



AMERICAS
GOLD AND SILVER

WORKING TOWARDS SUSTAINABILITY

COSALÁ OPERATIONS INAUGURAL REPORT 2020





WORKING TOWARDS SUSTAINABILITY

At Americas Gold and Silver, we understand the mining industry's role in the community and the economy. This role must be sustainable in every way. By creating good long-term employment opportunities, operating in a sustainable manner that exceeds standards and expectations, and investing in the community, sustainable mining is a force for social development and progress. That is why we work responsibly and with the utmost commitment to our employees' safety and well-being, the environment, and the communities in which we operate.

In 2020 we faced the greatest difficulties since the beginning of our Company's operations. First, starting in January, we were confronted by an Illegal Blockade that has taken away all access and disrupted any ability to operate. This has put the community under great stress and placed the area's social, environmental, and economic safety at risk. Second, we share the global concern resulting from our generation's most significant health crisis, the COVID-19 pandemic. Nevertheless, we remain committed to the challenge of safeguarding our employees' employment and health, our relationship with our stakeholders, and our communities.

2020 also represented a milestone for our company, five years after the beginning of commercial production at our San Rafael mine in Cosalá. In these conflicting times, we felt it was important to recognize our performance in these important ways, so we have decided for the first time to publicly report the progress we have made as a company at an economic, social, and environmental level. With that in mind, and in the belief that the rule of law will prevail for the benefit of all stakeholders, we are declaring our continued commitment to the Sustainable Development Goals and the 2030 Agenda for Sustainable Development set out by the United Nations, which inform our vision for our Company's future; ***we are working towards sustainability.***



We are declaring our continued commitment aligned to the Sustainable Development Goals and the 2030 agenda for Sustainable Development set out by the United Nations, which inform our vision for our Company's future



INDEX

WORKING TOWARDS SUSTAINABILITY	3
INDEX	4
ABOUT THIS REPORT	7
MESSAGE FROM OUR CEO	9
OUR COMMITMENT AT OUR COSALÁ OPERATIONS	10
KEY HIGHLIGHTS	12
ALWAYS TRUE TO OUR VALUES	14
AMERICAS GOLD AND SILVER CORPORATION	16
WHO WE ARE?	16
MISSION	16
OUR CORPORATE BACKGROUND	16
OUR OPERATIONS	17
THE COMPANY'S OPERATIONS IN MEXICO	18
OUR COMMITMENT TO RESPONSIBLE MINING	20
RECOGNITION AND AWARDS	21
SILVER HELMET AWARD	21
SOCIALLY RESPONSIBLE COMPANY	21
ECONOMIC IMPACT AND PERFORMANCE	22
PRODUCTION AT COSALÁ OPERATIONS	23
DISTRIBUTED ECONOMIC VALUE	24
MINING FUND	25
COMPANY SUPPLIERS	25
GOVERNANCE AND BUSINESS ETHICS	28
GOVERNANCE STRUCTURE	29
CODE OF BUSINESS CONDUCT AND ETHICS	30
WHISTLEBLOWER POLICY	31
COMPLAINT PROCEDURES	31
MANAGEMENT AT OUR COSALÁ OPERATIONS	31
OUR PEOPLE	32
EMPLOYEES	34
LOCAL EMPLOYMENT	36
OUR COMMITMENT TO A BETTER INCOME	38

OUR WORK PRACTICES & WORK ENVIRONMENT	40
INTERNAL COMMUNICATION	41
FAMILY AS A KEY ELEMENT	42
TRAINING AND DEVELOPMENT	43
HEALTH AND SAFETY	44
NORMATIVE COMPLIANCE	44
OUR COMMITMENT TO HEALTH AND SAFETY	45
ACCIDENTS AND INCIDENTS: "ONE IS TOO MANY"	46
SAFETY AND HYGIENE COMMITTEES	48
HEALTH AND SAFETY TRAINING	49
SELF-MANAGEMENT HEALTH AND SAFETY PROGRAM	49
OCCUPATIONAL DISEASE PREVENTION AND PROMOTION OF HEALTH	50
ENVIRONMENTAL STEWARDSHIP – ZERO INCIDENTS	53
NORMATIVE COMPLIANCE	54
RAW MATERIALS USED	55
WASTE MANAGEMENT	56
RESPONSIBLE USE OF ENERGY	57
CLIMATE CHANGE	58
WATER – SAFEGUARDING OUR ESSENTIAL RESOURCE	60
PROTECTING OUR UNIQUE BIODIVERSITY	62
COMMUNITY SUPPORT & ENGAGEMENT	64
LOCAL COMMUNITIES	66
COMMUNITY ENGAGEMENT PROGRAMS	68
TOTAL INVESTMENT	76
COVID-19 RESPONSE AND ASSISTANCE	77
PROFESSIONAL ASSOCIATIONS	78
SINALOA MINING CLUSTER	78
CÁMARA MINERA DE MÉXICO (MEXICAN CHAMBER OF MINES)	79
GRI INDEX	80
SDG'S INDEX	85
GLOBAL COMPACT INDEX	86
CAUTIONARY STATEMENT	87



ABOUT THIS REPORT

We appreciate your interest in Americas Gold and Silver Corporation's ("Americas Gold and Silver" or the "Company") first Sustainability Report for its Cosalá Operations.

This report is intended to serve as a public statement regarding Americas Gold and Silver's sustainability strategy, management, policies, and performance in Cosalá, Mexico, and includes aspects accounted for under the concept of Corporate Social Responsibility (CSR) as well as Environmental, Social and Governance (ESG) criteria.

The timeframe covered in this report is from January 1, 2018, to January 31, 2020, and includes applicable data wherever it was safely available.

Each of the statements contained in this report is reported voluntarily, and this report is available to each of our Company's stakeholders, including shareholders, employees, suppliers, government bodies and institutions, communities, and civil society in general.

This report follows the guidelines and standards contained in:

- The Socially Responsible Company Distinctive (ESR), developed by the Mexican Center for Philanthropy (CEMEFI).
- The Core option of the Global Reporting Initiative (GRI) framework.
- The Ten Principles of the United Nations Global Compact.
- The 17 United Nations Sustainable Development Goals.



Please note that while the Company has sought to report information consistently and in accordance with the principle of comparability, this was limited by the lack of operations in 2020 and the end of safe access to the property for our employees due to an Illegal Blockade that began at the end of January 2020 (the "Illegal Blockade"). This Illegal Blockade is discussed further in this report.

As part of its commitment to transparency and the continuous development and improvement of its sustainability activities across all operations, Americas Gold and Silver will be making annual sustainability reporting a key component of its ongoing sustainability strategy. It is the Company's expectation that more data will be made available in time for the publication of its next sustainability report, which will consequently be more comprehensive than this first report.

For more information about this report and the financial or operational performance data of the Company, please consult our website: www.americas-gold.com, or email our staff at info@americas-gold.com.



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**We believe that we can
generate a long-term positive
impact to our stakeholders.**

MESSAGE FROM OUR CEO

We are pleased to share our first sustainability report with you. We think it is fitting that this first report focuses on our operations in Mexico as an expression of our continued commitment to Mexico and demonstration of our ongoing dedication and contribution to the well-being of all our host communities.

Americas Gold and Silver Corporation aims to operate as an organization that promotes sustainability across all levels of our operations. Our ability to identify and manage any material risks and opportunities is at the forefront of our beliefs as a company that remains responsible to the communities that we operate in. Our approach to sustainable development is designed to provide long-term positive contributions, meet our ongoing commitments to our local communities over time, and reflect our corporate initiatives for responsible operations.

By operating responsibly and promoting local initiatives in the areas we operate, we strongly believe that we can generate a long-term positive impact to our diverse set of stakeholders, and as a result, provide for shared well-being and the preservation and protection of the environment. When we invest in the local economy, we aim to raise the quality of life in that region. The direct benefits of our company's investments are job creation, skills development, promotion of local commerce, and improved infrastructure that generate meaningful benefits for the community.

We have faced many challenges over the last few years, one major issue being the continuing Illegal Blockade at our Cosalá Operations. This continues to be a disappointing and unfortunate situation for the local communities and our Company. However, the Company will not tolerate third parties taking away business and jobs from local Cosalá workers. We continue to work diligently with state and federal government officials to enforce the rule of law and hope to have this resolved as soon as possible so that our contributions to the community can continue to be fulfilled. We are hopeful that a positive resolution can be reached, providing us an ability to continue to invest in the country and local communities.

As a part of our initiatives over 2018 and 2019, our company was granted the "Silver Helmet Award," which recognizes best safety practices in Mexico – an award that recognizes the daily work of companies and workers in favour of operational safety. Employee health and training is a top priority across all our operations, and we will continue to have an unwavering focus to the safety of all our employees, whom we value extensively.

We remain committed to our people, communities, and the environment and we will continue to endeavour to uphold the highest standards across the various sustainability initiatives we have implemented. We thank all our shareholders for their continuous support over the years and look forward to a very exciting future at Americas Gold and Silver.



Darren Blasutti, President & CEO

OUR COMMITMENT AT OUR COSALÁ OPERATIONS

MESSAGE FROM OUR TEAM IN MEXICO

COMMITMENT TO OUR PEOPLE

Our employees are an essential part of the organization; through their continued efforts that the Company is able to generate any economic benefit. We seek to be efficient and effective through them, thus achieving success in the human and corporate sphere.

We have seen that the Company strives to provide all our employees with the necessary tools to maintain their safety, constant training and competitive salaries, and to honor people of advanced age through dignified employment, all while fulfilling our obligations. We are committed to promoting our development, and we hope that we will soon be working together again.





COMMITMENT TO OUR ENVIRONMENT

All human activity is sustained by what the environment provides. The existence of all species and their quality of life depends on it. To evade this principle of respect for the environment is to renounce human welfare empathy to enjoy and preserve a healthy environment.

Each of our actions demonstrate our commitment to the environment, so we strive to reduce, mitigate, and compensate for any negative impacts that our activities generate in the environment, and we endeavor to fulfill it beyond the established standards of this country or any country where the Company operates. Ultimately we strive to preserve an environment with high regenerative capacities.

COMMITMENT TO OUR COMMUNITIES

We have seen, firsthand, the positive impact that sustainable investment can have on our immediate community and the surrounding areas. The Company has contributed hundreds of millions to our area in economic benefit. The Company is publicly traded in the Canada and the United States and must be transparent by law, but our standards seek to exceed what is required by law. We know what has been kept compared to invested and we know that balance is in the Community's favour.

The interruption of operations under the false pretense of helping our workers has ended up severely hurting our workers and the community while only promising to benefit the personal objectives of a very small group of individuals, whose leadership are neither miners nor members of our community. This is not sustainable. We sincerely hope, for the benefit of our community, that safe access to the operations can be restored so that we can all get back to work in a sustainable way.

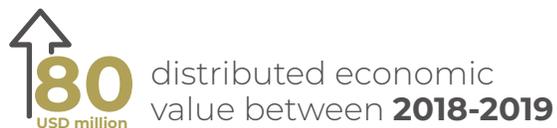


KEY HIGHLIGHTS

OUR PEOPLE



ECONOMIC IMPACT



AWARDS



Silver Helmet 2019
For its safety performance for underground mines with less than 500 workers.



EMPRESA SOCIALMENTE RESPONSABLE

For performance in:

- **Quality of Live**
- **Business Ethics**
- **Community Engagement**
- **Environmental Care**

*Covers period of operations for January 2018 - January 2020. until operations ceased as a result of an Illegal Blockade

HEALTH AND SAFETY

ZERO Lost time accidents

30% less accidents than in 2018

 **727** Labs tests to prevent occupational diseases

 **1900** training hours in health and safety

ENVIRONMENTAL STEWARDSHIP

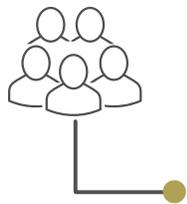
✓ Full compliance with environmental permits

ZERO discharge to aquifers violations 

 **8%** less energy required per ounce produced between 2018 and 2019

COMMUNITY SUPPORT AND ENGAGEMENT

inhabitants benefited



280 with clean water supply

1300 with education infrastructure

9000 with community infrastructure

ALWAYS TRUE TO OUR VALUES

DISPELLING FALSE STATEMENTS

The architect of the Illegal Blockade has in part attempted to justify this action by relying on a media background to distort facts and spread misinformation. We address these false assertions here simply to set the record straight

- ***This is an Illegal Blockade – not a “strike”***

The Company very much wants its employees to be able to freely choose their union. Following an earlier labour election, the Company has stood ready to negotiate in good faith on the expiry of the then existing collective bargaining agreement in March 2020 and had communicated this to its employees and to the public. With no labour basis or standing, the operations were forcefully taken and safe access has been denied ever since through intimidation. It is important to note that no “labour related” demands or complaints regarding working conditions have been put to the Company.

Yasser Beltran Kurioca, who is leading the Illegal Blockade, has only made one explicit request which is that the Company deliver control of management and certain non-labour commercial contracts and economic agreements to his control including ore haulage and concentrate transportation. This is not legal under any labour mandate.

- ***Wages – Illegal Blockaders have stated the operation pays slave wages.***

The average income provided to employees, including benefits, is 2.5 times the average national income and is over three times Sinaloa’s average income.

In addition, employees are from local and state communities (70.9% from the Cosalá region and 80.3% from Sinaloa state) with the balance being Mexican Nationals.

- ***Safety – Illegal Blockaders have publicized numerous false assertions that working conditions at the mine are unsafe.***

On November 19, 2020, the Company was awarded the “Silver Helmet” award for the best safety index at the San Rafael Mine for underground mining with up to 500 workers as result of the 2019 company's' operations and our compliance to safety working conditions. The award is presented by Luisa María Alcalde Luján, Secretary of Labour and Social Welfare. In 2019 we had 0 lost time accidents.

- ***Environmental – Illegal Blockaders have falsely claimed the operation does not care for the local environment.***

The operation complies with all current environmental authorizations and licenses. All prevention measures have been subject to verification and the environmental impact and risk studies for the San Rafael and El Cajon mines have been approved by the Ministry of the Environment and Natural Resources (SEMARNAT) since 2013.

