



<b>Title:</b>	Diversity Policy		
<b>Approved by:</b>	Board of Directors	<b>Date approved:</b>	March 24, 2026

**1. PURPOSE**

This Diversity Policy (this "**Policy**") outlines the procedures and guidelines to be followed by the Board of Directors (the "**Board**") of Americas Gold and Silver Corporation (the "**Corporation**") in relation to managing diversity in the composition of its Board members and named executive officers ("**NEOs**").

**2. OBJECTIVES**

The Board recognizes that diversity leads to better and more informed decision-making and is an important attribute of a well-functioning board and senior management teams by bringing real value to their collective skills, perspective, insight and experience.

The Board will continue to strengthen the Company, maximize shareholders' returns and better lead the Company by recruiting and managing on the basis of the diversity, competence, qualification and performance of Board members and NEOs, while recognizing the need for fresh perspectives on the mining industry and global marketplace over time.

**3. DIVERSITY AND THE APPOINTMENT PROCESS**

The Board (through the Compensation and Corporate Governance Committee (the "**Committee**") or the CEO as appropriate) will conduct all Board appointment and NEO processes in a manner that promotes diversity, including establishing a structured approach for identifying a pool of suitable candidates and using external advisors where necessary. In considering "diversity", the Board should consider any dimension that can be used to differentiate groups and people from one another, including the designated groups specified under the *Canada Business Corporations Act* (women, visible minorities, persons with disabilities and aboriginal persons), and including the respect for and appreciation of differences in gender, age, ethnic origin, religion, education, sexual orientation, political belief or disability.

A target of a minimum of one candidate for each applicable position considered will be female. The Board is responsible for developing, where possible, other measurable objectives and strategies to meet the objectives of this diversity policy, and the Board is responsible for monitoring the progress of the objectives through evaluation and reporting.

**4. MONITORING AND EVALUATION**

The Committee will monitor the implementation, scope and currency of this policy and will review this Diversity Policy from time to time as appropriate to ensure its effectiveness and compliance with regulatory, corporate governance and disclosure requirements. The Committee will report to the Board on the progress and achievement of the objectives of this Policy.