

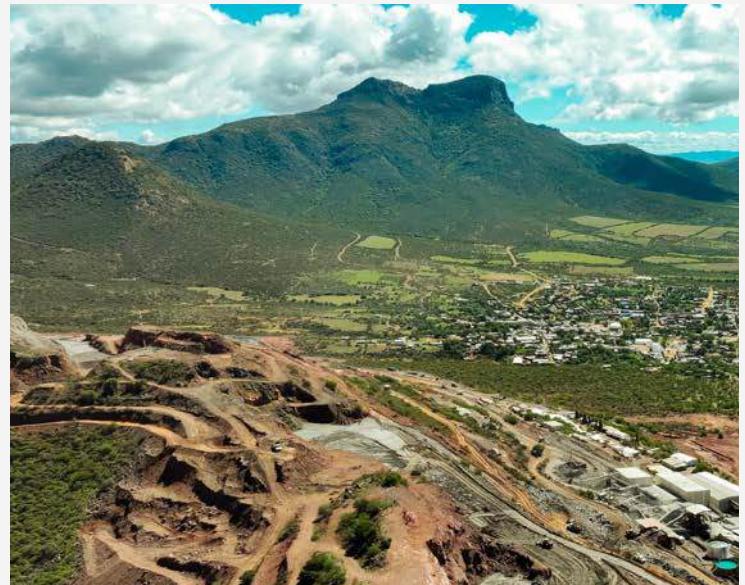


# Sustainability Report 2023



Avino Silver & Gold Mines Ltd.

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# Introduction

## Forward-Looking Statements

Certain statements contained in this Sustainability Report are forward-looking statements, including our current expectations and projections about future results, performance, prospects, and opportunities. We have tried to identify these forward-looking statements by using words such as "may," "will," "expect," "anticipate," "believe," "intend," "feel," "plan," "estimate," "project," "forecast," and similar expressions.

These forward-looking statements are based on information currently available to us and are expressed in good faith and believed to have a reasonable basis. Any statements that express or involve discussions with respect to predictions, expectations, beliefs, plans, projections, objectives or future events or performance (often, but not always, using words or phrases such as "expects", "anticipates", "plans", "projects", "estimates", "envisages", "assumes", "intends", "strategy", "goals", "objectives" or variations thereof or stating that certain actions, events or results "may", "could", "would", "might" or "will" be taken, occur or be achieved, or the negative of any of these terms and similar expressions) are not statements of historical fact and may be forward-looking statements. These forward-looking statements are made as of the date of this Sustainability Report and the dates of technical reports, as applicable. Readers are cautioned not to place undue reliance on forward-looking statements, as there can be no assurance that the future circumstances, outcomes or results anticipated in or implied by such forward-looking statements will occur or that plans, intentions or expectations upon which the forward-looking statements are based will occur. While we have based these forward-looking statements on our expectations about future events as at the date that such statements were prepared, the statements are not a guarantee that such future events will occur and are subject to risks, uncertainties, assumptions and other factors which could cause events or outcomes to differ materially from those expressed or implied by such forward-looking statements.



# Introduction

## About this Report



Dry Stack Facility at the Avino Mine

At Avino, sustainability is more than a commitment, it is a strategic advantage that enhances our operations, reduces risks, and creates long-term value for our stakeholders. As a company operating in a resource-intensive industry, we recognize that integrating sustainable practices into our business is essential for operational efficiency, investor confidence, and long-term resilience.

In Avino's inaugural report, we highlight how sustainability is embedded in our core business strategy. From optimizing resource use and improving energy efficiency to ensuring responsible supply chain management and enhancing workplace safety, our approach to sustainability strengthens our financial performance while positioning us for future growth.

We also understand that strong environmental, social, and governance (ESG) performance is key to maintaining our social license to operate. While community engagement remains an important part of our sustainability efforts, this report will also focus on the business case for sustainability—how we leverage innovation, technology, and responsible business practices to drive operational excellence and create value for our shareholders, employees, and partners.

Through these efforts, we continue to build a more efficient, resilient, and future-ready business—one that thrives by making sustainability a core pillar of success.

# Introduction

## Message from Avino's President and CEO



I am pleased to share our inaugural Sustainability Report which marks a pivotal milestone.

At Avino, we recognize that sustainability is not just a responsibility—it is a business imperative. As we publish our first Sustainability Report, we take this opportunity to outline how integrating environmental, social, and governance (ESG) principles into our operations strengthens our company, benefits our stakeholders, and positions us for long-term success.

As a resource-focused business, we understand the critical balance between economic growth and responsible resource management. Our commitment to sustainability is embedded in how we operate—optimizing resource use, investing in innovation, and ensuring that we meet the highest standards of safety, governance, and efficiency. By taking a proactive approach, we are not only reducing risks but also creating opportunities for greater resilience, cost savings, and shareholder value.



We are committed to using the United Nations Sustainable Development Goals (SDGs) as a guiding framework for our sustainability efforts and are proud to be evaluated by the Mexican Center for Philanthropy (CEMEFI), having earned the ESR Distinction for three consecutive years.

This report highlights the steps we are taking to drive sustainable business practices, including improvements in operational efficiency, responsible supply chain management, and investments in the well-being of our workforce. While we remain committed to engaging with and supporting the communities where we operate, we also recognize that the true business value of sustainability comes from strengthening our operations, mitigating long-term risks, and strengthening our role as a trusted leader in the industry.