In terms of care and preservation of the environment, the operation also complies with the laws and Official Standards that apply to all industrial activities and some that apply specifically to the mining industry. ***Contrary to false allegations, we do not carry out any uncontrolled or unpermitted discharge to aquifers. It is important to note that the Company has been denied all access to the operations since the beginning of 2020. We have received reports of theft and environmental damage that were not caused by the Company, but will need to be investigated and rectified once safe access to the mine is restored.***

AMERICAS GOLD AND SILVER CORPORATION

Who We are

Americas Gold and Silver is a precious metals mining company engaged in the evaluation, acquisition, exploration, development and operation of precious and polymetallic mineral properties in North America, primarily those with the potential for near-term production or exhibiting potential for hosting a major mineralized deposit.

Mission

Americas Gold and Silver's mission is to profitably expand its precious metals production through the development of its own projects and consolidation of complimentary projects, and to do so in a responsible manner and with the highest commitment to the safety and wellbeing of our employees, the environment, and the communities we operate in.

OUR CORPORATE BACKGROUND

Americas Gold and Silver was incorporated as Scorpio Mining Corporation ("Scorpio Mining") pursuant to articles of incorporation dated May 12, 1998 under the Canada Business Corporations Act. On December 23, 2014, a merger of equals transaction between Scorpio Mining and U.S. Silver & Gold Inc. ("U.S. Silver") was completed to combine their respective businesses. Following the merger of equals, the combined company changed its name to Americas Silver Corporation ("Americas Silver") by way of articles of amendment dated May 19, 2015. On April 3, 2019, Americas Silver acquired Pershing Gold Corporation pursuant to a plan of merger under Nevada law (the "Pershing Gold Transaction"). Following the completion of the Pershing Gold Transaction, the Company changed its name to "Americas Gold and Silver Corporation." The Company's principal and registered office is located in Toronto, Ontario, Canada.

The Company was originally listed on the Toronto Stock Exchange (the "TSX") trading under the symbol "SPM" from October 18, 2006. The Common Shares currently trade on the TSX under the symbol "USA". On January 11, 2017, the Company filed a registration statement with the SEC and on January 19, 2017, the Company commenced trading its common shares on the New York Stock Exchange MKT (now referred to as "NYSE American") under the symbol "USAS".

The current number of outstanding shares in the Company is 128.3M. Furthermore, Americas Gold and Silver's economic performance data and financial reports are available online via the Investor Center on the Company's website at www.americas-gold.com, on SEDAR (www.sedar.com), or on EDGAR (www.edgar.com).

LISTED:

**TORONTO
STOCK EXCHANGE:**

USA

**NEW YORK
STOCK EXCHANGE:**

USAS

OUR OPERATIONS

As this report represents our first Sustainability Report for our Cosalá Operations, we believe it is important to briefly address all other Company's operations as we are proud of their development, and the economic improvement in the areas where our projects are operated. We are especially proud of reiterating the Company's commitment to responsible mining while also following all required environmental, health and safety regulations.

The Company owns and operates the Relief Canyon mine ("Relief Canyon") in Pershing, Nevada, USA. The Relief Canyon mine encompasses an open pit mine and heap leach processing facility. The Company commenced construction of the Relief Canyon mine in mid-May 2019 following closing of the Pershing Gold Transaction. The Company announced completion of construction in late January 2020, with first gold pour production being achieved on February 17, 2020, approximately nine months after the commencement of construction.

The Company manages and operates the 60%-owned Galena Complex in Idaho, USA (the "Galena Complex"). The Galena Complex produces a

silver-lead concentrate. In September 2019, the Company announced it had entered into a strategic joint venture agreement with Mr. Eric Sprott to recapitalize the mining operations at the Galena Complex.

The Company owns and operates the Cosalá Operations in Sinaloa, Mexico ("Cosalá Operations"), which includes the Nuestra Señora silver-zinc-copper-lead mine, the San Rafael silver-zinc-lead mine ("San Rafael mine") and the Zone 120 silver-copper exploration project ("Zone 120 project"), and the El Cajón silver-copper deposit ("El Cajón project"). In addition, the Company owns the San Felipe development project in Sonora, Mexico.



THE COMPANY'S OPERATIONS IN MEXICO

Americas Gold and Silver owns the San Felipe development project in Sonora, Mexico, and is the 100%-owner of the Cosalá Operations located in the state of Sinaloa, Mexico, which covers approximately 19,385 hectares.

Our legal presence in Mexico is maintained through subsidiaries that include: Minera Cosalá, S.A. de C.V. ("Minera Cosalá") and Minera Platte River Gold, S. de R.L. de C.V. ("Minera Platte"), both incorporated under applicable law.

COSALÁ OPERATIONS

The Cosalá Operations are located in the east-central portion of the state of Sinaloa, Mexico, near the historic and magical town of Cosalá. The town is located approximately 240 km by road northeast of Mazatlán, the nearest major city.

The Company's Los Braceros process facility historically produced copper, lead and zinc concentrates from ore mined at the nearby Nuestra Señora mine. The property also includes the San Rafael mine, Zone 120 project, El Cajón project, several other smaller past-producing mines and numerous mineralized showings. A focused exploration program has been implemented to explore the highly prospective land position and extend the mine life at San Rafael.

A chronology of events pertaining to 2020 Illegal Blockade at the site, is available on our [website](#).



TIMELINE AND MILESTONES

2008

Development of Mina Nuestra Señora mine (prior to Americas Gold and Silver's ownership).



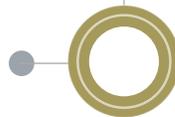
2014 / 2015

Americas Gold and Silver acquires the mine through its merger with Scorpio Mining, and invests in Los Braceros Mill.



2016 / 2017

Construction of the San Rafael mine starts / San Rafael commercial production achieved with a capital investment of approximately US \$20 million.



2020

An Illegal Blockade commences at mine.

Americas Gold And Silver is awarded the "ESR" award for their Corporate Social Responsibility.

Americas Gold and Silver is awarded the "Silver Helmet" award for the best safety index at the San Rafael Mine for underground mining with up to 500 workers.



OUR COMMITMENT TO RESPONSIBLE MINING

Mining is a complex and challenging industry, and as mine development is extremely capital intensive, there are many effectively uncontrollable risks. The Company understands that our value proposition depends on the privilege of operating in the communities in which our operations are located. To maintain this privilege, achieve our operational and growth objectives, and realize our competitive advantages amongst our peers, we must be responsible citizens by striving to deliver positive impacts to all our stakeholders both inside and outside our operations and the Company as a whole.

Our approach to sustainable development is evolving as the Company grows and is intended to ensure that our programs can be catalysts for positive and lasting environmental, social and economic contributions; that they are viable for the long term, and that we can fulfill our commitments in both economically prosperous and challenging times that are often experienced in the natural resource industry.

Americas Gold and Silver's responsible mining model is informed by the Socially Responsible Company model developed by the Mexican Center for Philanthropy (CEMEFI), and is comprised of five key pillars:

1. Governance and Business Ethics
2. Our People
3. Health and Safety
4. Environmental Stewardship
5. Community Involvement

By operating responsibly and promoting initiatives in these areas, we ensure long term value for our diverse stakeholders: the employees, investors and community members who make our business possible. Their well-being, including the well-being of our shared environment, enables our growth to be sustainable and the business to be viable. We will first present certain recent recognitions of this commitment, then present our positive economic impact and then our five key pillars for sustainable development that make all this possible.

Our approach to sustainable development is to be catalysts for positive and lasting environmental, social and economic contributions.

RECOGNITIONS AND AWARDS

SILVER HELMET AWARD



In recognition of the high safety indexes achieved by Minera Cosalá in 2019, **CAMIMEX awarded the "Silver Helmet"** to the San Rafael Mine in the category of Underground Mining of up to 500 workers.

The Silver Helmet is the highest award in the mining sector granted by the Mining Chamber of Mexico (CAMIMEX) to the companies that carry continuous improvement within an integral culture of Health and Safety in their operations. The award was presented by Luisa María Alcalde Luján, Secretary of Labour and Social Welfare.

The Silver Helmet award seeks to:

1. Distinguish and recognize the best safety indicators in mining processes.
2. Stimulate the efforts and application of the best work practices to preserve workers' health and physical integrity.
3. Encourage the adoption of accident prevention standards.

SOCIALLY RESPONSIBLE COMPANY



In 2019 CEMEFI awarded Minera Cosalá and Minera River Platte, **the Socially Responsible Company Distinction (ESR)**.

The Socially Responsible Company Distinction accredits and recognizes companies for their commitment to creating shared value to their stakeholders, who publicly demonstrate:

1. A commitment to implement and continuously improve socially responsible management as part of its business culture and strategy.
2. Having policies, procedures, and programs that share a socially responsible vision throughout each organization's level.
3. Guiding the Company towards a sustainable and socially responsible management model.
4. Identifying improvement opportunities in the business' integral management.
5. Strengthening their stakeholders' trust, which will generate added value to the institutional image and competitiveness.

The Socially Responsible Company distinctive is a voluntary disclosure initiative, awarded by the Mexican Center for Philanthropy (CEMEFI).

The evaluation process contains 150 key performance indicators and documented evidence that includes the different areas of social responsibility:

1. Social Responsibility Management.
2. Business Ethics.
3. Quality of life in the Company.
4. Environmental Care and Preservation.
5. Community Engagement.

ECONOMIC IMPACT AND PERFORMANCE

We aim to generate positive economic impacts and shared value for all our stakeholders wherever we operate.

Direct economic benefits of the Company's activities in Mexico include job creation, the promotion of local commerce, and investment in infrastructure and other projects that beneficially impact the community. Similarly, the indirect benefits of the Company's activities in Mexico include the promotion and development of local suppliers. We recognize that investment in the local economy improves the quality of life in the region holistically.

Americas Gold and Silver and its corporate predecessors began exploring and developing the Cosalá properties in 2004. Since then, we have invested hundreds of millions of dollars to support these mining operations. We estimate that these investments have generated a direct positive benefit to the Mexican economy of between US\$800 million and US\$1.5 billion.

Because of the large number of direct and indirect jobs created by the Cosalá Operations, the residents of Cosalá and surrounding communities are highly dependent on the mining operations remaining open and well run. The Cosalá Operations directly employ over 300 long-term, well paid employees, and contracts with local business partners result in the employment of many more. ***We estimate that approximately 600 to 2,400 indirect jobs are also created as a result of the Cosalá Operations.***

Our Company complies promptly and thoroughly with all our accounting and fiscal obligations to the Mexican government. We have implemented extensive internal control procedures to monitor our compliance. We voluntarily participate in audit processes assessing our compliance with requisite laws, rules, and regulations of the jurisdictions we operate in, including, but not limited to, stock market regulations. We are proud to report that from January 2018 to January 2020, we did not receive any citations during the audit processes.

Additionally, there were no initiated or pending actions related to monopolistic practices against free competition or corruption in this period. We received no fines or sanctions for non-compliance with regulations. It should be noted that this is exactly what is implicated by the supposed scheme of certain organizers of the Illegal Blockade discussed above. The Company cannot allow itself nor its numerous stakeholders to be subjected to such a scheme. Consequently this is why the Company is unable to engage with these individuals.

We estimate that between 600 and 2,400 direct and indirect jobs have been created.

PRODUCTION AT COSALÁ OPERATIONS

The Cosalá Operations production is from the San Rafael mine that is treated at the Los Braceros process plant. San Rafael is an underground silver-zinc-lead mine which entered commercial production in December 2017. The Los Braceros process plant, located 9 kilometers east southeast of the San Rafael mine, produces silver-bearing zinc and lead concentrates. The facility processes approximately 1,700 tons per day. Strong results at the Cosalá Operations were driven by sustained improvements in head grade of both silver and by-product base metals, mill throughput, and metal recovery to concentrate as mining and milling completed the operational ramp-up to full production levels in 2019 after beginning this process during 2018.

PRODUCTION AT COSALÁ OPERATIONS

<i>Fiscal year ended December 31</i>	<i>2019</i>	<i>2018</i>
Tons Milled	613,814	544,472
Silver Grade (%)	50	47
Zinc Grade (%)	3.96	3.65
Lead Grade (%)	1.64	1.50
Silver Recovery (%)	58.5	54.1
Zinc Recovery (%)	80.8	78.1
Lead Recovery (%)	73.8	71.5
Silver Produced (oz)	572,036	448,150
Zinc Produced (lbs.)	43,314,002	34,219,472
Lead Produced (lbs.)	16,374,030	12,865,832
Total Silver Equivalent Produced (oz)	4,685,053	4,165,326
Silver Sold (oz)	566,856	438,568
Zinc Sold (lbs.)	41,733,934	33,714,154
Lead sold (lbs.)	16,296,085	12,695,880

DISTRIBUTED ECONOMIC VALUE

From a vision of sustainability, we seek to ensure that economic growth generates benefits that positively impact the local economy. Distributed Economic Value allows us to represent the direct monetary value added in the region.

The distributed economic value considers the salaries and benefits we provide to each of our employees; payments to suppliers; payments for operating rights and concessions, duties, taxes and payments made to the government, including the mining fund; and community investments.

It is important to highlight that between 2018 and 2019, we increased these payments by over 28%, generating more significant benefits to our collaborators, suppliers and the community.

DISTRIBUTED ECONOMIC VALUE

	2018	2019
Distributed Economic Value	35,960,502 USD	46,349,142 USD

Reported in US dollars, at the exchange rate of 18.8727 pesos per US dollar.
In accordance with Mexico's Official Gazette dated December 31, 2019

MINING FUND

Since 2014, the Fund for Sustainable Regional Development for the Mining States and Municipalities (The Mining Fund) came into effect. Its main objective is to improve the quality of life of the inhabitants through the creation of a social and environmental infrastructure in the entities and municipalities where there is mining activity in Mexico. This fund is comprised of the municipality's value or district's mining activity and a percentage of the gold and silver revenues.

We understand the importance of the mining fund for the region's social development where we operate. Therefore, we have made the corresponding contributions in due time and form during the reported period. The amount payable is calculated based on the prior fiscal year results, so the payments made in 2018 proceeds from the 2017 income. As for the year 2020, we can confirm that the Illegal Blockade we are facing has resulted in a 99% reduction of our contribution to the mining fund.

<i>Mining Fund</i>	2018	2019	2020
Contribution	446,252 USD	428,569 USD	2,796.72 USD

COMPANY SUPPLIERS

We recognize the importance of our suppliers. As part of our value chain management, we minimize the risks arising from selecting suppliers that share our principles of ethics, social responsibility and standards of safety.

The relationship with each of our suppliers complies with the Company's Code; therefore, we do not accept any action that could lead to fraud, bribery or evidence of corruption. The Company's anti-corruption policies are communicated to all its business partners by virtue of its individual contracts with these parties and this understanding is essential.

