

Unity in Adversity

2020 Sustainability Snapshot



Introduction

MESSAGE FROM THE CEO

“2020 was a transformational year for Endeavour Silver. Our people came together not only to resolve new challenges but also capture new opportunities and create a more sustainable future for the Company. We did not just survive a difficult year, we thrived thanks to our ability to unite in the face of adversity.” [Read Full Letter](#)

—Bradford Cooke, Chief Executive Officer & Director



IN FOCUS

Building a “Te Cuido” (“I take care of you”) safety culture

Changing safety culture means re-educating current employees and contractors to replace long-held practices with safer procedures. Maintaining safety standards at mining sites can be challenging when staff turn-over results in less-experienced employees, so improving safety training is also necessary.

To help strengthen Endeavour’s safety culture, we engaged a consulting group, Real Safety, to carry out an 18-month engagement across our operations. Despite the challenges of performing training programs in 2020 amidst pandemic restrictions, we made considerable progress.

We completed a perception survey at all sites, which identified the main safety issues raised among the 1,333 employees surveyed. They included:

- lack of trust;
- a low level of education and management skills at the supervisory level;
- communication;
- recognition, and
- workplace stress.

We also carried out a gap analysis for critical risk control protocols. This identified an average of about 50% implementation of these protocols.

In response to these findings, we held safety training to build the competencies of 290 frontline company and contractor supervisors. We also hosted “Te Cuido” events at El Compas and Bolañitos for more than 500 workers. This included hands-on activities to strengthen skills such as trust, teamwork, leadership, decision-making and problem solving. Our consultant also worked closely with our local rescue brigades to strengthen emergency procedures, basic life support and technical rescue capabilities.

IN FOCUS

Endeavour’s Silver Tablets enable online schooling

When the COVID-19 pandemic required Mexican schools to shift to online learning, many children had no access to computers or tablets to continue their studies.

Recognizing that such a suspension of their studies could have a permanent impact on children’s lifelong well-being, Endeavour consulted with teachers and launched the Silver Tablet Program to donate tablets to local schools. Endeavour plans to distribute 534 tablets to students attending primary

and secondary schools near Bolañitos, Terronera, Guanaceví and El Compas. Of those 534 tablets, 409 were distributed in 2020 and the remainder are scheduled in early 2021.

The Silver Tablet Program will become a long-term student- and parent-learning initiative. In addition to online reading and study groups for children via tablets, parents will be able to take part in online employability and skills-building workshops, similar to those Endeavour previously delivered in-person.



When the COVID-19 pandemic unfolded last year, Endeavour demonstrated leadership by moving quickly to launch our own health precautions and plans, while also helping communities protect the health of their people.

Working with our host communities in Mexico, we donated critical items such as medical supplies, masks, cleaners and disinfectants. We also loaned an ambulance to the Municipality of Guanaceví to help transport patients to the health care they needed.



Sustainability 2020 Highlights

We strive to create benefits for all our stakeholders, as we responsibly explore and manage our mining properties. For us it's about ensuring the success of our people, local communities and our business.



Creating a Culture of Safety & Health

25%

reduction in our Reportable Injury Rate (RIR), exceeding our target of 10% reduction

14 h

of safety training provided per worker

"Te Cuido"

Safety Culture Change Program implemented: focus on risk awareness and competency

1333

employees surveyed for their perception on safety practices and culture; we are implementing action plans in response



Putting Our People First

1,954

employees and contractors worked for Endeavour in 2020 (as at year-end)

1.8%

employee absenteeism rate, down from 2.6% the previous year

21

average hours of training provided to each worker (employees and contractors), demonstrating our commitment to people development despite the global pandemic

13%

of our people were women (as at year-end), up from 11% in 2019



Helping the Community Where we Operate Stay Strong

\$205K+

invested in community initiatives

534

tablets distributed to local students to support online learning

2,200

rapid test kits and personal protective equipment (PPE) donated to Mexican households and health centres during the pandemic

142

students in Mexican communities benefitted from scholarships provided by Endeavour



