

KEY PERFORMANCE DATA 2021



Our People

Total workforce by location, employment type and gender

	FULL-TIME EMPLOYEES			CONTRACTORS			TEMP & PART-TIME EMPLOYEES			TOTAL		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
MEXICO												
San Dimas	115	1,201	1,316	0	715	715	0	0	0	115	1916	2,031
Santa Elena	61	356	417	0	828	828	0	0	0	61	1184	1,245
La Encantada	39	421	460	0	228	228	0	0	0	39	649	688
La Parrilla	1	35	36	0	22	22	0	0	0	1	57	58
La Guitarra	3	22	25	0	26	26	0	0	0	3	48	51
Del Toro	4	34	38	0	26	26	0	0	0	4	60	64
San Martín	7	38	45	0	26	26	0	0	0	7	64	71
Offices, Exploration, Central Shop	67	201	268	0	18	18	0	0	0	67	219	286
MEXICO TOTAL	297	2,308	2,605	0	1,889	1,889	0	0	0	297	4,197	4,494

CANADA

Vancouver Corporate Office	16	28	44	0	3	3	0	1	1	16	32	48
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UNITED STATES OF AMERICA

Jerritt Canyon	53	240	293	0	273	273	3	3	6	56	516	572
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Note: Total headcount values do not match those published in the 2021 FMSC Sustainability Report. This discrepancy is due to the utilization of separate HR management systems collecting different aspects of our human capital data. FMSC is working to consolidate systems and improve future data quality.

New employee hires and turnover

New employee hires by country, age group and gender*

MEXICO	F	M	TOTAL
Age <30	30	90	120
Age between 30 and 50	23	144	167
Age >50	1	15	16
TOTAL	54	249	303
% of new hires	18%	82%	

CANADA

Age <30	1	0	1
Age between 30 and 50	1	5	6
Age >50	0	1	1
TOTAL	2	6	8
% of new hires	25%	75%	

UNITED STATES OF AMERICA

Age <30	7	34	41
Age between 30 and 50	16	47	63
Age >50	2	21	23
TOTAL	25	102	127
% of new hires	20%	80%	

Employee turnover rate by month, inclusive of all full-time, permanent employees*

Month	Turnover Rate
January	0.3%
February	0.0%
March	0.8%
April	0.6%
May	2.5%
June	1.7%
July	1.4%
August	1.8%
September	1.2%
October	1.3%
November	0.7%
December	0.6%
TOTAL 2021	1.1%

*excluding contractors

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Water Management

Water Withdrawal (m³)

	GROUNDWATER	MINE DEWATERING	TOTAL
San Dimas	54,542	321,170	375,712
Santa Elena	259,740	1,043,642	1,303,382
La Encantada	326,573	23,072	349,645
La Parrilla	14,301	309,175	323,476
La Guitarra	-	1,214,072	1,214,072
Del Toro	-	767,185	767,185
San Marín	-	-	-
Total	655,156	3,678,316	4,333,472

Mining Waste

Waste by Type and Disposal Method (tonnes)

	HAZARDOUS WASTE			NON-HAZARDOUS WASTE	
	RECYCLED	SECURED LANDFILL	ENERGY RECOVERY	RECYCLED	LANDFILL
San Dimas	32	105	68	811	328
Santa Elena	27	208	56	226	-
La Encantada	33	63	75	100	133
La Parrilla	-	8	3	2	4
La Guitarra	-	3	0.1	9	6
Del Toro	-	8	1	17	4
San Marín	-	-	-	-	0.3
Total	92	395	203	1165	475

Total Amounts of Overburden, Rock, Tailings, and Sludges (tonnes)

	TAILINGS	WASTE ROCK
San Dimas	822,791	314,616
Santa Elena	879,058	425,288
La Encantada	1,105,508	91,135
La Parrilla	-	-
La Guitarra	-	-
Del Toro	-	-
San Marín	-	-
Total	2,807,357	831,039