Sustainability is not a static goal—it is a continuous journey. As we look ahead, we will remain focused on delivering value through responsible and efficient operations while staying responsive to the evolving expectations of our investors, employees, and communities.

I want to thank our entire team for their dedication to making sustainability an integral part of our business strategy. We look forward to sharing our progress and continuing to build a company that thrives by aligning profitability with responsibility.

David Wolfin  
President and CEO

# Introduction

## About Avino

Avino is a primary silver producer, developer and explorer in Mexico. We have a 5-year growth plan to become an intermediate producer by transitioning from one producing asset to three.

We are committed to managing all business activities in a safe, environmentally responsible, and cost-effective manner, while contributing to the well-being of the communities in which we operate. Headquartered in Vancouver, Canada, Avino Silver & Gold Mines is listed on the NYSE:ASM and TSX:ASM.

### BUSINESS STRATEGY

Our Business strategy includes sustainability, which is integrated into the way we operate, grow, and create value. We view sustainability as a strategic driver that enhances our long-term performance by reducing risks, improving efficiency, and supporting innovation.

By embedding environmental, social, and governance (ESG) considerations into our decision-making, we ensure that our business strategy is aligned with stakeholder expectations, regulatory requirements, and global sustainability trends. This includes optimizing our use of energy and materials, strengthening supply chain resilience, investing in our workforce, and maintaining the highest standards of corporate governance.

### PROJECT PORTFOLIO

#### The Avino Mine - Production

2024 production - 2.6M AgEq ozs  
 2025 target - 2.5 to 2.8M AgEq ozs

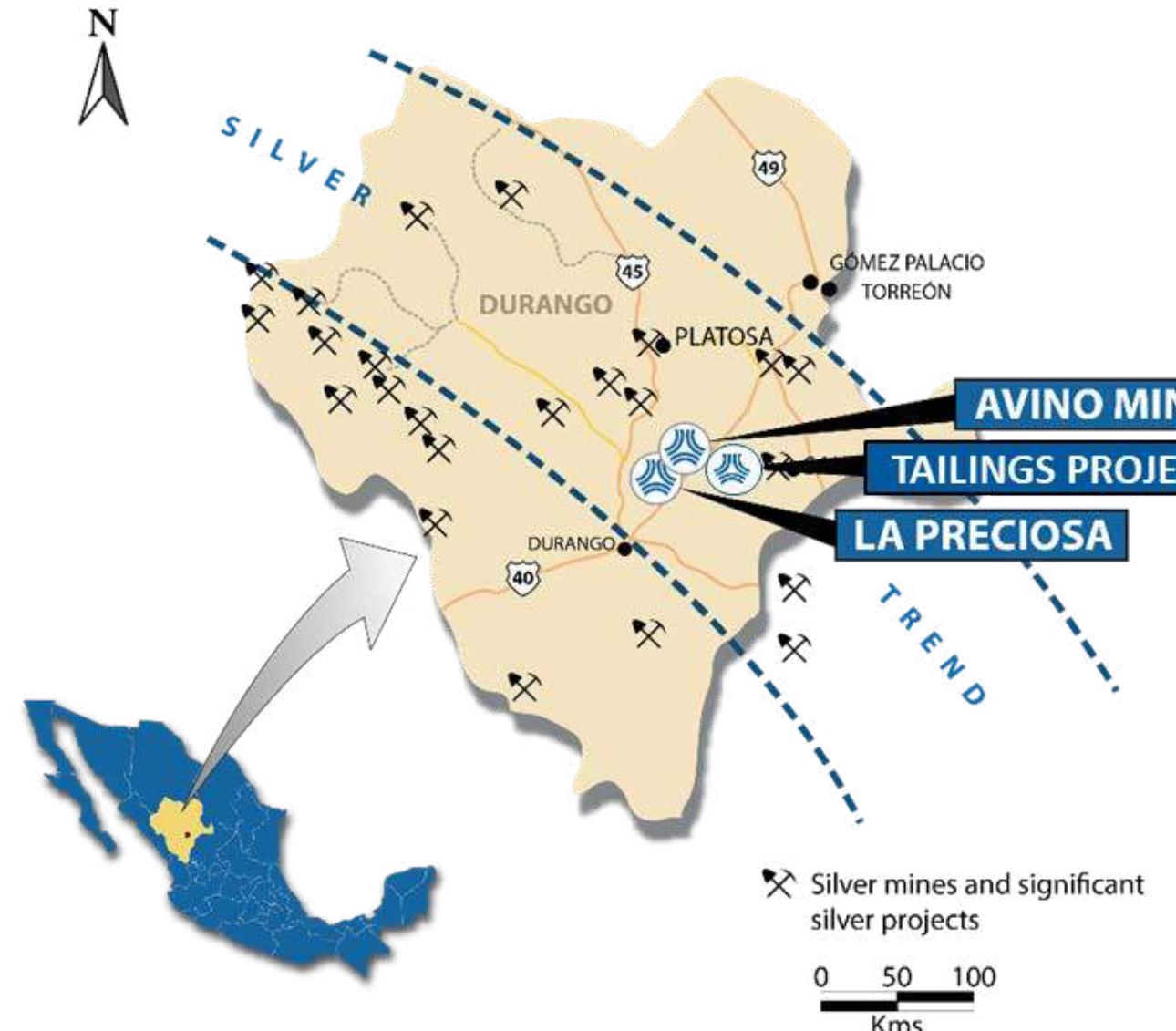
#### La Preciosa - Development

Acquired March 2022, located only 19 kms from the Avino Mine  
 All necessary receipts for mining have been received  
 Underground development is well underway

#### Oxide Tailings Project - Development

Pre-feasibility study completed with inaugural proven and probable mineral reserves for Avino of 6.7 million tonnes  
 Assessing the next steps as we progress along the timeline for growth

Avino currently controls mineral resources, as per NI 43-101, with a total mineral content of 371 million silver equivalent ounces, within our district-scale land package.