There have been no confirmed cases of corruption, bribery, or fraud within the business relationships between the Company and its suppliers during the reporting period. Furthermore, to date, no contracts

with the Company's business partners have been re-sold or renewed for corruption-related infringements.

As part of our purchasing policies, we require and expect all our suppliers to comply with all their legal obligations, including their business incorporation and tax obligations. Additionally, in cases where products or materials with environmental impacts are purchased, it is mandatory that the supplier has all the necessary transportation permits, insurance policies in force for environmental damages and that all the drivers have contingency training.

In our supply chain, we identified a total of 31 suppliers with a possible environmental impact, including the transfer of lubricants, fuels, chemical reagents, and explosive material. These represent approximately 3% of the Company's total suppliers.

SUPPORTING THE LOCAL ECONOMY

Our Company strives to conduct business with local suppliers wherever possible. We consider a local supplier to be located within a maximum of 100 km from the mine, and we enter into contracts with suppliers who offer their services at competitive rates. In cases where this is not possible, we select regional, national or international suppliers. In 2019, we increased our local procurement budget compared to the previous year. In contrast, the Illegal Blockade that has halted our operations in 2020 has affected our ability to continue doing business with suppliers in the region. However, we are confident that we will continue to collaborate as soon as we resume our activities.

<i>Percentage of the procurement budget used locally</i>	<i>2018</i>	<i>2019</i>
Cosalá	13%	17%
Sinaloa	36%	35%

<i>Suppliers by origin</i>	<i>Number</i>	<i>Percentage</i>	<i>Nationality</i>	<i>Percentage</i>
Local	105	12%	826	92%
Sinaloa State	338	38%		
Other entities in Mexico	383	42%		
International	78	8%	78	8%
Total	904	100%	904	100%



GOVERNANCE AND BUSINESS ETHICS

Our corporate governance structure ensures that we conduct business ethically and responsibly at all levels of our Company.

This is achieved through strict compliance with the law in synergy with an internal compliance management system that incorporates codes, policies and programs as our compliance framework. Therefore, we continuously evaluate and improve our corporate citizenship allowing us to be accountable with our stakeholders.



GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

As a public company, Americas Gold and Silver is governed by a Board of Directors (“Board”) comprised of seven senior executives, who have extensive experience identifying, acquiring, developing, financing, and operating precious metals deposits globally. Aside from our CEO, who is one of our Company’s directors, all of our directors are independent.

The terms of the directors of the Company expire at the annual general meeting of shareholders where directors can be nominated for re-election. The officers hold their office at the discretion of the Board, but typically on an annual basis. After the annual general meeting, the directors pass resolutions to appoint officers and constitute committees.



[Our Board’s mandate can be found here.](#)

OUR COMMITMENT TO DIVERSITY

Americas Gold and Silver is working towards creating a gender diverse Board by working with the Company’s Compensation and Corporate Governance Committee which oversees the appointment process of our Board members to create opportunities to increase the gender diversity in the Board, as per our Diversity Policy published on our website.



[Our Diversity Policy can be found here.](#)

STANDING COMMITTEES

There are currently three standing committees of the Board: the Audit Committee, the Compensation and Corporate Governance Committee and the Sustainability & Technical Committee. The Sustainability & Technical Committee, whose Charter can be found on our website, sets out the Company’s wider approach to corporate social responsibility. We are grateful to have a member of our Board and this committee, Manuel Rivera, who is a Mexican national and focused on this area.



[Our Sustainability & Technical Committee Charter can be found here.](#)

CODE OF BUSINESS CONDUCT AND ETHICS

Our Board has adopted the Code of Business Conduct and Ethics (the “Code”), which is implemented at all levels of the Company, and is designed to provide guidance on the conduct of the Company’s business in accordance with high ethical standards, while simultaneously deterring any inappropriate behaviour. As a public company, Americas Gold and Silver is held to high standards of public accountability, and the Code represents our commitment to the public to conduct our business responsibly and ethically. In the spirit of public accountability, the full text of the Code can be accessed on our website.

Broadly speaking, the Code states that all the Company’s activities must comply with the countries’ laws in which it operates and international generally applicable standards. It also incorporates behavioral guidelines for our employees according to our core values of respect, fairness, inclusion, and safeguarding employee health and safety.

As part of the induction and training process, the workers become familiar with the Code and after reading it, having their questions answered and agreeing to fully comply with it, they sign it as proof of their commitment to adhere and comply with the Code.

The Code also mandates that our Company’s relationships with our suppliers, the government and/or civil society, are free from illegal and unethical conduct, such as conflicts of interest, corruption risks, and the Company’s direct or indirect participation in trafficking. Our Code also contains mechanisms to report any illegal and unethical behavior.

In accordance with the Code, all Company personnel must comply with all laws prohibiting improper payments to domestic and foreign officials, including the Corruption of Foreign Public Officials Act (Canada) and the Foreign Corrupt Practices Act of 1977 (U.S.). Consequently, therefore, we prohibit any type of gift or payment to government officials. The Company also does not receive any financial assistance from the Mexican government and does not make any contribution for political purposes.

At our Company, we value ethics above any benefit we may receive. We have zero-tolerance for any case of bribery or extortion; thus, once aware and confirmed, we report these cases to the corresponding authorities.



[Our Code of Business Conduct and Ethics can be found here.](#)

The Code represents our commitment to the public to conduct our business responsibly and ethically.

WHISTLEBLOWER POLICY

Our whistleblower policy encourage our employees and stakeholders to report any complaints regarding violations of the Company's Code and raise concerns about any inappropriate conduct violating applicable law – including employment or labour laws; laws regarding the environment, health and safety; securities laws; laws regarding fraud; or any other risk or violation within the Company's operations.

Our complaint procedures enable our stakeholders to bring the matter to the Company's attention promptly, and anonymous complaints can be made through our Ethics Point Hotline.

COMPLAINT PROCEDURES

The Company's Code has in place different procedures to report any violations of the Code, including bringing the matter to the attention of an immediate supervisor and then up the chain if necessary.

If appropriate, Company personnel can also bring the matter directly to the attention of the General Counsel or their designee by mail, email, telephone, through the company's website or using the Ethics Point Hotline, providing the employees, contractors and suppliers a variety of methods, to inform any misconduct without fear of reprisal.

The Ethics Point Hot Line is a part of our Ethics and Corporate Compliance Program. This line serves as a method to report unethical and/or illegal conduct, and it provides the necessary tools for the Company to solve issues internally.

The Ethics Line is entirely anonymous and confidential, providing a reliable method for employees, contractors and suppliers to inform any misconduct without fear of reprisal.

MANAGEMENT AT OUR COSALÁ OPERATIONS

The management and day-to-day operation of the Company is handled by the officers appointed by the Board. Our Company's management teams are similarly qualified professionals, and with respect to sustainability, they share the obligation to ensure the Company fulfills its obligations with respect to ethical behaviour, management of health and safety, environmental sustainability, regulatory compliance, and the identification of risks and opportunities.

Our officers operate within an ethical, fair, and transparent framework, considering the needs and interests of all our stakeholders and always complying with the relevant regulations and the Company's Code, policies and mission.

OUR PEOPLE



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Americas Gold and Silver is proud of its team members and is committed to providing opportunities for individuals to grow personally and professionally.

Our people are the pillar of our Company. They represent the best of our organization and, at the same time, they are our main link to the communities we operate in. Our commitment to them begins with providing decent jobs, fair wages and frequent training to ensure their safety in the work areas.

Under the guidance of experienced management, our well-trained and dedicated teams apply their knowledge and ingenuity daily to advance our projects and the Company's goals. Americas

Gold and Silver is always expanding its search for additional candidates to enhance its operations teams' skills and performance. Americas Gold and Silver is proud of its team members and is committed to providing opportunities for individuals to grow personally and professionally and to excel in a safe, diverse and respectful employment environment.

As a Company that strives to create a safe, respectful, and diverse work environment, and we are proud to report the following:

- *100% of our employees have a full-time employment.*

 - *80% of our workforce is local.*

 - *Our average wage with benefits, exceeds 2.5 times the average national income and over three times Sinaloa's average income.*

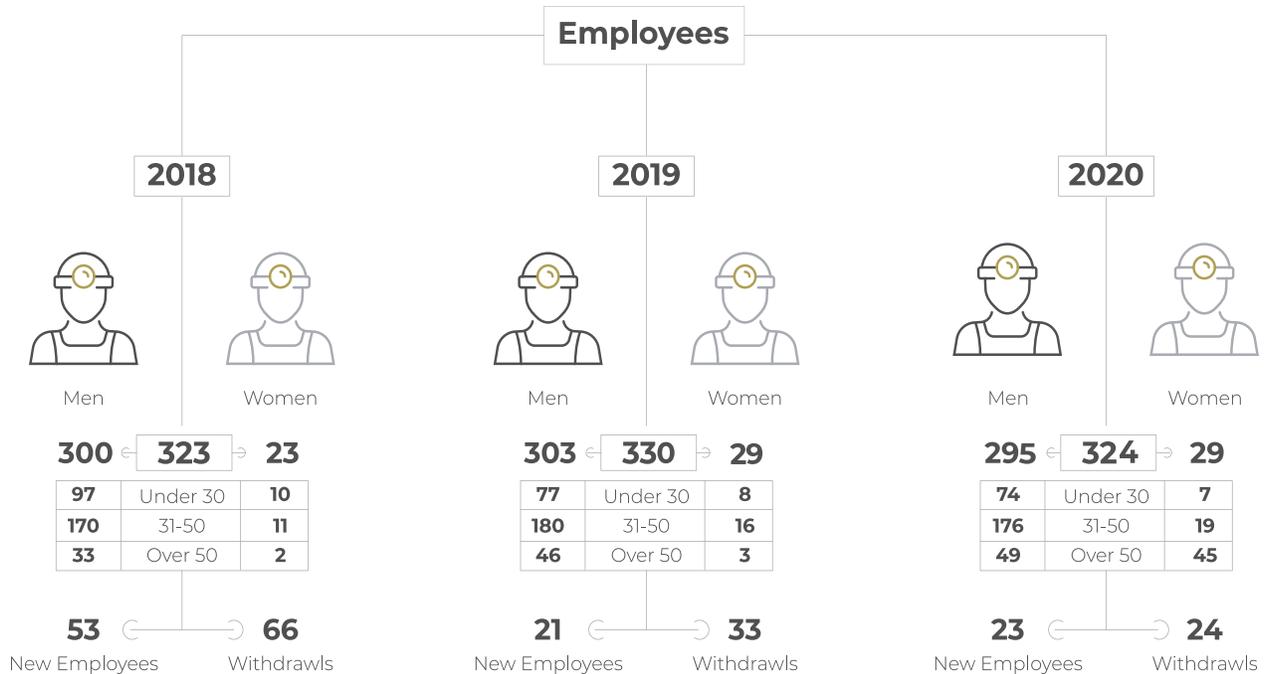
 - *The extractive industry in is among the highest paying Mexico. Our average base wage is 20% better that the extractive industry average.*
- *The minimum wage we grant is 2.6 times higher than the current general minimum wage.*

 - *We recognize the importance of our employees' families and facilitate healthy recreation activities for family integration.*



EMPLOYEES

At the end of 2020, we employed a total of 324 people at our Cosalá Operations, 2% less than in 2019. Our Company has always demonstrated the highest level of respect for our employees' freedom of association with any union that had been fairly elected.



At the end of 2019, there were 33 withdrawals due to voluntary resignation or contract termination. When an employee is not performing their tasks at a reasonable standard for a person in their role, we work with the employee to remedy such deficiencies, considering dismissal only as a last resort.

Regarding the 2020 withdrawals, a significant number of our employees left their jobs because of the Illegal Blockade, which remains in place as of the release of this report. It should also be noted that 14 employees were fired for cause in relation to illegal conduct and poor performance. This was not as a result of any labor-related action.

Our hourly workforce is unionized. As noted above in the section ***Always true to our values - Dispelling false statements***, we stand by our employees

right to freedom of association and we believe in the importance of collective bargaining agreements. Unfortunately, these rights have been attacked over the last year while being used as a justification for an Illegal Blockade. We strongly believe that collective bargaining agreements can only function effectively if conducted freely and in good faith by all parties while following the law. We reject extortion and threats to our workforce and take shelter in the rule of law and the belief that the appropriate Mexican authorities will enforce it.

During the reporting period, our employee's average age was 37 years. Moreover, the percentage of women in our company remains at 8%, comparable to the average number of female employees within the mining industry as a whole.

NEW EMPLOYEES PER ROLE

	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Administrative	7	3	10	2	2	4	1	2	3
Operative	42	1	43	14	3	17	20	-	20
Total	49	4	53	16	5	21	21	2	23

NEW EMPLOYEES BY AGE GROUP

	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30	30	2	32	11	3	14	9	2	11
30-50	15	2	17	3	2	5	10	-	10
Over 50	4	-	4	2	-	2	2	-	2
Total	49	4	53	16	5	21	21	2	23

EMPLOYEE WITHDRAWAL BY AGE AND GENDER

Age Group	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30	26	2	28	15	2	17	3	-	3
31-50	29	2	31	12	1	13	18	-	18
Over 50	7	-	7	2	-	2	3	-	3
Total	62	4	66	29	3	32	24	0	24

EMPLOYEE WITHDRAWAL BY REGION

Region	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Sinaloa	48	3	51	25	2	27	14	-	14
Other region	14	1	15	3	1	4	9	-	9
Foreign	-	-	-	1	-	1	1	-	1
Total	62	4	66	29	3	32	24	-	24

LOCAL EMPLOYMENT

We believe in the importance of generating a positive economic impact in the communities we operate in by creating job opportunities with competitive salaries. Through such opportunities, our employees may improve their living conditions, and consequently, the community will experience economic growth.

We are proud to report that 80% of our employees are from Sinaloa; exceeding the minimum legal requirements, 99% of our employees are Mexicans (the Federal Labor Law demands that 90% of any company employees must be from Mexico).

