Strengthen tailings and waste management</b>	Align with the Global Industry Standard on Tailings Management	Working with external consultant	
	No reportable tailings spills	0	
	Tailings stability factor of at least 1.5 at each mine	Within limits	
	Hazardous waste intensity below 0.2 ton/ton processed	0.23	
	>80% waste recycling/repurposing (for hazardous waste, scrap, paper, metal, tires, wood)	70%	
One new initiative per site that supports and improves municipal waste management	Implemented waste cleaning campaigns and e-waste collection		

GOALS	KEY TARGETS & MEASURES (2022-2024)	MIDTERM RESULTS (AS OF JUNE 30, 2023)	STATUS
<b>Elevate stewardship of water and biodiversity</b>	Maintain intensity of fresh water consumption <0.45 m3/ton processed	0.40	✓
	Maintain process water recycling rate >85%	88.8%	✓
	Increase number and survival rate of trees planted annually using species that are in accordance to the vegetation structure of the region	1,000 trees planted; next reforestation campaign is under way	✓
	Report on conservation efforts and biodiversity monitoring, focusing on flora/fauna impacted	Provided disclosures through our annual sustainability reporting	✓
	Increase in households with access to improved water supply or sewage infrastructure	Water supply project underway in Guanacevi; street rehabilitation underway in Bolanitos that includes sewage infrastructure	✓

### PILLAR 3: BUSINESS

GOALS	KEY TARGETS & MEASURES (2022-2024)	MIDTERM RESULTS (AS OF JUNE 30, 2023)	STATUS
<b>Deliver strong governance and risk management</b>	Expand and strengthen our sustainability disclosures	Enhanced sustainability reporting with additional data and information	✓
	Increase the representation of women on the Board of Directors	3 women on Board (2021=1)	✓
	Implement a risk register at the corporate level	Risk register developed, under management review	🔄
<b>Maintain and inspire an ethical company culture</b>	4 hours of annual training on ethics and anti-corruption per employee	0.5 hours	⚠️
	100% of contractors have completed ethics and anti-corruption orientation	100%	✓
	Resolution time of less than 30 days from first contact to resolution to any complaint received through the Trust Line	51	⚠️
<b>Build a sustainable supply chain</b>	Maintain or increase number of local suppliers	542 (2022:452)	✓
	Maintain 95% of procurement from the country where we operate and 35% from the state where we operate	97% and 30% respectively	✓
	30% of suppliers evaluated on sustainability criteria by 2024	Created questionnaire; implementation underway	🔄
	100% of suppliers comply with Endeavour's Code of Conduct included in their contract terms and conditions	100%	✓