### Qualified Person

Peter Latta, P. Eng, MBA, Avino's VP Technical Services, is a qualified person within the context of National Instrument 43-101 who has reviewed and approved the technical data in this sustainability report.

# 2023 Highlights

## Sustainability by the Numbers

All figures stated are in US dollars unless otherwise noted

**\$43.8 M**

Direct Economic Impact

**100%**

Local Mexican Labour Force

**476**

Total number of employees and contractors

**\$66,974**

Local Community Investment

**1,668**

Safety and Health Training Hours

**63%**

Local Mexican Procurement on Goods and Services

**25%**

Women on the Board of Directors

**26**

Number of Reportable Injuries

**64**

Community Skills Workshops Participants

# Business

## 2023 Highlights

All figures stated are in US dollars unless otherwise noted

**\$43.8 M**

Direct Economic Impact

**\$1.6 M**

Taxes paid to Mexican Government

**\$37.6 M**

Total Procurement spent locally within the State of Durango

**\$36 M**

Operating Costs

**\$66,974**

Direct Community Investment

**\$16.8 M**

Total procurement spent within Mexico

**\$5.7 M**

Employees Wages and benefits

**\$0.9 M**

Land use payments

**\$5.1 M**

Total procurement spent Internationally

# Environment

Environmental responsibility is a cornerstone of sustainable resource development. As a mining company, we recognize the importance of managing our environmental footprint – from energy use to water stewardship, waste management, and land restoration. We are committed to transparently reporting our progress and continually improving our practices to support a more sustainable future.



# Environment

## Our Commitment

Our commitment to sustainability is embedded in how we operate—optimizing resource use, investing in innovation, and ensuring that we meet our highest standards of safety, governance, and efficiency. By taking a proactive approach, we are not only reducing risks but also creating opportunities for greater resilience, cost savings, and shareholder value.

### Dry Stack Tailings

- Saving water
- Small environmental footprint
- Reducing risk
- Operational efficiency

### Recycling Water

- Saving water
- Reducing impact on local water resources
- Optimizing resources to lower environmental impact

### Water & Biodiversity

- Dam maintenance helps to protect clean water
- Planting trees helps to improve air quality by absorbing CO<sub>2</sub> from atmosphere, and helps to maintain healthy soil

### Automation

- Energy efficiency
- Reduced waste
- Water and resource management
- Lower emissions or pollutants
- Data-Driven Improvements (data can be used to identify further sustainability opportunities)

# Environment

## Tailings Management - Dry Stack Tailings Facility

Avino's tailings management system is based on our commitment to safety and environmental stewardship.

We approach our tailings management with respect for the people in our communities and the environment. When we consider our environmental approach, we strive to meet or exceed expectations while being guided by best practice standards globally. In recent years, Avino held community forums in the surrounding towns to provide information on tailings storage methods.

Federal permits were obtained for a traditional tailings facility; however the communities expressed some concerns around the traditional system for disposal of tailings.

Avino, respecting these concerns from the community, started looking into alternative tailings storage methods. Avino selected Dry Stack Tailings, which is one of the leading forms of tailings management systems.

The original permits issued Federally were amended a few years later for Dry Stack Tailings and then Avino began the process of constructing the Dry Stack Tailings facility, which is now fully operational.

Our new facility was designed and constructed by a local contractor experienced with Dry Stack design and technology and utilizes Diemme filters with the highest engineering quality to meet and exceed regulatory and international requirements.

Our improved storing method exemplifies Avino's commitment to operational excellence and includes thorough and independent technical oversight of our facilities' design and operation.

Diemme Filtration has provided Dry Stack Tailings filters for many companies operating in Mexico, such as, but not limited to, Endeavour Silver, First Majestic and Fortuna Silver.



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## AVINO'S DRY STACK TAILINGS MANAGEMENT

A Safe and Modern Technology

### COMMITMENT TO SAFETY AND ENVIRONMENTAL STEWARDSHIP

Our dry stack tailings facilities are designed and constructed to the highest engineering and best practice standards that meet or exceed regulatory and international requirements.



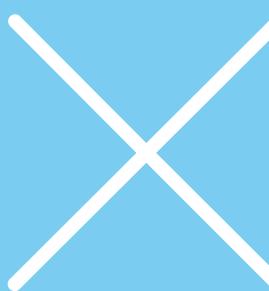
### WHY DRY STACK

Avino carefully chose this tailings storage method for its numerous advantages, which includes: less fresh water usage, a small environmental footprint, no engineered dam, no acid rock drainage, high stability, seismic performance, and reduced water storage.