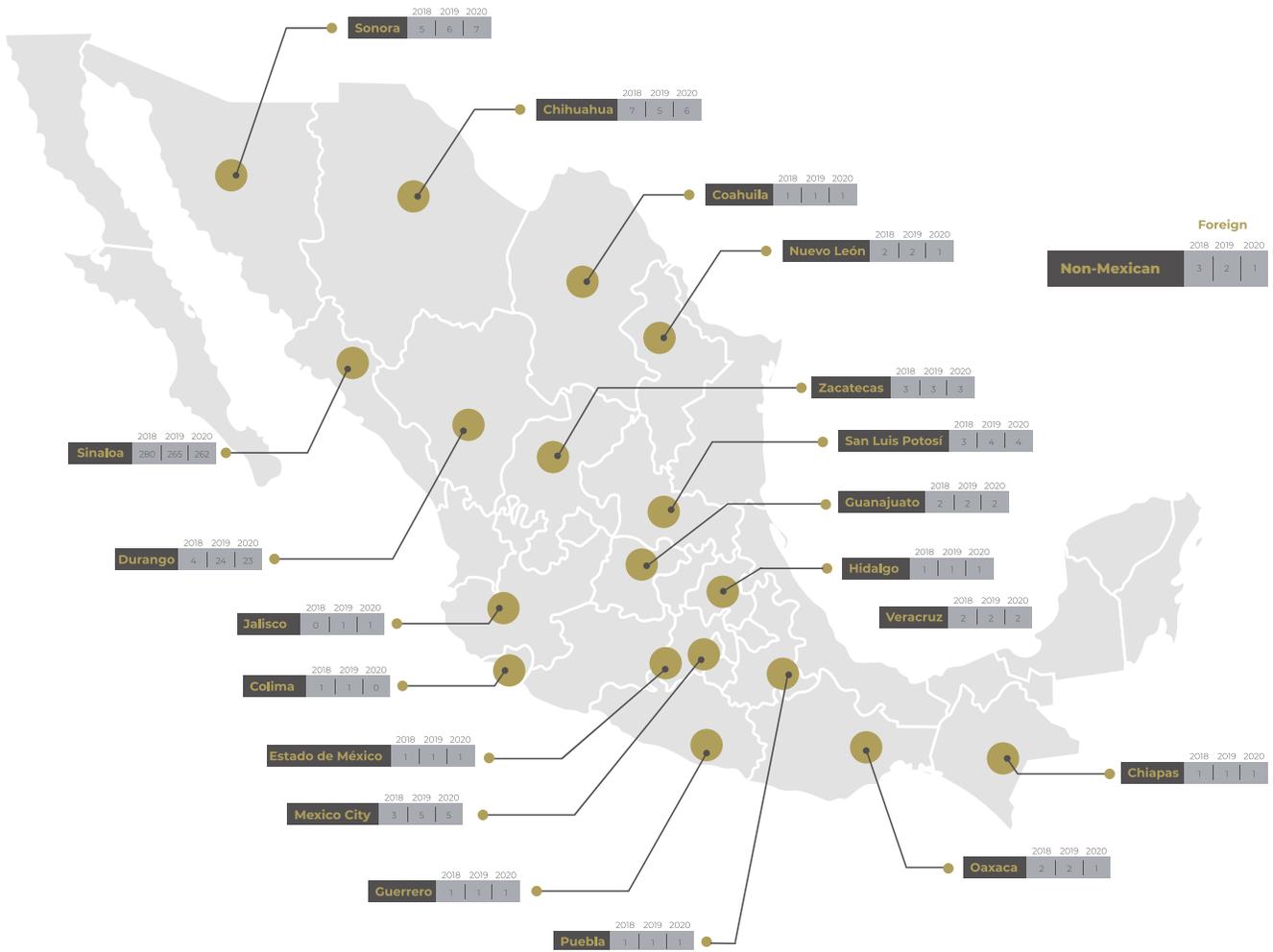
We support the local economy's development through employment; therefore, our first employment source is local. We recruit externally in cases where there are no candidates with the necessary preparation or training within the Company, including management positions or specialized technical requirements. Therefore, in the reported period, 60% of the management team is local, one person is from Mexico City and one person is from Canada.

EMPLOYEES PER ORIGIN

Year	México	Sinaloa	Cosalá	Foreign
2018	99%	80%	79%	1%
2019	99%	80%	70%	1%
2020	99%	80%	70%	1%



EMPLOYEES PER STATE / COUNTRY



In 2019, we had five managers employed at the site: four oversaw administrative departments, and one oversaw operational tasks. Three of these positions were filled by local members of the community, one of these managers was from Mexico City, and one manager was from Canada.

OUR COMMITMENT TO A BETTER INCOME

Americas Gold and Silver believes that the income and the benefits that we offer to our employees promote a shared value with their families and the local communities, and play a significant role in reducing inequalities, alleviating poverty, and contributing to local development. For the Company, providing its employees with a salary and benefits above the industry's average and the region in which we operate constitutes a competitive and often a superior income.

All of our employees receive an income composed of:

- Base Salary.

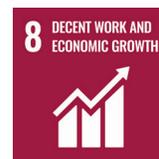
- Legal Benefits, which include social welfare, housing (Infonavit), and participation in a pension plan established according to Mexican regulations.

- Additional Benefits and Compensation, which may consist of personal life insurance, medical insurance, home allowances, saving funds, personal loans, transportation, and technical training in an environment that promotes health and safety.

In the national context, the average employee's salary in the extractive industry is higher than the average employee's salary in other industries. Americas Gold and Silver further exceeds this standard by awarding an average base salary that ~20% higher than this average. Furthermore, the average income we provide to our employees, including benefits, is almost 2.5 times the average national income, and over 3 times the Sinaloa's average income*. Even when the lowest base wage paid, the is more than twice the general minimum wage.

*Source:2018-2019 Center for Public Finance Studies. Cámara de Diputados (México House of Representatives).

We are committed to create the conditions needed for sustainable and inclusive economic growth.





OUR WORK PRACTICES & WORK ENVIRONMENT

The Company fosters a work environment in which all individuals are treated with respect and dignity. We are committed to actions and policies to assure fair employment, including equal treatment in hiring, promotion, training, compensation, termination and corrective action and will not tolerate any discrimination or harassment, and we strive to ensure our employees feel comfortable to raise any concerns they may have with senior members of our team.

Americas Gold and Silver is an equal opportunity employer and does not discriminate against Company personnel or potential employees, officers or directors on the basis of race, color, religion, sex, national origin, age, sexual orientation or disability or any other category protected by Canadian federal and provincial laws, rules and regulations and, in addition, in accordance with the laws, rules or regulations applicable in the jurisdiction where such Company personnel are located. The Company will make reasonable accommodations for its Company personnel in compliance with applicable laws, rules and regulations.

OUR COMMITMENT TO A HARASSMENT-FREE WORKPLACE

The Company will not tolerate harassment of Company personnel, consultants, customers or suppliers in any form, which for greater clarity, includes harassment that is sexual in nature.

Furthermore, we take our human rights obligations very seriously, and accordingly, there is no child labour or forced labour, nor registered incidents related to extortion, discrimination, or any other complaints at any of our sites during the reported period.

MENTAL HEALTH

A favorable organizational environment is a decisive factor when attracting and retaining talent and expertise. Our psychosocial risk prevention policy was developed in order to comply with the requirements of NOM-035-STPS-2018 on the identification, analysis and prevention of psychological risk factors at work. To ensure that we never fall short of our goal to foster a comfortable, friendly, and productive work-environment, we carry out internal surveys to identify any psychosocial risk factors and take all appropriate actions, if so required.

OUR GENDER PARITY PROMISE

At Americas Gold and Silver, we promote gender equality by ensuring gender parity and respect for the principle of equal pay for work of equal value at all levels of the Company. Our employees who have the same responsibilities receive equal payment as the income is based in the work that is performed and not based on their gender. In our Company, when men and women have the same responsibility, they receive the same income.

Our recruitment and compensation policies and procedures recognize our employees based on their knowledge, skills and performance.

**We promote
gender equality
for the principle of
equal pay for work
of equal value.**

INTERNAL COMMUNICATION

We inform our employees about important issues and noteworthy matters, including any special recognition for outstanding performance by any employee, updates on company goals, and the activities we engage in supporting our surrounding communities and protecting the environment. Due to the nature of our employees' work, we use bulletin boards installed in our facilities' different locations. At the same time, we also inform our administrative workers via e-mail. For our external stakeholders, we make periodic announcements through social media. During 2018 and 2019, our communication tools were regular meetings, digital and printed newsletters and internal mailing.

In 2020 we faced challenges regarding communication with our employees, given the sudden restriction of safe access to our operations. The main organizer of the Illegal Blockade has also paid to actively spread false information about the Company and its intentions. However, we have worked to keep communication channels open to transparently inform our employees about the situation we are facing, but we recognize that some have not felt adequately informed. We have tried, whenever possible, to make public the progress made about this situation, but we are often limited by legal and safety constraints. We will do our best to improve this communication as we can hopefully move toward a re-opening scenario once the Illegal Blockaders leave the site.



FAMILY AS A KEY ELEMENT

It is our Company's policy and practice to not only care for our employees professionally but personally as well, as we are fully aware of the importance of the family as a key element in our employee's wellbeing.

PARENTAL LEAVE WITH FULL SALARY

We ensure that parental leave is granted whenever and wherever required. In 2018 we granted parental leave to 3 employees, in 2019 to eight employees granting in all cases 5 days of leave and full salary complying with Articles 170 and 132 of the Federal Labor Law, in 2020 there were no cases of parental leave. These employees also returned to their same role and income at Americas Gold and Silver after their leave. Our Company also ensures that breastfeeding breaks and paternity leave are provided to all employees who require such accommodations.

ACCESS TO MEDICAL ASSISTANCE

As we will discuss later in this report, Americas Gold and Silver is committed to support our employees, includes ensuring their families have access to medical appointments. The Company, through qualified, friendly and committed doctors, provides free weekly consultations to our employees' families.

FAMILY AND RECREATIONAL ACTIVITIES

We regularly contribute to local celebrations and healthy recreational activities, recognizing the importance of these events to our employees and their families. We celebrate Holy Kings Day with our employees by sending their children gifts, and we also hold annual raffles in honour of Mother's Day. In recognition of Miner's Day every July 11, we organize and fund a celebration for our employees and their families, which includes such activities as a picnic and an interdepartmental soccer tournament. We also support healthy active living in the communities we operate in by providing sports equipment for local sporting activities.

More information regarding our involvement in these activities is detailed further in this report.



TRAINING AND DEVELOPMENT

Training and skill development is a key aspect of Americas Gold and Silver's approach to responsible and sustainable mining.

In providing tools and knowledge to face current and future challenges in the workforce in a productive, competitive, and sustainable way, we ensure the health and safety of our employees, and foster a productive work environment. We seek, hire and train qualified men and women for the best job performance under the commitment to provide benefits superior to those of the law, and fair treatment.

In 2019, we provided specialized training regarding the mining sector by creating alliances with educational institutions. We grant training opportunities according to every job profile. During the year, we achieve 7,614 training hours, including 642 training man hours inductions and reinductions; further-

more, we provide additional safety training, specified in the health and safety section.

In 2019, we granted three of our employee's financial support to pursue post-secondary education.

At the end of 2019, we recorded 727 hours of training on environmental protection and 5,486 hours of training on safety and hygiene in the workplace; the average hours per woman were 32.29 and 22.25 per man.

Our training program was halted in 2020 due to the Illegal Blockade, however, we intend to reactivate it once safe access to the mine is restored.

We seek, hire and train qualified men and women under the commitment to provide benefits superior to those of the law.

2019 Trainings	Total Hours
Health and safety	5486
Environmental protection	727
Mine operation and maintenance	867
Technical trainings	169
Administrative trainings	180
Specialized trainings	114
Corporate Social Responsibility	71
Total	7614

HEALTH AND SAFETY

Mining can be a dangerous industry, and many of our employees may perform tasks in their roles that carry a high level of risk to their personal health and safety.

Accordingly, the health and safety of our employees is a top priority of our operations. We strive for zero fatalities, zero lost-time incidents and zero workplace health issues.

Americas Gold and Silver seeks to develop robust and evolving health and safety policies that are constantly reviewed to determine if they can be improved.

We seek to ensure the implementation and strict adherence of such policies by providing all our employees comprehensive and necessary training on an ongoing basis.

Guiding and changing behavior is one of the greatest challenges in any aspect of life. We strive to foster a culture surrounding health and safety

to motivate individuals to work in a safe and responsible manner, challenge unsafe behavior and champion best practices.

We maintain a system of checks and balances to ensure that the health and safety policies are strictly adhered to; and impose strict disciplinary action for violations.

The Company is committed to the implementation, development and strengthening of our Occupational Health and Safety System, which includes developing necessary policies, procedures and control systems to prevent accidents, and investigating incidents and any situation that may be a risk to occupational health, and that may directly or indirectly affect the production and operation processes at our facilities.

NORMATIVE COMPLIANCE

We vigilantly and continuously ensure that we remain compliant with our various legal obligations regarding health and safety, including the Official Mexican Standards established by the Ministry of Labor and Social Prevention and the Ministry of Health. The legislation detailing these obligations, to which the Company is subject, is listed below:

- *NOM-023-STPS-2012, Underground mines and open pit mines - Occupational health and safety conditions.*
- *NOM-010-STPS-2014 Chemical hazards and toxic substances - Recognition, evaluation and control.*
- *NOM-047-SSA1-2011, Environmental Health-Biological Exposure Indices for Personnel Occupationally Exposed to Chemical Substances.*
- *NOM-019-STPS-2011, Constitution, integration, organization and functioning of health and safety committees.*
- *NOM-009-STPS-2011, security conditions for work at heights.*
- *NOM-011-STPS-2001, Safety and hygiene conditions in work centers where noise is generated (Occupational noise exposure).*
- *NOM-015-STPS-2001, High or low thermal conditions - Safety and hygiene conditions. (Occupational heat exposure).*
- *NOM-024-STPS-2001, Vibrations-Safety and hygiene conditions in the workplace. (Occupational Vibration Exposure).*
- *NOM-025-STPS-2008, Lighting conditions in the workplace.*
- *NOM-027-STPS-2008, Welding and cutting activities-Safety and hygiene conditions.*
- *NOM-029-STPS-2011, Maintenance of electrical installations in work centers-Safety conditions.*

OUR COMMITMENT TO HEALTH AND SAFETY

As part of our commitment to health and safety, we evaluate our performance against the highest international safety standards (not limited to the given country of operations). The following methodologies are key components of our evaluative process:

Job Safety Analysis (JSA)

We carefully analyze the activities for each job to develop to discover existing and potential hazards and unwanted events to ensure any resultant risk through the selection and implementation of appropriate controls.

Quasi-Incident Reports

We evaluate each unsafe condition and incident to prevent any unplanned event that could be a potential injury, occupational disease or risk situation. This report includes a detailed analysis of what would have been an incident if a person were present at the time when the incident or event occurred.