KEY PERFORMANCE DATA 2021



Energy

Energy Consumption within the Organization

NON-RENEWABLE ENERGY SOURCES	SAN DIMAS	SANTA ELENA	LA ENCANTADA	LA PARILLA	LA GUITARRA	DEL TORO	SAN MARTÍN	TOTAL
Diesel (litres)	5,922,088	9,230,110	4,685,101	34,065	19,860	32,886	82,179	20,006,288
Gasoline (litres)	89,841	146,763	171,093	21,368	29,735	21,350	5,681	485,831
Liquefied Natural Gas, LNG (litres)	-	24,106,518	20,431,031	-	-	-	-	44,537,549
Liquefied Petroleum Gas, LPG (kg)	41,625	326,803	125,373	-	-	-	-	493,801
Purchased electricity (KWh)	43,944,456	-	-	3,511,612	2,076,302	2,627,020	625,767	52,785,157
Coal (tonnes)	-	-	-	-	-	-	-	0

RENEWABLE ENERGY SOURCES

Hydroelectricity (KWh)	114,032,947	-	-	-	-	-	-	-
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ENERGY CONSUMPTION BY SOURCE (GJ)

Diesel	223,103	347,726	176,502	1,283	748	1,239	3,096	753,697
Gasoline	2,977	4,863	5,670	708	985	707	188	16,099
Liquefied Natural Gas, LNG	-	919	779	-	-	-	-	1,698
Liquefied Petroleum Gas, LPG	1,941	15,243	5,848	-	-	-	-	23,032
Purchased electricity	158,200	-	-	12,642	7,475	9,457	2,253	190,027
Coal	-	-	-	-	-	-	-	0
Hydroelectricity	410,519	-	-	-	-	-	-	410,519
TOTAL	796,740	368,751	188,798	14,633	9,208	11,404	5,537	

- Data presented in KWh and GJ are obtained through direct readings
- Las Truchas hydroelectric dam provides electricity to San Dimas
- Calorific values of each fuel source is determined utilizing factors published by the Mexico Ministry of Environment and Natural Resources (SEMARNAT)

ENERGY INTENSITY

	SAN DIMAS	SANTA ELENA	LA ENCANTADA
Total energy consumption (GJ) per tonne of ore processed	0.968	0.419	0.188

Emissions

Greenhouse gas (GHG) emissions from the organization

Direct (Scope 1) and Indirect (Scope 2) GHG Emissions

	SAN DIMAS	SANTA ELENA	LA ENCANTADA	LA PARILLA	LA GUITARRA	DEL TORO	SAN MARTÍN	TOTAL
Scope 1 (tCO ₂ e)	17,734	28,024	15,424	156	132	152	267	61,889
Scope 2 (tCO ₂ e)	18,589	-	-	1,485	878	1,111	265	22,328
Total Scope 1+2 (tCO ₂ e)	36,323	28,024	15,424	1,641	1,010	1,263	532	84,217

GHG Emissions Intensity

	SAN DIMAS	SANTA ELENA	LA ENCANTADA
Emissions produced per tonne of ore processed (tCO ₂ e/tonne ore)	0.044	0.032	0.015

- GHG emissions include CO₂, CH₄ and N₂O within emission factors
- GHG emissions intensity includes both Scope 1 and Scope 2 in the intensity calculation
- GHG values are calculated by First Majestic and are externally audited

KEY PERFORMANCE DATA 2021



Reclamation and Closure

Amount of Land Owned or Leased, and Managed for Production Activities or Extractive Use Disturbed or Rehabilitated (Hectares)

Location	AREA REFORESTED IN 2021 (Hectares)	KEY ACTIVITIES
San Dimas	-	Due to residual COVID-19 impacts, minimal reforestation activities were undertaken in 2021.
Santa Elena	8.44	Over 2,000 plants established. These included over 20 different plant species, including various agave, trees, sedges, evergreens, and cactii. Specific examples include bacanora and durangensis agave, Mezquite, Mammillaria grahamii, Nolina cespitosa, and the endangered species Cephalocereus senilis (Cabeza de Vieja).
La Encantada	3.29	Over 4,400 plants established. These consisted of four primary species: Agave lechuguilla, Agave scabra, Opuntia engelmannii, and Euphorbia antisiphilitica.
La Pampa	-	No further reforestation activities taken due to facility closure.
La Guitarra	4.00	1,200 plants of species Pinus pseudostrabus were established in the reforested area. The reforestation activities were undertaken as a campaign alongside the Godínez ejido, the Bienes Comunales organization, and the La Albarrada community.
Del Toro	3.00	Reforested areas around the town of SÚchil, planting 250 Agave duranguensis and 1,400 Opuntia plants of various species.
TOTAL	18.73	