### NO DAM

No need for tailings ponds or dams. Therefore, there is no risk of a dam failure.



# Environment

## Tailings Management - Dry Stack Tailings Facility

### AVINO'S DRY STACK TAILINGS MANAGEMENT

A Safe and Modern Technology



#### TRACK RECORD

During our many years of operation, there has never been a tailings breach at Avino and we continue to be vigilant, comprehensive and responsible in how tailings are managed at our facilities to maintain this record. In 2022, Avino received the ESR designation granted by the Mexican Centre for Philanthropy and the Alliance for Corporate Social Responsibility recognizing Avino's support to the local communities.



#### REGULATORY REVIEW

Permitting passed strict regulatory approvals encompassing numerous protections through all stages of mine life - construction, operation and closure. This includes water and air quality, noise, views, drinking water supply, generation and storage of hazardous and non-hazardous waste, endangered species, plant life, and cultural resources.



#### NO ACID ROCK GENERATION

Avino samples the water quality and pH at 4 different locations around the mine at regular intervals to ensure the water is non-acid generating. The samples are analyzed by an accredited laboratory and approved by the national water commission.

#### WORLD CLASS FACILITY

Our dry stack facility was designed and constructed by a local contractor experienced with Dry Stack design and technology and utilizes Diemme Filters with the highest engineering quality to meet and exceed regulatory and international requirements. The filterpresses Avino uses is the best dewatering technology available with the highest dewatering efficiency. The discharged solids after water is removed are called "cakes" and this is the silty, dirt-like material that is transported by conveyor to the open pit for storage and early stage reclamation.



#### OTHER DRY STACK FACILITIES IN MEXICO

These major mining companies operating in Mexico also operate dry stack tailings management using Diemme's Filters:

- First Majestic
- Torex Gold
- Endeavour Silver
- Fortuna Silver
- GAN Group

#### WHAT ARE TAILINGS?

Tailings are the crushed rock (silty, dirt-like material) containing varying amounts of water left over from processing after the target mineral is extracted.



During our 50+ years of operation, there has never been a tailings breach at a Company-owned facility, and we continue to be vigilant, comprehensive and responsible in how tailings are managed at our facilities to maintain this record.

We work to meet or exceed expectations to minimize our environmental impacts at our site and to manage our activities in a way which prevents any risks or impacts to the surrounding communities of Avino.

# Environment

## Water

**19.3 l/s**

Ground Water (from Mining)

**76.7 l/s**

Recycled Water (from Tailings)

**96.0 l/s**

Total Water Consumption

**80%**

Percentage of Water Recycled

**0.57 tonnes/m<sup>3</sup>**

Water Intensity by tonnes processed

**2.24 AgEq Oz/m<sup>3</sup>**

Water Intensity by silver equivalent oz

**2.82 tonnes/m<sup>3</sup>**

Fresh water intensity by tonnes processed

**11.6 AgEq Oz/m<sup>3</sup>**

Fresh water intensity by silver equivalent oz

l/s = litres per second m<sup>3</sup> = Cubic metre

Water is recycled at the Avino mine site to reduce our impact on local water resources

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# Environment

## Water and Biodiversity



### As part of the support work provided to the communities by Avino in 2023:

- Regular dam maintenance is conducted to safeguard water quality and reliable sanitation
- Trees were planted as an essential aspect of sustainable development, a small step to protect the environment in Durango
- Preventative road maintenance is ongoing which can help to reduce greenhouse emissions