FELT Leadership Model (FELT Leadership)

Supervisors, bosses and managers demonstrate their commitment to their employees' wellbeing by accompanying their teams, leading by example, and participating in productive conversations, thereby strengthening positive behaviours and proposing actions that improve safety.

As part of our preventive actions, in 2019 we provided personal protective equipment, machinery and signs necessary to minimize risks, in accordance with international regulations, installing 553 new industrial safety signs, including mine and processing plant.



MINE EVACUATIONS DRILLS

Always striving to ensure our employees perform their task under the best working conditions, another important preventive action taken by our Company during 2019 was the implementation of mine evacuation drills, with a maximum evacuation time of 20 minutes and zero incidents to report. While the evacuation drills were a success, our Company's commitment to provide an even safer work space to our workers, for example, by adding an emergency exit, has stalled as a result of the Illegal Blockade. However, once the Company restarts operations, and after conducting the necessary safety inspections, we would expect this to be completed in the ordinary course.

ACCIDENTS AND INCIDENTS: "ONE IS TOO MANY"

Americas Gold and Silver has a "One is Too Many" approach towards dealing with accidents in our operation facilities. Accidents in the workplace result in more than financial costs to our Company; they can affect the peace of mind of our employees and their families. We want everyone to go home safely everyday. Our primary objective is to take meaningful actions to reduce the risk of accidents occurring on our site, and thoroughly investigate and analyze any accident or incident that occurs. Our capacity and commitment to mitigate these risks is one of our Company's key performance indicators.

With the actions implemented to improve safety in 2019, our accident rate (incidents per 200k man hours) decreased from 3.71 in 2018 to 2.53 in 2019. The number of accidents at our site also showed a downward trend, with an indicator of 30% fewer accidents in 2019 than the previous year, allowing us to go from 65 days with disability in 2018 to zero days in 2019. In 2019, 30 incidents were presented to and analyzed by the Safety and Hygiene Committee, in compliance with

Type of Accidents	Number of Accidents in 2018	Number of Accidents in 2019
Injury Requiring First Aid Services returning to work after treatment	16	10
Injury Requiring Transfer (RWDI)	1	0
Injury Requiring medical treatment returning to work on next shift	0	5
Lost Time Incidents	5	0
Total Accidents	22	15

At Americas Gold and Silver, we are convinced that accidents are avoidable and foreseeable. For this reason, we are committed to the implementation, development and strengthening of a management system for occupational health and safety, with follow-up of methods and measures necessary to prevent damages and losses to people, the environment, the Company's assets, equipment and facilities, and production processes.





With our workers' active participation, we promote the continuous improvement of environmental conditions and work habits to safeguard our employees' well-being. We also demand compliance with current occupational health standards to suppliers and contractors, thus continuously improving our performance in occupational health and safety through:

- *Promoting awareness and constant education by fostering a culture of self-care in occupational health and safety among employees, contractors, local community and other stakeholders, with training programs, training, preventive services and consultations on occupational health and safety issues.*

- *The implementation of occupational health and safety methodologies aligned with national and international standards, from the planning and development of our daily activities to identify, evaluate, and control the risks that arise in the company's facilities and operational processes, establishing the means and conditions that protect the worker.*

- *Establish effective lines of communication to promote the identification and resolution of occupational health and safety issues among employees, contractors, the local community, and other stakeholders.*

- *Provision of basic personal protective equipment and, where appropriate, specific personal protective equipment based on the activity performed and the risks each employee is exposed to prevent injuries, occupational illnesses and accidents.*

- *Strict compliance with safety procedures for carrying out exploration and exploitation activities, as well as the health and accident statistics system that allows us to evaluate risks and preventive or corrective measures.*

- *Evaluate our occupational health and safety performance through internal and external audit programs to ensure its effectiveness.*

- *Safety protocols and signage in each of the mining unit areas, processing plant and administrative offices.*

It is also worth mentioning that, in aiming to continue our commitment to provide the best working conditions, our employees are not only given the appropriate workwear and personal protection equipment, but they also have access to designated sanitation areas and shower amenities at our operation facilities.

In recognition of the high safety indexes achieved by Minera Cosalá in 2019, CAMIMEX granted the "Silver Helmet" Award, which recognizes companies with the highest safety standards in their operations.

SAFETY AND HYGIENE COMMITTEES

To remain compliant with our obligations under the Official Mexican Standard NOM-019-STPS-2011, we implemented two Safety and Hygiene Committees for our employees.

The Safety and Hygiene Committee that oversees the San Rafael Mine is comprised of 22 members. The Safety and Hygiene Committee for the Process Plant surveillance is made up of 14 members. Fifty percent of each committee is elected by their peers in a majority vote, and the Company appoints the other 50% to represent the Company.

The Safety and Hygiene Committee is responsible for the following:

- *Conducting verification tours of the site to identify dangerous or unsafe conditions are identified.*
- *Investigating potential hazards and accidents when they occur.*
- *Determining preventive measures for potential occupational hazards.*
- *Making and implementing recommendations to improve the safety of our mine site.*

In 2019, the evaluations carried out by the Safety and Hygiene Committee reported an 80% overall compliance with normative safety standards in the "Los Braseros" Processing Plant and an 87% overall compliance with such standards in the "San Rafael" Mine.

The Safety and Hygiene Committee reported 100% compliance was noted in the following areas:

- *Storage of hazardous chemicals.*
- *Storage of hazardous chemical waste.*
- *Inspection of codes and marking of pipes.*
- *Firefighting equipment and emergency panels.*
- *Safety in heavy machinery.*
- *Inspection of safety accessories.*
- *Inspection and cleaning of mining shelters.*
- *Inspection of hygiene conditions in dining rooms, bathrooms and dressing rooms.*
- *Inspection of machinery preventive maintenance records.*



HEALTH AND SAFETY TRAINING

We promote a culture of safety in our Company by taking a preventative approach towards occupational hazards, through the continuous and thorough training and education of our workforce. To this end, we have designed an annual training program in safety and industrial hygiene, which is provided to our employees, contractors and visitors.

Through the 2019 industrial safety training program, we ensure that each of our employees has the knowledge, tools and conditions to act safely and responsibly. Our program includes incident prevention programs, pre-hospital medical care and handling of chemical substances, and training in other related areas. We also communicate daily with our employees about the ever-present risks they face in the workplace.

In 2019, we updated our training to include rescue procedures in underground mines, particularly in the case of fire or explosions.

HEALTH AND SAFETY TRAINING

Type of training	2018		2019	
	Training Sessions	Man-hours	Training Sessions	Man-hours
Training Program in Safety and Industrial Hygiene	161	4317	54	1,324
Daily talks	1705	2,229	623	605
Total	1,866	6,546	677	1,929

We ensure that each of our employees has the knowledge to act safely and responsibly.



SELF-MANAGEMENT HEALTH AND SAFETY PROGRAM

We participated in the Self-Management Program for Health and Safety at Work process, regarding the Federal Regulations on Safety, Hygiene and Work Environment contained in the Official Mexican Standard NOM-030-STPS-2006.

This program, promoted by the Ministry of Labor and Social Welfare, was implemented to ensure that companies have a standardized level of safety performance, with specific guidelines to improve preventative standards regarding accidents and occupational diseases, among other workplace hazards, strengthening the prevention of accidents and occupational diseases, among others.

We completed all the activities pertaining to this program by the end of 2019, final confirmation from the Secretariat of Labour and Social Welfare has been rendered impossible while the Illegal Blockade persists, and they are unable to access the operations.

OCCUPATIONAL DISEASE PREVENTION AND PROMOTION OF HEALTH

In compliance with the provisions of the Mexican Official Norms NOM 030-STPS-2009, about Preventive occupational health and safety services, and NOM-023-STPS-2012, regarding occupational health and safety conditions at underground mines and open-pit mines, we established a program for the health surveillance of occupationally exposed personnel to monitor their exposure and mitigate any negative impacts on their health.

Following the aforesaid Mexican Official Norm, the Company performs annual periodic medical examinations, including anthropometry, complete blood biometry, spirometry and tonal audiometry. We also provide blood lead level tests to employees placed at risk under the nature of the tasks performed in their roles. Furthermore, we keep records of the the medical examinations performed and their results for the health benefit of our employees.

Americas Gold and Silver is proud to report that during the reported period, no illnesses caused by occupational hazards were detected. To further clarify the blood lead level test performed by our employees, all our employees' results came back within the acceptable limits levels. As our employees are healthy, no further actions were required.

Medical Examinations	Lab Test
Anthropometry	143
Complete Blood Biometry	285
Spirometry	143
Tonal Audiometry	106
Blood Lead	50

All of our employees have access to medical services inside our facilities. In order to provide an even more comprehensive care for our employees' health and well-being, in 2019, the Company implemented several initiatives aimed at addressing conditions that were not related to occupation, including weight control, prevention of breast, cervical and prostate cancer, prevention of alcoholism and drug addiction, hygienic handling of food, and prevention of allergies and seasonal diseases. We also coordinated various vaccination campaigns and facilitated tetanus vaccines and seasonal influenza vaccines to all employees who required them. During 2020, our ability to administer these programs locally has been largely eliminated by the restriction of safe access caused by the Illegal Blockade, however, we continue to provide medical consultation services to our employees and their families.

Vaccines	Lab Test
Tetanus	180
Sesonal Influenza	150







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Managing environmental factors today supports a positive environmental legacy for the future, and that means practicing environmental stewardship.

ENVIRONMENTAL STEWARDSHIP – ZERO INCIDENTS

The production of metals is resource intensive, and minimizing our environmental impacts is an essential aspect of our long-term goals. Managing environmental factors today supports a positive environmental legacy for the future, and that means practicing environmental stewardship.

Meeting and exceeding government regulations, the proactive protection of flora and fauna, responsible water management – these and other initiatives add value to communities and ensure healthy environments in which to work, live and grow. Our environmental stewardship is evolving and focuses on continuous improvement in concert with our overall drive towards operational excellence while always considering the needs of our local communities.

The movement of earth during the extractive process causes changes in the soil of the regions where it operates, and the processing of large amounts of raw materials and natural resources, and emissions of dust and noise can be sources of pollution. It is our responsibility to implement actions that will reduce the potential impact of our operations, either through good mining practices or by investing in technology that will improve our performance.

The Company's mining, exploration and development activities are subject to various federal, state and municipal laws and regulations relating to the protection of the environment, including requirements for closure and reclamation of mining properties.

In all jurisdictions where the Company operates, specific statutory and regulatory requirements and standards must be met throughout the ex-

ploration, development and operations stages of a mining property with regard to matters including water quality, air quality, wildlife protection, solid and hazardous waste management and disposal, noise, land use and reclamation. Changes in any applicable governmental regulations to which the Company is subject may adversely affect its operations. Failure to comply with any condition set out in any required permit or with applicable regulatory requirements may result in the Company being unable to continue to carry out its activities. The impact of these requirements cannot accurately be predicted.

Our environmental management system seeks to minimize the environmental impacts resulting from our operation. The precautionary approach under which this system has been developed incorporates policies and procedures that allow us to protect our environment. We have established processes that allow us to monitor energy consumption, responsible water use, protection of flora and fauna and final waste disposal and as a result of this system we are proud to report zero environmental incidents.

In this reporting period we did not receive any observations, fines or administrative procedures from SEMARNAT related to our environmental performance.

We remain committed to protecting the environment, and we plan on resuming our environmental program as soon as we can safely return to our facilities and conduct all the necessary inspections and studies to determine the current environmental state of our facilities.

NORMATIVE COMPLIANCE

Our Company carries out its activities in strict compliance with the environmental authorizations and licenses granted to us. All our preventive measures, concerning the mitigation of negative impacts on the environment, have been subject to verification by the Ministry of Environment and Natural Resources (SEMARNAT), who, even before Americas Gold and Silver was responsible for the mine operations, have also verified and approved the environmental impact and risk studies for the San Rafael and El Cajón mines.

We also comply with laws and Official Standards that apply to all industrial activities and some that apply specifically to our industry. Among these laws and Official Standards are:

- *General Law of Ecological Balance and Environmental Protection.*

- *General Law of Prevention and Integral Management of the Residues.*

- *Federal Law of Environmental Responsibility.*

- *NOM-001-SEMARNAT-1996, Discharge of wastewater.*

- *NOM-052-SEMARNAT-2011, Dangerous residues.*

- *NOM-043-SEMARNAT-1993, Emission of solid particles from fixed sources.*

- *NOM-141-SEMARNAT-2003, Design, construction, operation, closure and post-closure of tailings dams.*

- *NOM-157-SEMARNAT-2009, Mining and metallurgical waste management plans.*

Furthermore, in its Environmental section, the Code reiterates that the Company is committed to standards of excellence in our environmental practices and among other important facts, the Company's personnel is not only expected to comply with all applicable environmental requirements and to seek proper guidance when required but our personnel is also expected to report any environmental violations or even suspected violations.

RAW MATERIALS USED

Our extraction and production process requires the use of raw materials, supplies and certain products that are considered hazardous. We monitor the correct use of materials, and we have trained our employees in accordance with the Official Standard NOM-005-STPS-1998, which ensures that employees comply with certain safety conditions

for the handling, transport and storage of hazardous chemicals.

We are aware that the products that we require are mostly non-renewable, and that sometimes they cannot be reused. Therefore, we seek to maximize their utility in our operations before disposing of them responsibly.

<i>Materials Used in Liters</i>	<i>Amount Used in 2018</i>	<i>Amount Used in 2019</i>	<i>Amount Used in 2020</i>
Fuels	159,564	200,344	25,000
Accelerant and additives	120,000	130,000	6,000
Lubricants	68,390	79,225	6,714
Citec reagents	9,290	14,830	-
Acids	2,940	3,160	150
Others	3,000	3,000	-

<i>Materials Used in M3</i>	<i>Amount Used in 2018</i>	<i>Amount Used in 2019</i>	<i>Amount Used in 2020</i>
Gravel and sand	4,687	6,564	180
Fuels	1,050,000	1,050,000	65,000

<i>Materials Used in Kg</i>	<i>Amount Used in 2018</i>	<i>Amount Used in 2019</i>	<i>Amount Used in 2020</i>
Fuels	1,050,000	1,050,000	65,000
Explosives	563,425	583,600	23,600
Concrete	1,047,590	2,604,770	136,030
Lubricants	3,000	3,240	180
Sulfates	518,475	720,075	43,500
Lime Oxide	1,573,760	2,203,990	144,730
Steel ball and steel sheets	90,000	100,000	30,000
Citec reagents	45,940	40,177	630
Others	50,000	50,000	-



WASTE MANAGEMENT

The mining process produces useful materials for society that are part of everyday use. In contrast, mining generates significant mineral and non-mineral waste, including used oil, other solid waste, and wastewater. The Company has established waste management systems, following applicable regulations and the management plans we have established for our processes, thereby reducing environmental risks. We established internal procedures to find the appropriate method for its final disposal, and when possible, it is valorized and transferred for transformation and reuse. These systems are evaluated on an ongoing basis to ensure responsible waste management and, consequently, reduce our environmental footprint.