Caring for Our Planet

\$1.5M

invested in environmental protection

90%

water recycling and reuse rate

34%

reduction in absolute greenhouse gas (GHG) emissions

44,000

trees planted through our reforestation initiative



Creating Economic Value

\$120M

in economic value distributed to our stakeholders

96%

of total procurement from within Mexico

103%

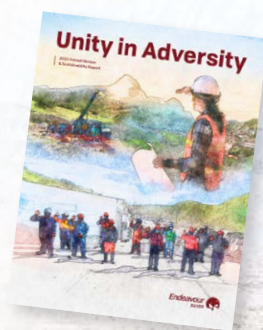
growth in annual net earnings

57%

reduction of cash costs to \$5.55 per oz Ag, net of Au credit

Learn More

Read our complete 2020 Sustainability Report at <https://csr.edrsilver.com>



About Endeavour

Endeavour Silver Corp. is a mid-tier precious metals mining company listed on the NYSE:EXK and TSX:EDR. The Company is headquartered in Vancouver, Canada, and is engaged in the evaluation, acquisition, exploration, development and exploitation of precious metals properties in Latin America. Our philosophy of corporate social integrity creates value for all stakeholders.

IN FOCUS

Our ICARE Values: "The Endeavour Way"

After an in-depth process involving our employees and leadership team, we recently renewed the corporate values that represent 'The Endeavour Way' of doing business. Forming the apt acronym ICARE (Integrity, Care, Attitude, Reliability, Excellence), we are now focused on communicating these values across our organization. It's essential that our entire workforce knows and understands the values that must guide our work and our actions each day.

After establishing a Values Committee and Subcommittee to help define the behaviours that must flow from these values, we continue to roll out an awareness and education campaign to make ICARE meaningful to our workforce. With the support of branded training materials, presentations, and merchandise, we have begun hosting workshops to introduce the program at our sites.

With a roster of communications planned for 2021, including Value of

the Month activities and local values celebrations, we will achieve awareness among all employees of the values, what they mean and how they translate into everyone's work. Ultimately, we will deeply incorporate these values into our operations, including annual Values Awards, Values process reviews, and a Values component in our performance management program, so that everyone feels a sense of ownership for the values and they actively co-create 'The Endeavour Way' culture on all levels.

- I** INTEGRITY
- C** CARE
- A** ATTITUDE
- R** RELIABILITY
- E** EXCELLENCE

- We do what is right.
- We are honest, ethical and trustworthy, and follow policies and procedures.
- We display kindness for our colleagues, embracing diversity and promoting a safe and healthy workplace.
- We respect and care for the environment, the local communities where we operate and all of our stakeholders.
- We take pride in our jobs and are passionate about what we do.
- We are positive, act professionally, and take initiative in achieving our goals.
- We do what we say we will do and deliver on our promises and responsibilities.
- We welcome challenges and have the courage to admit mistakes and take corrective actions.
- We dive in and deliver our best work every time.
- We are always learning and aspire to do better than we did yesterday.

MEXICO



CHILE



<h3>Terronera Project</h3> <ul style="list-style-type: none"> • Jalisco state • Potential to be next core asset • Awaiting release of feasibility study, project financing, and board approval for construction 	<h3>Parral Project</h3> <ul style="list-style-type: none"> • Chihuahua state • Existing resource base of 36 million oz silver • \$2 million exploration budget in 2021
<h3>Guanaceví Mine</h3> <ul style="list-style-type: none"> • Durango state • Produced 3.9 million oz silver equivalent metal • Produces silver & gold dore bars from 1,200 tpd plant 	<h3>Bolañitos Mine</h3> <ul style="list-style-type: none"> • Guanajuato state • Produced 1.9 million oz silver equivalent metal • Produces silver & gold concentrate from 1,600 tpd plant
<h3>El Compas Mine</h3> <ul style="list-style-type: none"> • Zacatecas state • Produced 0.8 million oz silver equivalent metal • Produces gold & silver concentrate from 250 tpd plant 	



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