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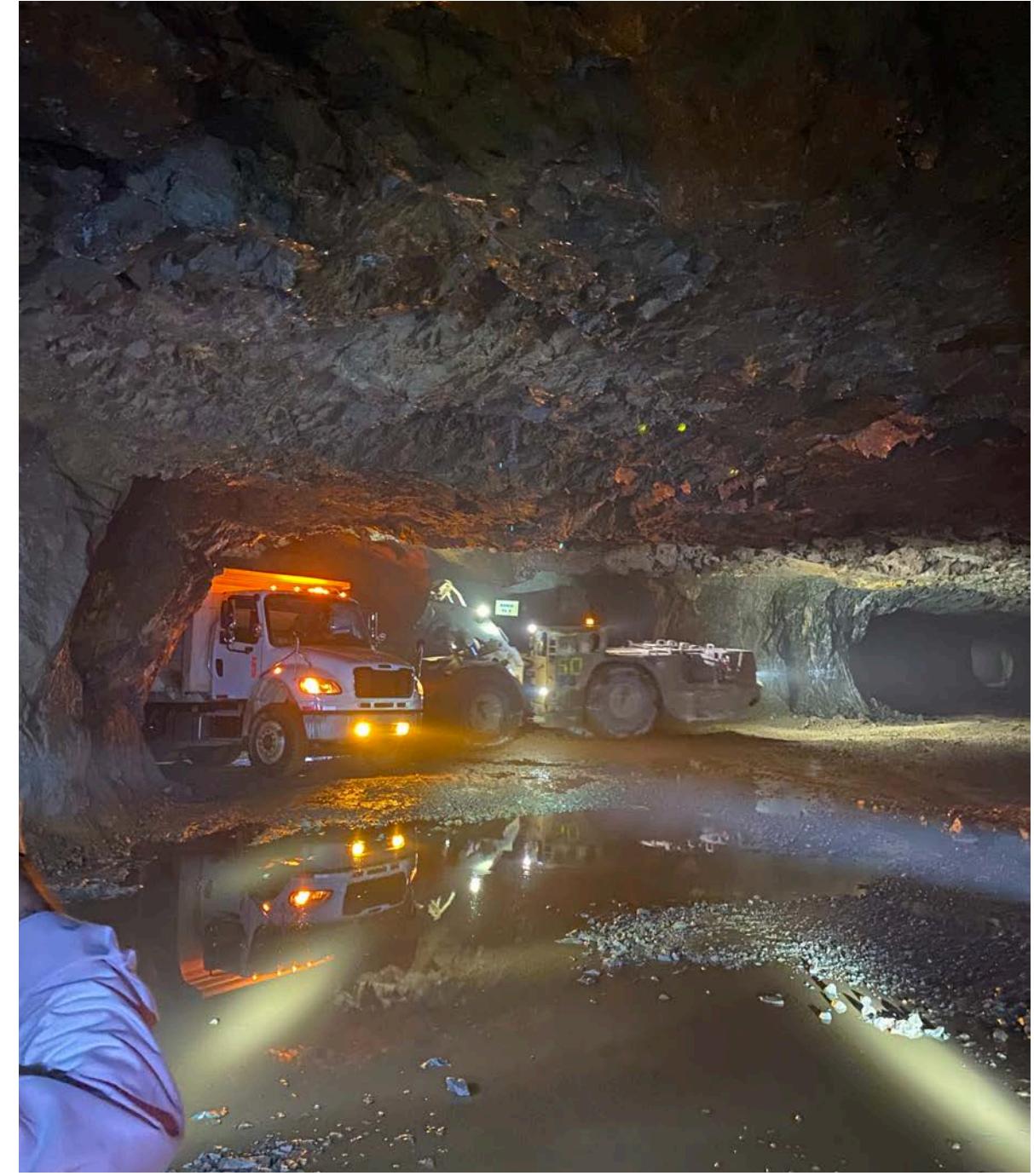
# Environment

## Automation

### Resource Efficiency

Automation helps to reduce energy, water, and raw material usage by streamlining processes and minimizing waste.

Avino digitally transformed certain areas at the mine to enhance efficiencies including mill automation and underground vehicle tracking.



# Our People

Avino's workforce is dedicated and the strength behind the success of the Company. We have workers today whose parents, uncles, brothers and sisters have all worked at Avino. Our workforce in Mexico comes from the communities close to the mine. Avino is the sole employer in the area.

We invest in the well-being of our employees by offering health and safety training and professional development.



# Our People

## Workforce

Avino's workforce is dedicated and the strength behind the success of the Company. We have workers today whose parents, uncles, brothers and sisters have all worked at Avino. Our workforce in Mexico derives from the communities close to the mine. Avino is the sole employer in the area.

We invest in the well-being of our employees by offering health and safety training and professional development.

One of Avino's top CSR priorities is to create employment opportunities for residents in nearby communities, aiming to cultivate generations of passionate and committed advocates for Avino or as we like to say, "Ambassadors of Avino". We aim to educate the younger generation about local resources, motivating them to appreciate the benefits of mining and envision a future where they can pursue rewarding careers in their own community.



### Avino's Workforce Diversity 2023

#### Total Workforce

**476**

#### Employees

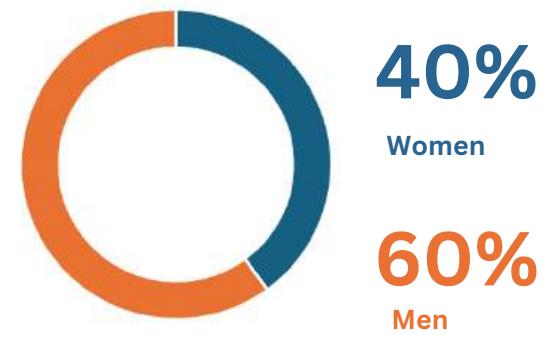
**273**

#### Contractors

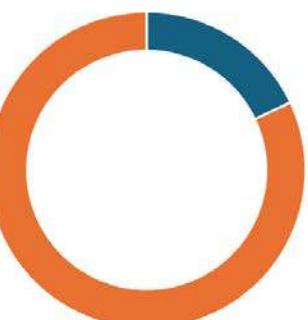
**203**

#### Employee Gender

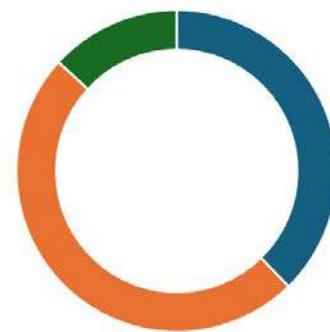
#### Professional Roles



#### Overall



#### Employee Ages



# Our People

## Health and Safety

The safety of our employees and contractors is our top priority. We are committed to preventing fatalities, injuries, and illnesses by fostering a safe working environment and cultivating a culture of vigilance and proactive safety.

In 2023, there was a significant reduction in the number of accidents compared to 2022. This demonstrates that Avino personnel and contractors are committed to improving the safety of our workplace.

Avino is below the national average for mining companies in Mexico for workplace accidents by a significant margin and aims to continue to reduce this rate, with the goal of having a 0.00% Incident rate.