We have established processes for the proper disposal of hazardous materials, ensuring that our waste management minimizes environmental

risks, promotes beneficial post-mining land use, and reduces closure and reclamation tasks. In compliance with the environmental and safety regulations, we have the Hazardous Waste Generators Registry granted by SEMARNAT, according to NOM-052-SEMARNAT-2005.

We also established an annual training program, which began in January 2019 and concluded in January 2020. This training aims to educate our employees on the importance of the environmental preservation and the proper separation of hazardous waste.

Type	Disposal Method	2018 Tons	2019 Tons
Residual Waste	Transferred for proper disposal	12.11	17.67

RESPONSIBLE USE OF ENERGY

Energy is one of the most important resources in our mining operations and is one of the resources that can have the largest environmental impact. As such, we aim to use energy responsibly and efficiently, with a focus on decreasing the amount of energy-related pollution generated because of our operations.

Our pumping and processing plant facilities are powered by the Federal Electricity Company (CFE); therefore, we reserve the use of diesel generators only in emergency situations. To this date, we have not implemented the use of renewable energy due to its high cost, but the Company remains committed to exploring cost-effective, renewable sources of energy for our operations.

ENERGY CONSUMPTION

In the period 2018 – 2019, our highest electricity consumption came from the operation of the Benefit Plant and the Nuestra Señora Mine, and to a lesser extent from the air conditioning equipment in the engine control room of the Benefit Plant, the testing and pumping at Mina Nuestra Señora, and office maintenance of our Processing Plant, offices, industrial security building and warehouse. From 2018 to 2019, energy consumption increased in the process plant, mainly due to increased production. In contrast, we had a reduction in our administrative offices and on-site camps.

ENERGY CONSUMPTION IN KW/H

Description	2018	2019	2020
Energy consumption at Los Braceros	16,285,189	18,035,808	1,839,376
Energy consumption at Mina San Rafael	3,795,577	7,387,318	1,494,656
Energy consumption at Mina Nuestra Señora	1,632,296	1,141,527	122,378
Homes for use of employees	124,903	125,857	48,567
Cosalá Office	70,753	60,782	42,736
Mazatlán Office	54,600	53,200	49,000
Camp Facilities at site	51,280	45,680	43,440
Total	22,014,598	26,850,172	3,640,153

We control energy consumption based on the standard CFE measurement and weekly readings for the verification of unit costs for each piece of refrigeration equipment. Based on nominal consumption with an average efficiency of 90%, as well as office equipment and other equipment that operate with electricity, these calculations are based on the existing equipment in operation in the areas belonging to the Processing Plant.

We noted a 0.18% decrease in electrical energy consumption between 2018 and 2019 due to of the improvements made to the lighting systems and the replacement of traditional refrigeration equipment with low-consumption equipment. However, the whole year's energy consumption increased between 2018 and 2019 as a result of the additional equipment and increased mining activity for mineral processing.

ENERGY INTENSITY

The energy intensity ratios define the organization's energy consumption. Along with the organization's overall energy consumption, energy intensity helps to contextualize the organization's efficiency.

In this first report, we have established that the intensity ratio reported in 2018 and 2019 is the result of total energy consumption divided by equivalent silver ounces. However, given that this is our first report, there may be changes to the methodology to improve the future quality of the information. There is no data from the 2020 production available.

Our energy intensity decreased in the reporting period. Even though we had an increase in production that demanded higher amounts of energy, our energy efficiency increased as the energy to produce one ounce was 8% lower than the previous year.

Therefore: Energy use / production = kW/ ozAgEq.*

Year	Energy Use	Production	Energy Intensity
2018	19,144,767	4,165,326	4.60
2019	20,398,571	4,685,053	4.35

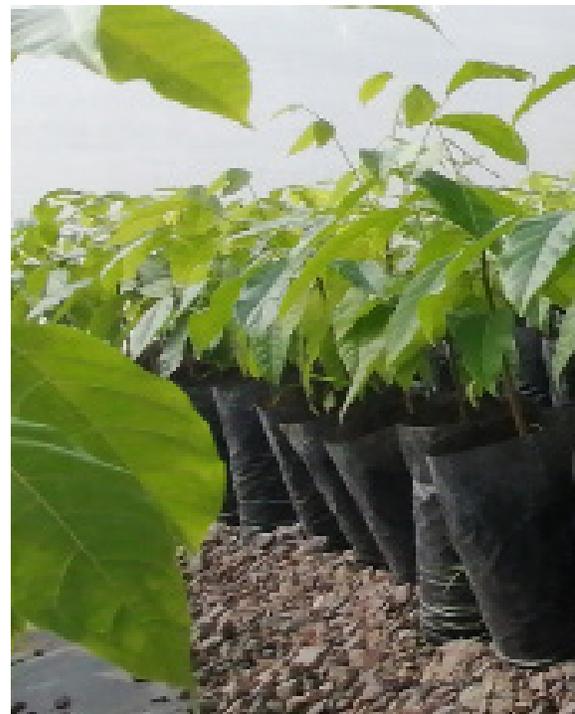
*Silver equivalent

CLIMATE CHANGE

The mining industry faces significant risks related to climate change due to the extensive use of natural resources. Our operations are subject to laws and regulations governing land use and environmental protection, which generally apply to air and water quality, protection of endangered, protected or other specified species, hazardous waste management. While compliance with laws and regulations may result in additional costs to the operation, we maintain an environmentally oriented approach to environmental care and preservation.

We are aware of the potential impact of climate change on our operations. The region in which we operate faces risks associated with tropical rains and storms that could affect the performance of our operations. With this report we establish a basis for the creation of evaluation mechanisms concerning energy management and include climate change in the Company's agenda.

We maintain an environmentally oriented approach to environmental care and preservation.



OUR EMISSION REDUCTION ACTIONS

Contributing to climate change is one of the biggest challenges facing the mining industry. During 2018 and 2019, we have taken actions to reduce our carbon footprint through a gradual shift in our operations. By being connected to the national power grid, we have decreased the use of diesel generators, which are retained only for power outage situations.

Emission reduction also requires measuring and reporting direct, indirect and product-related emissions. According to the General Law on Climate Change and its regulation, mining companies reaching or exceeding 25,000 tons of carbon dioxide (CO2) equivalent must report their greenhouse gases annually. However, since the Company does not exceed the standard's minimum limit, we declare this indicator voluntarily.

We calculate our CO2 tons according to the National Emissions Registry recommendations, considering firstly our annual electricity consumption and secondly our fuel consumption. However, due to limited access to gasoline and diesel consumption data from 2018, we use the 2019 average consumption as a basis for our calculation. In the reporting period, we improved our efficiency by reducing our CO2 emissions by 12% per equivalent ounce produced.

Please note that there may be changes to the information and methodology in the future, so we consider this a baseline to analyze our performance in years to come.

	2018	2019
CO2 Tons	15,565	18,984



WATER – SAFEGUARDING OUR ESSENTIAL RESOURCE

Water is as an essential resource across various environmental, social and economic contexts. Ensuring water supplies remain clean and abundant is crucial for safeguarding biodiversity and ensuring the health and well-being of the local community. Water is also a valuable resource in many stages of the mining cycle. Therefore, we ensure our practices are in alignment with the United Nations Sustainable Development Goals, which call for the reduction of our water footprint through efficiency, reuse, prevention of pollution, and monitoring water quality. We use water responsibly, and we aim to maximize

utility while using as little water as possible. We extract water from surface streams as well as the el Cajón and Nuestra Señora mines to meet our operational needs without hindering the needs of local communities, and while irrigating roads to reduce the amount of dust in these areas. A key amount of the water we extracted was supplied to the Autonomous University of Sinaloa's ecological reserve, which we do not account for in our water usage, and which reduces the impact of our activities on the local water supply.

AMOUNT OF WATER EXTRACTED (IN MILLIONS OF LITRES)

Origin	2018	2019	January 2020
Superficial affluents	716.7	758.7	54.5
Subterranean ("El Cajón")	4.9	34.2	-
Total	721.6	792.9	54.5

* We are reporting only January 2020 due to the Illegal Blockade that prevents us from accessing the site.

Through 2019, our water management process has allowed us to reduce our water usage significantly. We have reduced our first-use water, recovering above 80% of the used water; we accomplish this by using tailings thickeners and recirculating water from our tailing's storage facility. We recover an additional percentage of water through biodigesters. The recovered water is incorporated back into the process through our closed circuit, adding only the water that evaporates during the process. Please note that the water data for 2020 includes only January; our operations have stopped due to the Illegal Blockade.



■ TAILINGS STORAGE AND WATER DISCHARGE

Given that any failure to properly manage tailing storage facilities (TSFs) can have serious environmental consequences, we take proper and safe management of all our facilities, especially our TSFs, very seriously. Our preventive verification program ensures the correct operation of the recovery system. Our environmental team frequently monitors the solids levels depositing in the containment banks and ensures that our water quality is sufficiently high, by conducting the appropriate laboratory tests. Likewise, we periodically carry out geotechnical assessments and stability studies to guarantee that our operations comply with all technical standards adhering to ecological standards following the Official Standard NOM 141-SEMARNAT-2003, Design, construction, and process requirements, closure and post-closure of TSF's.

We ensure that we are in strict compliance with the Mexican Official Standard NOM-141-SEMARNAT-2003, which establishes the procedure for characterizing tailings and the specifications and criteria for site characterization and preparation, design, construction, operation and post-operation of TSG. Beyond our internal monitoring of these processes, our Company voluntarily subjects itself to internationally certified independent consultants' audit and inspection programs.

The water stored in the biodigesters is transferred to a company authorized by the local authorities, and they are in charge of its proper final disposal. The company that provides bathrooms and sinks recover the residual water. In contrast, the water used in administrative offices is discharged into the municipal sewage systems.

We do not carry out any prohibited discharge to aquifers in accordance with the terms of our permits.

During 2018, 2019 and until January 2020, there were no water management incidents or TSF's operations. However, the maintenance program has not been carried out, as we cannot access the Cosalá facilities due to the Illegal Blockade we referred before in this report, representing a potential risk for our employees, communities and the environment.

Nevertheless, once Americas Gold and Silver is able to restart operations at our Cosalá facilities, we will conduct all the necessary tests and studies to determine the current water quality affectations as result of the Illegal Blockade and the Company will take all necessary steps to bring the water quality to its highest possible.

We do not carry out any prohibited discharge to aquifers in accordance with the terms of our permits.

PROTECTING OUR UNIQUE BIODIVERSITY

Mining activities may impact biodiversity; therefore, we carry out actions that safeguard the environmental balance of the region. There are three protected natural areas in the region: the Reserva Ecológica del Mineral de Nuestra Señora de la Candelaria, La Gruta Cosalá and Las Cascadas de Vado Hondo, both of which are subject of ecological conservation. None of these areas are impacted by our project.

Given the characteristics of our operations, no major changes have been made to the region's soil, which reduces the possibility of impacting the region's vegetation. However, and in accordance with Official Standard NOM-059-SEMARNAT-2010, protection of species native to Mexico in flora and fauna, we have detected the presence of a species subject to special protection, the red cedar (*Cedrealed odorata*), which we will be monitoring in order to ensure its conservation in the region.

Regarding the presence of fauna in the area, we have identified a significant number of species that include mammals, reptiles and birds. In Mexico, four categories are used for species at risk, listed in the Official Standard NOM-059-SEMARNAT-2010, and we seek to avoid any interaction that may put their survival at risk.

In addition, we have paid special attention to endangered species listed in Official Standard NOM-059-SEMARNAT-2010, Mexican Biodiversity, and that are present in the region, for which we have established regulations through which we prohibit hunting or capture of any of them.

RISK CATEGORIES IN MEXICO PUBLISHED ON NOM-059-SEMARNAT-2010

Category	Definition
Probably extinct in the wild	Native species in free life within the national territory have disappeared
In danger of extinction / Endangered	Species whose size of their populations in the national territory have drastically decreased, putting their biological viability at risk.
Threatened	Species, that could be in danger of disappearing in the short or medium term.
Subject to special protection	Species that could be threatened by factors that negatively affect their viability.



We manage our impacts by identifying and undertaking actions to protect and preserve biodiversity.





<i>Specie</i>	<i>Common name</i>	<i>Category</i>	<i>Distribution</i>
Falco femolaris	Tufted falcon	Threatened	Not endemic
Falco peregrino	Peregrine falcon	Special Protection	Not endemic
Micrastur semitorquatus	Collared falcon	Special Protection	Not endemic
Oporonis tolmiei	Chipe de potosí	Threatened	Not endemic
Campephilus	Pale-billed Wood-pecker	Special Protection	Not endemic
Ara militaris	Military Macaw	Endangered	Not endemic
Amazona finschi	Lilac-crowned parrot	Threatened	Endemic
Aratinga canicularis	Orange-fronted parakeet	Special Protection	Not endemic
Forpus cyanopygius	Turquoise-rumped parrotlet	Special Protection	Endemic
Leopardus wiedii	Ocelot	Endangered	Not endemic
Herpailurus yagouarondi	Jaguarundi	Threatened	Not endemic

Endemic: species native restricted to a particular territory.

Not Endemic: species native that can also be found in other territories.

COMMUNITY SUPPORT & ENGAGEMENT



Through the creation of shared value, the region's inhabitants will receive long-term benefits that will be maintained beyond our operations.

Mining is a very influential activity in the regions where it operates. It can generate positive economic consequences for surrounding communities through the generation of employment, local suppliers' development, and the investment in community benefits, which promotes economic growth and can even decrease marginalization and strengthen social equality conditions.

Our approach to community relations is oriented towards community development, particularly support for education, pro-bono investment in infrastructure, and access to health services. While we cannot guarantee long-term relationships in the community, we are convinced that through the creation of shared value, the region's inhabitants will continue to give us the social license to operate with which they have privileged us.

Our employees have been a fundamental part of our community engagement. 70% of our employees are from the region we operate in: as a result, we have a better understanding of the area's needs and concerns. In addition to local employment, we invest in long-term benefits that will be maintained beyond our operations' closing.

We seek to improve the development of the local community by supporting their health, safety, and transportation needs. The community's inhabitants approach us every year to support them solve personal, family or community issues. To date, we receive these applications in the form of a written letter in which they explain their request and the reasons for attending to them.

During 2018 and 2019, we sought to improve the development of the local community by supporting the mitigation of their health, safety, and transportation needs. Fostering the creation of alliances and dialogue with the rest of the industrial sectors, governments, civil society and other interested parties, in the same period, we invested in our community participation programs, generating benefits for approximately 10,000 people. In 2018 we positively authorized 67% of the requests and in 2019 we managed to attend and deliver 72% of the requests received. While we have been denied safe access to the mine and facilities during 2020, we have continued to make medical care available during the global pandemic. Of course, the economic benefits to the surrounding area have been severely limited in the absence of operations. We stand ready to commence such operations if safe access is granted and the threat of extortion is removed.

<i>Year</i>	<i>Received applications</i>	<i>Applications approved and delivered</i>
2018	63	42
2019	115	83

LOCAL COMMUNITIES

In Mexico, the largest land tenure area comprises ejidos and agrarian communities. The ejidos is a type of land management and ownership that legally arises from an agrarian action of endowment of land, initiated by a group of twenty or more persons, of legal age or older, or minors, with family dependents, hence in both cases, it is called a population nucleus, ejido or communal, as the case may be.

The ejidos are the land where the communities settle. Their management depends on an organized structure constituted of three parts: the ejido assembly, the oversight council, and the ejidal commissary. As the majority of our employees are locals, many of our employees are part of the ejidos.

As mentioned above, the Company's operations in Cosalá are located in the ejidos, and there are no traditional indigenous communities settled in the region.

We are convinced that the first step in making a positive impact on the surrounding communities is to engage in frequent conversations with local stakeholders and encourage open dialogue. For this reason, we participate in dialogue processes organized with commissioners and ejido assemblies. These meetings are held regularly, visiting one ejido per week to talk with the region's representative.

This approach has put us in close contact with local populations, allowing us to establish partnerships with local community organizations, increasing our exposure to community members and, consequently, our ability to impact their lives positively.

The geographic division of the Cosalá municipality is integrated by five towns and 132 communities, in which their primary source of income is mining, tourism, commerce, agricultural activities and aquaculture.

Community	Inhabitants	Community	Inhabitants
Los Carricitos	44	Los Braceros	69
Cholula	418	Los Bultos	71
Comoa	178	Los Molinos	85
Cosalá	7,300	Los Tigres	33
Bebelama	313	Pozo Zarco	21
El Portezuelo	120	San José de las Bocas	175
El Potrero	241	Santa Ana	46
Higuera Larga	134	Santa Cruz	33
Ipucha	217	Vado Hondo	220
La Ciénega	28	Total	10,074
La Estancia	328		



With the development of our activities, we managed to positively influence people's lives, create inclusive jobs with salaries well above the national average, and contribute to the expansion of economic and social activities that support local inhabitants, always striving to act sustainably in our actions in all areas.

In 2018 and 2019 we generated positive impact for the inhabitants of 17 communities, including the municipal capital, an estimated 10,000 inhabitants.

COMMUNITY ENGAGEMENT PROGRAMS

In recent years we have established community outreach programs through the following strategic lines

- a. Education
- b. Infrastructure for Welfare
- c. Supporting Community Members
- d. Family and Community Health
- e. Supporting Regional Traditions
- f. Promotion of sport
- g. Environmental Culture

A) EDUCATION

Education is an invaluable tool for improving the quality of an individual's life. Accordingly, we have invested a great deal of resources into the construction, rehabilitation, and maintenance of classrooms and other learning spaces, with inclusive and equitable conditions for learning. In these environments, local community members – both male and female – have acquired skills that will ultimately assist them in securing employment in the future, or even becoming entrepreneurs, either in their local communities or elsewhere.

Our primary tool for generating positive impacts in surrounding communities is engaging in frequent discussions with local stakeholders and encouraging open dialogue. This approach has put us in close contact with local populations and has allowed us to establish partnerships with local community organizations, increasing our exposure to members of the community and, consequently, our ability to positively impact their lives.

EDUCATIONAL SUPPORT OPPORTUNITIES

It is our Company's steadfast belief that well-equipped and conducive learning environments are crucial for improving the quality of academics and the life of the children and young people in surrounding communities. Following the United Nations Sustainable Development Goal No. 4, during 2018 and 2019, we made efforts to guarantee equitable access to quality education through construction, rehabilitation, improvement, maintenance and equipment of classrooms and educational spaces for our communities.

We made efforts to guarantee equitable access to education by investing in educational space infrastructure.



SUPPORT TO EDUCATIONAL INFRASTRUCTURE 2018 - 2019

<i>Support</i>	<i>Communities</i>	<i>Beneficiaries</i>
Donation of supplies to the "Carolina Bazúa" Kindergarten	Municipal capital of Cosalá	77
Donation of supplies to the "Ignacio Aldama" Primary School	Ejido de San José de las Bocas	65
Donation of material and equipment for the construction of a classroom ((Kindergarten and Elementary)	Santa Cruz Community	7
Classroom rehabilitation (Kindergarten and Elementary)	Los Bulitos Community	10
Fumigation against mosquitoes at the "Venustiano Carranza" School	Municipal capital of Cosalá	416
Donation of school supplies, for kindergarten and primary education	Los Bulitos, Higuera Larga, Santa Cruz, Los Braceros, San José de las Bocas, Pozo Zarco, El Portezuelo, Los Molinos, La Cholula, Vado Hondo, El Potrero, Santa Ana, Los Tigres y La Ciénega.	384
School bathroom rehabilitation	Los Bulitos	17
Donation of metal staircase for Cuauhtémoc Elementary School	Municipal capital of Cosalá	288
Rehabilitation of classroom for Secondary School, construction of the roof and elaboration of protections for windows and door	Los Bulitos	7
Donation of a water tank to the community high school	Ejido de San José de la Bocas	10
Donations of a cyclonic wire fence for Elementary School	Communities in Cosalá	7
Donation of mattresses for the Cosalá Community Education Center.	Communities in Cosalá	72



PROMOTION OF EDUCATIONAL DEVELOPMENT

As part of our efforts to promote and ensure high quality educational development, we conducted an informative tour and orientation for students from the School of Engineering and School of Geodesy of the Universidad Autónoma de Sinaloa. During this tour, our employees explained our operational and production processes carried out at the mine and educated the students on the efforts and activities carried out by our environmental teams to maintain sustainable production. With such initiatives, we seek to promote institutional cooperation and foster positive relationships with local universities, such as the Universidad Autónoma de Sinaloa.

HELPING FUTURE PROFESSIONALS

Americas Gold and Silver has an open-door policy when helping students achieve a better education level. As discussed in this report, we believe that providing help and guidance to students of all levels is key to eliminate poverty in Cosalá, among other benefits. Likewise, we are strongly committed to providing that same open-door policy to students that are just a few steps away from obtaining their university degree, and that is why qualified students can perform, under the necessary and required supervision, their professional practices at our Cosalá facilities. We are committed to increasing the number of, and improving the education and training of professionals in the mining industry.

SCHOOL SUPPLIES DONATION PROGRAM

Access to education is one of the universal rights of human beings, recognized by UNESCO, as protected by the third article of the Mexican Constitution and in being the third of the United Nations Sustainable Development Goals. As part of our commitment to the youth and young men and women in surrounding communities, in 2018 we carried out a program of donation of school supplies for children in Kindergarten and Elementary school levels. Through this initiative, the Company also sought to combat inequality and reduce the educational gap in rural communities.

<i>Activities</i>	<i>Communities</i>	<i>Beneficiaries</i>
Visit of the students of the faculties of Engineering, Geodesy and Earth and Space Sciences of the Universidad Autónoma de Sinaloa	2 (faculties)	Assistants

School supplies donation program

12

384

We support education by donating school supplies for children in elementary levels.



B) WELFARE INFRASTRUCTURE

The well-being of our communities is one of the pillars on which we base our commitment to their inclusive development and access to services. We are convinced that the mining industry can contribute to the eradication of poverty, the creation of infrastructure, and improve people's quality of life. Proof of this are our donations of materials for the improvement and maintenance of homes, properties, roads and public spaces of the communities, their inhabitants and, therefore, of our collaborators.

COMMUNITY CENTRE

Public discussion spaces are essential to reach agreements and solutions in favor of the community. Therefore, in collaboration with the members of the community of Los Bulitos, in 2018 we donated construction material for the rehabilitation and improvement of the facilities of their Communal House for the benefit of the 64 members of their community.

During 2019, we attended to the request of the La Estancia Community to level the land of their Ejidal House, benefiting 328 inhabitants.

MAINTENANCE OF LOCAL ROADS

Facilitating access to the communities, as well as guaranteeing the safe transportation of the communities' inhabitants and our collaborators is one of our priorities. In 2018 and 2019 we participated in the maintenance of roads in the communities of Los Tigres, La Ciénega, Los Molinos, San José de las Bocas, Higuera Larga, Santa Ana, Ipucha, Comoa, and Pozo Zarco generating a direct benefit to 917 people living in these communities.

REHABILITATION OF PUBLIC SPACES

The coexistence of the inhabitants in the communities is of great importance and common space represent the union and the commitment of the people with their environment and their neighbours. In recognition of the importance of these spaces being in the best conditions, in 2019 the Company helped fund the construction of the perimeter fence of the Kiosk of the community of Higuera Larga and donated supplies for the Kiosk, benefiting 134 members of the community.

ACCESS TO CLEAN WATER

In 2018 we contributed to the development of the community of Carricitos with the support to facilitate the necessary machinery for the excavation of water troughs in the community. Likewise, in support of the communities of Ejido Higuera Larga and San José de las Bocas, we provided machinery for the excavation of water troughs and one well, for which the Company also donated a section of pipe. We also cleaned water troughs in the community of La Estancia and ditches in Bebelama. These actions benefited 994 inhabitants.

For the benefit of the inhabitants of the municipality of Cosalá and in support of the efforts made by Civil Protection, in 2019 we donated a container of 1000-liter water container and a motor pump, in expression of our commitment to the welfare of the inhabitants of our communities.

Ensuring access to water is one of the most important commitments to the 2030 Agenda for the Sustainable Development. In 2019 we distributed water by water tank trucks to the communities of Los Tigres and El Potrero. The Company also donated a hose for the Vactor truck of the Cosalá Water and Sewage Board, contributing to guarantee the access to water when in adverse climatic conditions, benefiting 281 inhabitants.

INFRASTRUCTURE WORKS

<i>Comunities</i>	<i>Works</i>	<i>Beneficiaries</i>
Los Bulitos y La Estancia	Rehabilitation and improvement of the communal house	399
Los Tigres, La Ciénega, Los Molinos, San José de las Bocas, Higuera Larga, Santa Ana, Ipucha, Comoa y Pozo Zarco	Neighboring road maintenance	917
Higuera Larga	Rehabilitation of Public Spaces	134
Higuera Larga y San José de las Bocas	Excavation of wells, dams and troughs	309
Los Tigres y El Potrero	Donation of water pipes	274
Cosalá	Donation of water motor pump and container	7,300

C) SUPPORT TO COMMUNITY INHABITANTS

Helping to mitigate the needs of community members contributes to the healthy development of these communities. Likewise, awareness of the individual needs of its community members is of great importance for collective development. Therefore, during 2018 and 2019, we made donations and provided assistance wherever possible to contribute to the healthy development of local communities, contribute to the reduction of poverty, and improve the living conditions of members in surrounding communities.

HOUSING SUPPORT

We understand that the concept of poverty goes beyond mere lack of income and in accordance with SDG 1 (to “end poverty in all its forms everywhere”) we seek to support the reduction of poverty by providing access to decent housing. During 2018 we donated materials for home repair in the Ejido of San José de las Bocas, as well as the donation of electrical material for the homes of the community of Los Bulitos and we contributed to the welfare of the members of our communities.

SUPPORTING DEVELOPMENT THROUGH THE REUSE OF MATERIALS

Supporting the development of community activities helps to ensure access to livelihoods for the people who inhabit them. Therefore, in 2018 and 2019, we donated hoses, water and garbage containers, recycling them from our processing plants and donating them to the communities for the benefit of their inhabitants.

We support the health and wellbeing of our communities by providing access to medical consultation, medicine and vaccines.



<i>Support to Community Members</i>	<i>Beneficiaries</i>
Decent Housing	1 Family
Support to the Development of Economic Activities	10,074 Inhabitants

D) HEALTH FOR FAMILIES AND COMMUNITY

Promoting health is a matter that concerns us all. The mining industry has a special responsibility to guarantee health and safety and promote the welfare of people in all communities, even beyond our own employees. Our efforts are aimed at guaranteeing individuals' rights to health and access to health services.

HEALTH DAYS

Our commitment to the Sustainable Development Goals prompted us to carry out Health Days in the communities of Higuera Larga and San José de las Bocas. Our Company doctor, supported by mine employees, provided general consultations to the people of the communities and delivered medicines. In co-operation with the Municipal Women's Institute of Cosalá, a free haircut program was carried out for the inhabitants of the community of Higuera Larga.

During 2019, in support of the request of the Cosalá Health Center, we donated video equipment, with which we reinforce our commitment to access to Information and Communication Technologies, which facilitate the performance of the work of medical personnel.

TRANSPORTATION SUPPORT

Our greatest commitment is to the welfare of people. Supporting communities in times of need is something that has characterized our actions in the region since the beginning of our activities. In accordance with our belief in the importance of promoting health and wellness, during 2019 we supported with the Company's medical and ambulance personnel for the transfer of six patients from different communities to the city of Culiacán or Mazatlán where they would receive the medical attention they needed.

DONATION TO THE MEXICAN RED CROSS

Support for health institutions is of the utmost importance in ensuring public access to health services, thus safeguarding an individual's right to health. In support of this effort, Americas Gold participated during 2019 as a donor in the Annual Collection of the Mexican Red Cross, seeking to strengthen the public health system in its communities.