### 2023 Health & Safety Results

Lost time injuries

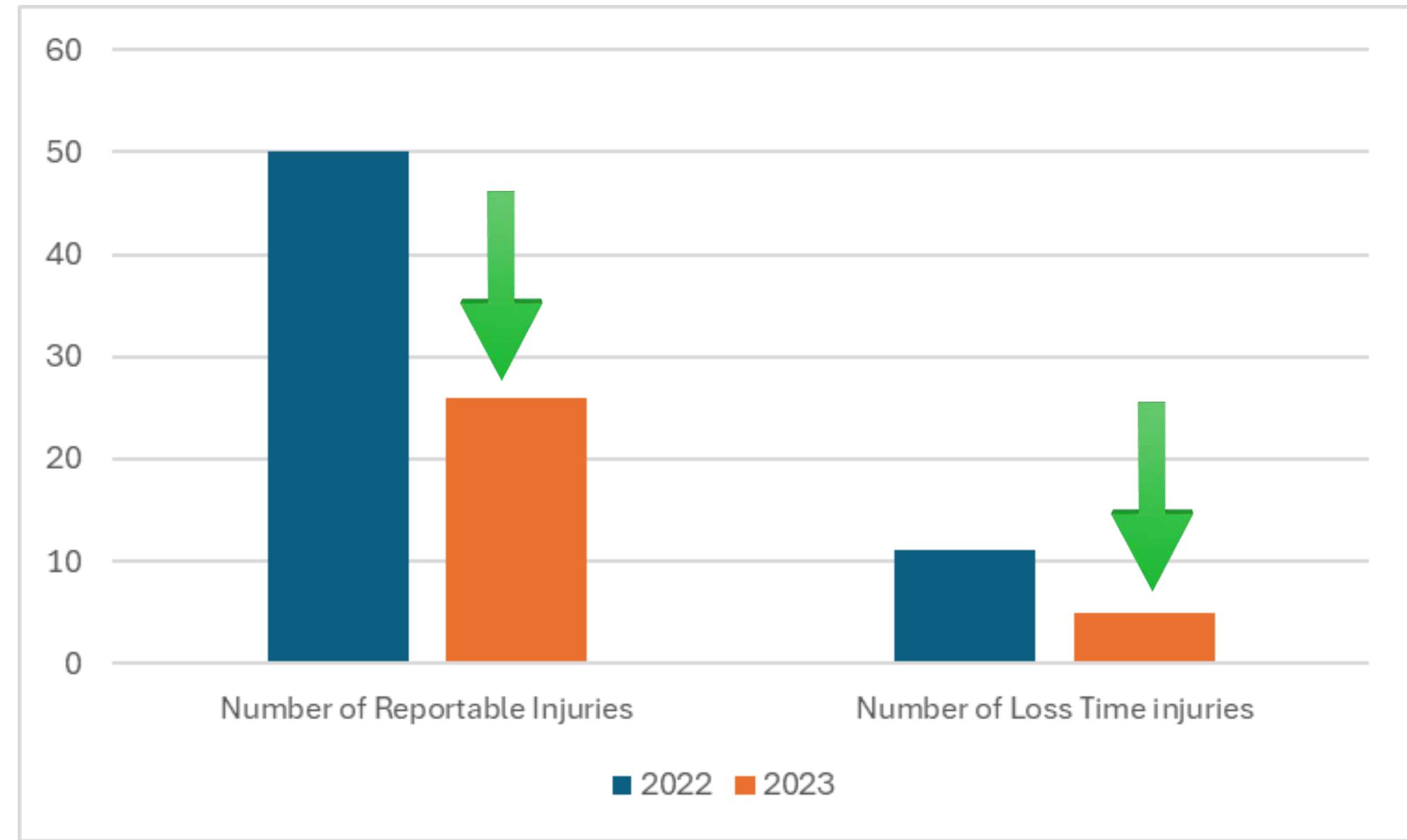
Number of Reportable Injuries

Number of Fatalities

**5**

**26**

**1**



A significant reduction in the number of incidents compared to 2022.

Demonstrating a commitment to improving the safety of our workplace

# Our People

## Training and Education

Providing training to employees is a cornerstone of our sustainability efforts for several important reasons:

1. Enhancing Safety and Well-being:
2. Promoting Operational Efficiency
3. Supporting Career Development
4. Fostering Innovation
5. Strengthening ESG Awareness
6. Boosting Engagement and Retention
7. Meeting Regulatory and Ethical standards in mining operations

By prioritizing employee training, we are not only enhancing our team's capabilities but also advancing Avino's commitment to sustainable and responsible mining practices.

Our employees and contractors complete safety training on a regular basis in areas such as Industrial Safety & Hygiene, Production processes, and Safety Risks Underground. A full list is shown in the table on this page. Additionally, we prioritize the overall well-being of our workforce, including their mental health, as an integral part of our commitment to their care.