<i>Family and Community Health</i>	<i>Beneficiaries</i>
Health days	309
Transportation Support	6
Donation to the Mexican Red Cross	10,074

E) SAFEGUARDING THE REGION'S TRADITIONS

The preservation of local culture is a key element in the protection of human rights for surrounding communities, and our Company has a high regard and respect for local traditions and cultural events. Our Company places a high importance on the promotion of projects and events associated with the preservation of local culture and accordingly, we sponsor celebrations for each of the following events:

- *Cosalá Carnival.*

- *Festival for the Patron Saint of San José.*

- *Higuera Larga Ejido Day.*

- *San Pedro's Day.*

- *Nursing Day.*

- *Children's Day.*

- *Posadas in the Communities.*

- *Día de Reyes Celebration.*

F) PROMOTION OF SPORT ACTIVITIES

Promoting a healthy lifestyle and the practice of co-ed sports activities is essential to strengthening social relations and inclusivity in the communities. In 2018 and 2019, we provided support, donations and improvements to the members of the communities and their sports infrastructure, benefiting 7,351 people in the communities.



DONATIONS IN SUPPORT OF SPORTS ACTIVITIES

<i>Benefited institution</i>	<i>Support</i>	<i>Beneficiaries</i>
Venustiano Carranza Elementary School	Donation of uniforms for girl's soccer team	19
Sports unit in the municipality of Cosalá	Donation of luminaires	7,300
Community of San José de las Bocas	Donation of uniforms for volleyball team	9
Leopoldo Sánchez Celis Elementary School	Donation of uniforms for the soccer team	23

G) ENVIRONMENTAL CULTURE

Contributing to the reduction of the negative effects of climate change, such as water, air and ecosystem pollution, is one of the main challenges we face in the performance of our activities. As part of our overall commitment to environmental sustainability, our Company works together with local communities to participate and promote initiatives aimed at caring for and preserving the environment, where we seek to raise awareness of the problems we face as a society and create and implement solutions to these challenges.



WORLD ENVIRONMENTAL DAY

The United Nations seeks to promote awareness of biodiversity conservation with World Environment Day. Our volunteers, collaborators and members of the communities joined forces to participate in the reforestation program at the San Rafael Mine, Beneficio Plant, Cosalá Sports Unit and Cosalá Ecological Reserve, planting 700 trees for the benefit of the environment. In which the "Adopt a Tree" program was implemented, in which the children of the municipality of Cosalá participated, encouraging their participation with a contest in the care of the planted trees, where various prizes were awarded.

We also cleaned up the roads and surrounding areas at Planta Beneficio and Las Lomitas, where we collected a total of 490 kg of garbage.

ENVIRONMENTAL INITIATIVES

<i>Environmental culture</i>	<i>Participation</i>	<i>Action</i>
World Environmental Day	Communities of Higuera Larga, Santa Cruz, Los Bulitos y Braceros	Reforestation program in Mina San Rafael, Planta Beneficio, Unidad Deportiva Cosalá and Reserva Ecológica de Cosalá.
Environmental Education Program	Higuera Larga Community	Event to raise awareness among elementary school students in the community of the importance of environmental responsibility.
Adopt-A-Tree Program	Children of the municipality of Cosalá	Awards ceremony of the Adopt a Tree contest where the first-place winner received a bicycle and nine prizes were awarded to the rest of the participating children.
ReciclArte Fashion Contest	Children of the municipality of Cosalá	Awards for the first 3 places of the contest where the winner received a cash prize of \$2,000.00, 2nd place \$1,500.00 and 3rd place \$750.00 pesos.

TOTAL INVESTMENT

<i>Total investments</i>	<i>Beneficiaries</i>	<i>Investment in USD</i>
Education	1,077	\$10,272
Wellfare Infrastructure	10,074	\$12,129
Support to Community Members	284	\$5,319
Health for Families and Community	10,074	\$5,682
Traditions of the Region	10,074	\$9,323
Promotion of Sport Activities	7,300	\$1,799

COVID-19 RESPONSE AND ASSISTANCE

Americas Gold & Silver is closely monitoring developments surrounding the outbreak of COVID-19. Our priority is to protect the health and safety of our employees first and provide a safe work environment, and second, of our surrounding communities to prevent contagion in most vulnerable populations. Our Company is following government guidelines and protocols at our three operations in Nevada, Idaho and Mexico.

- The Mexican government declared a health emergency and ordered the suspension of non-essential activities, which includes mining.
-
- Our Cosalá operations are currently impacted by an Illegal Blockade at site, which forced the Company to suspend mining activities at the end of January and as a result, the impact of the suspension of non-essential activities in Mexico is muted.

As part of ongoing efforts to support our community, Americas Gold and Silver has donated barrier & biosecurity materials to The Hospital Integral Cosalá, Sinaloa, Mexico, to help aid the front-line workers & patients during the COVID-19 pandemic. Masks, disposable gowns, antibacterial gel, among other elements that are part of the materials delivered to them. The Company has also continued to make medical care available through doctor visits for those who want them throughout the pandemic.

Americas Gold and Silver has continued to make medical care available through doctor visits for those who want them throughout the pandemic, including employees, their families and surrounding communities.

PROFESSIONAL ASSOCIATIONS

CLÚSTER MINERO DE SINALOA (SINALOA MINING CLUSTER)



In October 2019 the Sinaloa Mining Cluster was created, with the primary purpose of strengthening Sinaloa's mining sector through an alliance between Sinaloa's mining companies, mining suppliers, and Sinaloa's Government. We are a founding member of the Sinaloa Mining Cluster.

The Sinaloa Mining Cluster's work plan aims to develop local suppliers and foster entrepreneurial progress through innovation and technology.

- To boost the local economy.

- To give access to new markets.

- To create alliances to promote shared value.

- To foster the training, development and specialization in mining.

- To develop a scale economy with shared suppliers.

- To create an economic impact on Sinaloa.

Moreover, it seeks to promote the development of the mining sector through the linkage with universities, with which it intends to develop specialized professionals in the industry.

■ CÁMARA MINERA DE MÉXICO (CAMIMEX)
(MEXICAN CHAMBER OF MINES)



CAMIMEX's objective is to group, coordinate, represent and defend the interests of the mining industry before the different government agencies and other organizations, as well as to provide information, training, management and support services to promote the integral development of the industry.

Some of the benefits we receive for our membership are:

- Support for mining initiatives.

- Results of the Wages and Salaries Survey 2021.

- Informative Bulletin.

- Statistics and mining industry profile.

- Digital delivery of the Mexican Mining Industry Directory.

- Quarterly issue of the official publication "Revista Minería CAMIMEX".

- Sending of our Annual Report.

- Informative circulars.

- Invitation to events.

- Participation in the Permanent Study Commissions.

GRI INDEX

Our social responsibility report is prepared in accordance with the GRI standards, in its essential option. In the following index you will find the specific reference for each of the standards.



<i>Standards</i>		<i>Page</i>
Universal Standards (100)		
Organization Profile		
102-1	Name of the organization	16, 18
102-2	Activities, brands, products, and services	17, 80
102-3	Location of headquarters	7
102-4	Location of operations	7,17
102-5	Ownership and legal form	16, 18
102-6	Markets served	17
102-7	Scale of the organization	16,34
102-8	Information on employees and other workers	32, 34
102-9	Supply chain	25
102-10	Significant changes to the organization and its supply chain	There were no changes to our suppliers, however, our supply chain was paused due to an Illegal Blockade.
102-11	Precautionary Principle or approach	20, 62, 87
102-12	External initiatives	21, 78 - 86
102-13	Membership of associations	78,79
Strategy		
102-14	Statement from senior decision-maker	9
102-15	Key impacts, risks, and opportunities	9, 12, 13, 14, 15, 20, 22
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	16,30
102-17	Mechanisms for advice and concerns about ethics	31



<i>Standards</i>		<i>Page</i>
Governance		
102-18	Governance structure	16,29
102-19	Delegating authority	16,29
102-20	Executive-level responsibility for economic, environmental, and social topics	29
102-21	Consulting stakeholders on economic, environmental, and social topics	29
102-23	Chair of the highest governance body	29
102-24	Nominating and selecting the highest governance body	29
102-25	Conflicts of interest	30
102-26	Role of highest governance body in setting purpose, values, and strategy	29
102-27	Collective knowledge of highest governance body	29
102-29	Identifying and managing economic, environmental, and social impacts	29
102-30	Effectiveness of risk management processes	29
102-31	Review of economic, environmental, and social topics	29
102-32	Highest governance body's role in sustainability reporting	29
102-35	Remuneration policies	38
Stakeholder engagement		
102-40	List of stakeholder groups	20
102-41	Collective bargaining agreements	34
102-42	Identifying and selecting stakeholders	29
Reporting practices		
102-49	Changes in reporting	Since this is our inaugural report, there is no changes in the reporting method.



<i>Standards</i>		<i>Page</i>
102-50	Reporting period	7
102-51	Date of most recent report	7
102-52	Reporting cycle	7
102-53	Contact point for questions regarding the report	7
102-54	Claims of reporting in accordance with the GRI Standards	7, 80
102-55	GRI content index	80
<i>Economic Standards (200)</i>		
201-1	Direct economic value generated and distributed	24, 38
201-3	Defined benefit plan obligations and other retirement plans	38
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	39
202-2	Proportion of senior management hired from the local community	37
203-1	Infrastructure investments and services supported	76
203-2	Significant indirect economic impacts	24
205-1	Operations assessed for risks related to corruption	30
205-2	Communication and training about anti-corruption policies and procedures	30
205-3	Confirmed incidents of corruption and actions taken	NA
<i>Environmental Standards (300)</i>		
302-1	Energy consumption within the organization	57
302-4	Reduction of energy consumption	57
303-1	Interactions with water as a shared resource	60
303-2	Management of water discharge-related impacts	61



<i>Standards</i>		<i>Page</i>
303-3	Water withdrawal	61
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	62
304-2	Significant impacts of activities, products, and services on biodiversity	62
304-3	Habitats protected or restored	62
305-1	Direct (Scope 1) GHG emissions	59
305-5	Reduction of GHG emissions	59
306-1	Waste generation and significant waste-related impacts	56
306-2	Management of significant waste-related impacts	56
306-3	Waste generated	56
307-1	Non-compliance with environmental laws and regulations	53
Social Standards (400)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	32, 38
401-3	Parental leave	40
403-1	Workers representation in formal joint management-worker health and safety committees	48
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	46
403-3	Workers with high incidence or high risk of diseases related to their occupation	50
404-1	Average hours of training per year per employee	43
404-2	Programs for upgrading employee skills and transition assistance programs	43, 49
405-1	Diversity of governance bodies and employees	34
405-2	Ratio of basic salary and remuneration of women to men	40



<i>Standards</i>		page
408-1	Operations and suppliers at significant risk for incidents of child labor	NONE
412-2	Employee training on human rights policies or procedures	43
413-1	Operations with local community engagement, impact assessments, and development programs	64
415-1	Political contributions	NONE
419-1	Non-compliance with laws and regulations in the social and economic area	NONE

SDG'S INDEX

Through this report we declare our intention to participate in the initiative of the United Nations Organization to place the world on a sustainable path, therefore we report our contribution to the Sustainable Development Goals (SDGs).



Code	SDG	Principle	Page
SDG-1	No Poverty	End poverty in all its forms everywhere.	38
SDG-2	Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	-
SDG-3	Good health and Well-being	Ensure healthy lives and promote well-being for all at ages.	20, 64, 73
SDG-4	Quality education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	43, 64
SDG-5	Gender equality	Achieve gender equality and empower all women and girls	20, 43, 64
SDG-6	Clearwater and sanitation	Ensure availability and sustainable management of water and sanitation for all.	60, 71
SDG-7	Affordable and clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all	20
SDG-8	Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	20, 24, 32, 36, 38, 64
SDG-9	Industry, innovation and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	64, 71
SDG-10	Reduce inequalities	Reduce inequality within and among countries.	36, 38, 43, 71
SDG-11	Sustainable cities and communities	Make cities and human settlements inclusive, safe, resilient and sustainable.	62, 64, 71
SDG-12	Responsible consumption and production	Ensure sustainable consumption and production patterns.	20, 25, 60
SDG-13	Climate action	Take urgent action to combat climate change and its impacts.	62
SDG-14	Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.	-
SDG-15	Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	62
SDG-16	Peace, justice and strong institution	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	-
SDG-17	Partnerships for the goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	78,79

GLOBAL COMPACT INDEX

We report voluntarily in accordance with the 10 principles of the United Nations Global Compact to promote sustainable development in the areas of human rights, labor standards, the environment and anti-corruption.



Code	Principle	Pages
Human Rights		
GC-1	Businesses should support and respect the protection of internationally proclaimed human rights.	20, 64
GC-2	Businesses must make sure that they are not complicit in human rights abuses.	20
Labour		
GC-3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	34
GC-4	Businesses must support the elimination of all forms of forced and compulsory labor.	32
GC-5	Businesses must support the effective abolition of child labor.	32
GC-6	Businesses must support the elimination of discrimination in respect of employment and occupation.	32, 36, 43
Environment		
GC-7	Businesses should support a precautionary approach to environmental challenges.	62
GC-8	Businesses should undertake initiatives to promote greater environmental responsibility.	62
GC-9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	60
Anti-corruption		
GC-10	Businesses should work against corruption in all its forms, including extortion and bribery.	25

CAUTIONARY STATEMENT

This report contains statements related to the actions, expectations, plans, management, policies and culture regarding social responsibility and sustainability of Americas Gold and Silver's operations in Mexico. This report is presented on a voluntary basis and is based on the opinions and estimates of Americas Gold and Silver as of the date such information is provided and is subject to known and unknown risks, uncertainties and other factors that may cause the actual results, level of activity and performance or achievements of Americas Gold and Silver to be materially different from those expressed or implied in the report.

This report may contain variations due to risks and uncertainties that could cause results to differ materially from the actual expectations expressed or implied in the statements and information that cannot be controlled by the company, such as those related to the impact of COVID-19 on our employees, suppliers and industry supply chains in general, general economic conditions, risks associated with the mining industry, political, economic and social risks results of the region in which it operates, risks related to litigation, the state of the foreign exchange and capital markets, environmental risks and hazards, uncertainty regarding the calculation of mineral resources and reserves, risk of exclusion from a public exchange and other risks.

Although the Company has attempted to identify important factors that could cause actual results to differ materially from those contained in the information reported herein, there may be other factors that cause results to be materially different from those anticipated, estimated or forecasted. Readers are cautioned not to place undue reliance on such information. All information contained in this document is considered within this cautionary statement.

All information in this document is reported in U.S. dollars except where other currencies are indicated.



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