## Total Training and Education Hours in 2023

**Total Number of Training Hours for Employees and Contractors**

**1,688**

**Average Number of Training Hours for Employees and Contractors**

**118**

**Number of Employees Training**

**46**

**Number of Contractors Training**

**95**

### Safety, Training and Technical Courses Offered

|  |   |  |
|--|---|--|
| <b>Industrial Safety &amp; Hygiene</b> | <b>Production Processes</b>                   | <b>Identification and Assessment of Occupational Risks and Accidents</b> |
| <b>Personal Protective Equipment</b>   | <b>Use and Handling of Fire Extinguishers</b> | <b>Understanding Safety Signs</b>  |
| <b>Safety Risks Underground</b>        | <b>Safety Measures for High Risk Work</b>     | <b>Mill Safety</b>   |
| <b>Scoop Tram Safety</b>               | <b>General First Aid</b>                      | <b>Excavator/Rock Breaker Safety</b>                                     |
| <b>Flotation of Minerals</b>           | <b>Lockout and Tagout Procedures</b>          | <b>Basics of Lubrication and Maintenance</b>                             |

# Our Communities



# Our Communities

## Community Relations

At Avino, we believe that when business, societal and environmental interests overlap, everyone wins.

Having operated in the same community in Mexico for many decades, Avino has benefited from longstanding relationships that continue to aid the company's ongoing development. Our goal is to make meaningful contributions to the communities in which we operate by engaging the local workforce, providing new opportunities and continually looking for ways to better the lives of our employees and their families.



# Our Communities

## Sustainable Development Goals



We are committed to using the United Nations Sustainable Development Goals (SDGs) as a guiding framework for our sustainability efforts. The SDGs are a set of 17 interlinked global goals designed to be a blueprint for achieving a better and more sustainable future for all.

### The Individual SDGs that Avino has focused on in 2023 are:

- #1 No Poverty
- #2 Zero Hunger
- #3 Good Health and Well-Being
- #4 Quality Education
- #5 Gender Equality
- #6 Clean Water and Sanitation
- #9 Industry, Innovation and Infrastructure
- #15 Life on Land
- #16 Peace, Justice and Strong Institutions
- #17 Partnerships for the Goals

\*The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States

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# Our Communities

## Contributions and Support



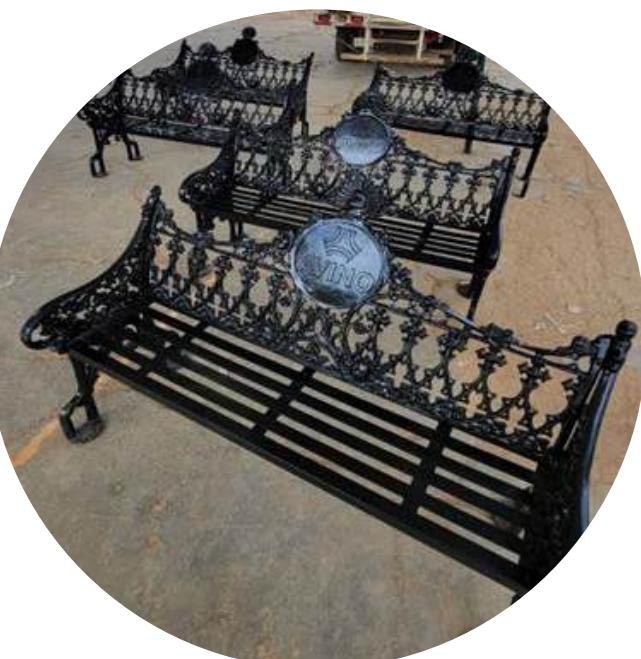
**In 2023, Avino contributed and supported these communities in the following ways:**

- Environmental campaigns aimed at reforestation and improvements to community areas
- Several donations to the schools which included musical instruments, sports equipment, arts & crafts supplies, and summer programs
- Educational talks to the schools on the topics of health and safety
- Maintenance of schools with delivery of supplies for general upkeep to the structures
- Assistance in maintaining the community landfills
- Celebrated International Women's Day in the communities
- Provided waste collection drums
- Raise awareness in the communities and within our workforce on World Day to Combat Depression and on World Water Day to observe the importance of the sustainable management of freshwater sources
- Preventative maintenance to the roads
- Started to follow the ESG Standards and the United Nations Sustainable Development Goals
- Workshops benefitting the women in the communities to help develop economic benefit for the family

# Our Communities

## Total Community Investment

**Total Community Investment in 2023 = US\$66,974**



# Our Communities

## Great Partners

In 2015 at a conference, our President and CEO, David Wolfin was approached by members of Samsung C&T. They were very interested in Avino, and said to David, "Samsung C&T is looking for ethically sourced material to use in our products". They were interested in purchasing the Avino Mine concentrate produced.

A trip to site was arranged and in July of 2015, the group performed their due diligence and was extremely pleased with what they saw at Avino, and an agreement was made for the Avino Mine concentrate to be sold to Samsung C&T.

This began a many years long relationship with one of the world's most recognizable brands that operates various businesses including engineering and construction, trading and investment, fashion and resort businesses. The company also carries out the building, civil infrastructure, urban development, plant and housing construction works. Samsung C&T carries out trading of chemicals, iron and steel, industrial materials, energy and mineral resources, and supplies plants for the textile industry.

In 2022, Samsung graciously donated tablets and TVs to Avino for the Company to distribute within the communities. An action plan for the distribution was developed and the donations of the tablets and TVs commenced in 2023.

This meaningful gesture provided much needed technology and devices that enhanced the training and education for so many children and adults of our communities.



<https://www.un.org/sustainabledevelopment/>



# Our Communities

## 2023 Initiatives aligned with Sustainable Development Goals

One of our major objectives is to make a positive impact on our communities and society. Maintaining a friendly dialogue is key to learning, improving and maintaining strong relationships, and developing trust as responsible corporate citizens.

Activities held during the year that followed the guidelines of the Sustainable Development Goals were:

- Held meetings with Government offices, mining chambers and associations, and local ejido authorities – keeping the lines of communication open
- Delivered TV screens and tablets to the community schools for educational purposes and provided road maintenance and repairs
- For the benefit of the women in the communities, and to help develop economic benefit for the family, workshops in wreath making, food preparation and other handiwork were held that culminated in a Christmas Bazaar in mid-December where the women then sold their handmade crafts and food
- For the benefit of the environment, Avino delivered trees, recycle containers, took water samples and provided health & wellbeing education in the communities.

### Avino's initiatives for 2023 that aligned with these Sustainable Development Goals



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# Governance

## Our Approach



Good governance is essential to Avino's success, encouraging transparency, accountability, risk management, stakeholder engagement, and continuous improvement.

Our [Code of Ethical Conduct](#) applies to all directors, officers, consultants and employees (the "Executive and Staff") of Avino Silver & Gold Mines Ltd. (the "Company").

We respect and uphold fundamental human rights, both in the workplace and in local communities.

All Executives and Staff recognize that they hold an important role in the overall corporate governance and ethical standards of the Company. Each person is capable and empowered to ensure that the Company's, its shareholders' and other stakeholders' interests are appropriately balanced, protected and preserved.

Avino's [Whistleblower Policy](#) that is designed to encourage ethical behaviour by off of the Company directors and employees, and provides details and procedures for submitting a complaint or concern to the Chairman of the Audit Committee of the Company of any wrong-doing.

Avino adheres to the reporting requirements under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and publishes a [Modern Slavery Act Report](#) annually on its website.

During the financial year end December 31, 2023, Avino took the following steps to reduce the risks of forced labour and child labour in our operations and supply chain:

- Working internally within all departments to assess the risks of forced and/or child labour in our supply chain and operations;
- Developing an action plan for addressing risks identified during this process;
- Conducting internal due diligence to identify, address and eradicate any identified forced labour or child labour, if any identified;
- Developing training and awareness for our workforce and suppliers/contractors on forced labour and child labour; and,
- Developing updated policies within our existing Code of Conduct that specifically address forced labour and child labour;



In 2024, our focus is on the continuation of this work, as well as the further development of additional policies to mitigate risks surrounding forced labour and child labour, as well as highlight the steps that we are taking to reduce the risks in relation to our supply chain and mining operations.

# Governance

## Governance and Risk Management

**Effective governance is the foundation of Avino's success.** For our entire team, this means a steadfast commitment to proactively addressing ESG risks and opportunities across every facet of our mining operations.

**The Board of Avino recognizes the commitment at all levels of the company to responsible mining and building strong communities wherever we operate.** The dedication to integrating sustainability into our business strategy is shared by all of our Board members, our executive management team, and employees.

**We are committed to continuing to provide high-quality information on our work and performance on a range of ESG issues.** These disclosures are of the highest priority to many of our stakeholders and investors. This is the inaugural sustainability report for Avino, and while we are thrilled for the progress that Avino has achieved, we recognize that we have strides to make and we look forward to further developing programs and initiatives.

**Business and Risk Management:** The Board has the responsibility to: (a) ensure management identifies the principal risks of the Company's business and implements appropriate systems to manage these risks; (b) evaluate and assess information provided by committees of the Board, management and others about principal risks of the Company's business and the effectiveness of risk management systems in place; and (c) review the adequacy of security of information, information systems, and recovery plans.

The Board also recognizes the **Corporate and Board Diversity is an important part of the Company's culture and operations.** Consequently, the Company seeks to recruit and invest in the best available talent. However, the Company has not adopted a written policy relating to the identification and nomination of women directors or regarding the number of women in executive positions because it does not believe that a written policy is the best way to achieve the Company's diversity or business objectives.

On appointing individuals to the Board and executive officer positions, the Company considers a number of factors, including the skills and experience required for the position and the personal attributes of the candidates.

The Company recognizes the value of individuals with diverse attributes on the Board and in executive officer positions, and is committed to the desirability that there is representation of women on the Board and in executive officer positions.



# Measuring Progress

2023 will serve as our benchmark for future sustainability performance goals. We will use the following key indicators below to allow us to make informed decisions, identify areas for improvement, identify gaps and allows us to set goals. We will add indicators to this list as we progress.

## Key Indicator

## 2024 Target

## 2023 Results

### Environment

Dry Stack Tailings - Recycled Water

Increase litres/second from Tailings and the percentage of Water recycled

76.7 l/s Recycled Water from Tailings  
80% of Water recycled

### Local Community Investment

Increase funding for community initiatives, aligned with Avino's priority areas

Maintain or increase funding for community initiatives

USD\$66,974

### Health and Safety

Continue implementing Safety and Health Strategies

Zero fatalities and Zero accidents or Lost Time Injuries (LTI)

1 fatality and 5 LTI

### Business

Local Mexican Procurement on Goods and Services

Maintain or increase local Mexican procurement

63%

### National Procurement on Good and Services

Maintain or increase procurement from the State of Durango

29%

### Governance

Board Diversity

Maintain women representation on the Board

25%