2025 Sustainability Report

Avino Silver & Gold Mines Ltd.



Contents of the report

SECTION 1
INTRODUCTION
PAGES 3 - 6

SECTION 2
2025 SUSTAINABILITY HIGHLIGHTS
PAGE 7

SECTION 3
OUR APPROACH - U.N. SUSTAINABILITY GOALS
PAGE 8

SECTION 4
ENVIRONMENT
PAGES 9 - 19

SECTION 5
OUR PEOPLE AND COMMUNITIES
PAGES 20 - 29

SECTION 6
GOVERNANCE
PAGES 30 - 31

SECTION 7
MEASURING PROGRESS
PAGE 32

SECTION 8
CONTACT INFORMATION
PAGE 33

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

As our sustainability journey continues to evolve, so does our approach to sustainability reporting. With each reporting cycle, we are working to strengthen the quality, consistency and transparency of our disclosures. As part of this evolution, we have continued to assess recognized sustainability reporting frameworks and are moving closer to selecting a framework that aligns with our operations, stakeholder expectations and long-term business strategy. The adoption of a formal reporting framework will represent an important next step in the maturation of our sustainability reporting, providing greater structure and comparability while supporting continuous improvement in the years ahead.

Information and data in this report are provided for the Avino Mine and La Preciosa, both located in Durango, Mexico, as applicable to their respective activities during 2025.

Avino's head office is in Vancouver, Canada and administrative offices are located in Durango, Mexico.

Throughout this document, "Avino", "the Company," "we", "our" and "us" refers to Avino Silver & Gold Mines Ltd.

All monetary amounts are in U.S. dollars, unless otherwise noted.



Underground at the Avino Mine

The entrance to La Preciosa



Introduction:

Message from Avino's President & CEO



I am pleased to share Avino's 2025 Sustainability Report, which reflects the continued evolution of our sustainability journey alongside the growth and transformation of our business.

As Avino advances its growth strategy, sustainability remains an important part of how we operate, make decisions and plan for the future. Integrating environmental, social and governance considerations into our business helps us manage risk, strengthen operational resilience and support the creation of long-term value for our stakeholders.

Our approach remains practical and operationally driven, with a focus on efficiency, innovation, safety, responsible resource management and strong governance. During the year, we continued to optimize the Avino Mine while advancing development at La Preciosa, making responsible growth across our operations increasingly important.

This commitment can be seen in tangible improvements across our operations. During the year, we continued investing in automation and operational efficiency, including new tailings filtration equipment and enhanced data collection and dashboards for mill operating personnel. We also continued to advance our approach to responsible water management, building on the improvements that have enabled us to recycle approximately 93% of the water used in our operations.

We continued to align our sustainability efforts with the United Nations Sustainable Development Goals and were proud to once again receive the ESR Distinction from the Mexican Center for Philanthropy (CEMEFI). This external recognition provides valuable perspective as we continue to assess our practices and identify opportunities for improvement.

Our sustainability reporting is also evolving. During the year, we continued evaluating recognized reporting frameworks and are moving closer to determining the approach that best aligns with our operations, stakeholder expectations and long-term business needs. This represents an important next step toward greater structure, consistency and comparability in our reporting.

This report highlights our progress during 2025 across environmental stewardship, workplace health and safety, responsible business practices and community engagement. As Avino grows, we will continue to strengthen our practices, enhance the quality and transparency of our reporting and respond to evolving investor expectations, regulatory requirements and industry standards.

I would like to thank our employees for their continued commitment to operating safely, responsibly and efficiently. Their efforts are fundamental to our progress as we continue to grow Avino responsibly and create sustainable value for all our stakeholders.

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 is working to integrate sustainability 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 integrating environmental, social, and governance (ESG) considerations into our decision-making, we help align our business strategy 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

2025 production 2.6M AgEq

La Preciosa - Development

Future silver production asset

Oxide Tailings Project - Development

Pre-feasibility study completed in 2024

Large Silver Equivalent Resource Base - NI 43-101 effective date October 31, 2025

- 127 million AgEq oz of proven and probable mineral reserves
- 301 million AgEq Oz of measured and indicated mineral resources

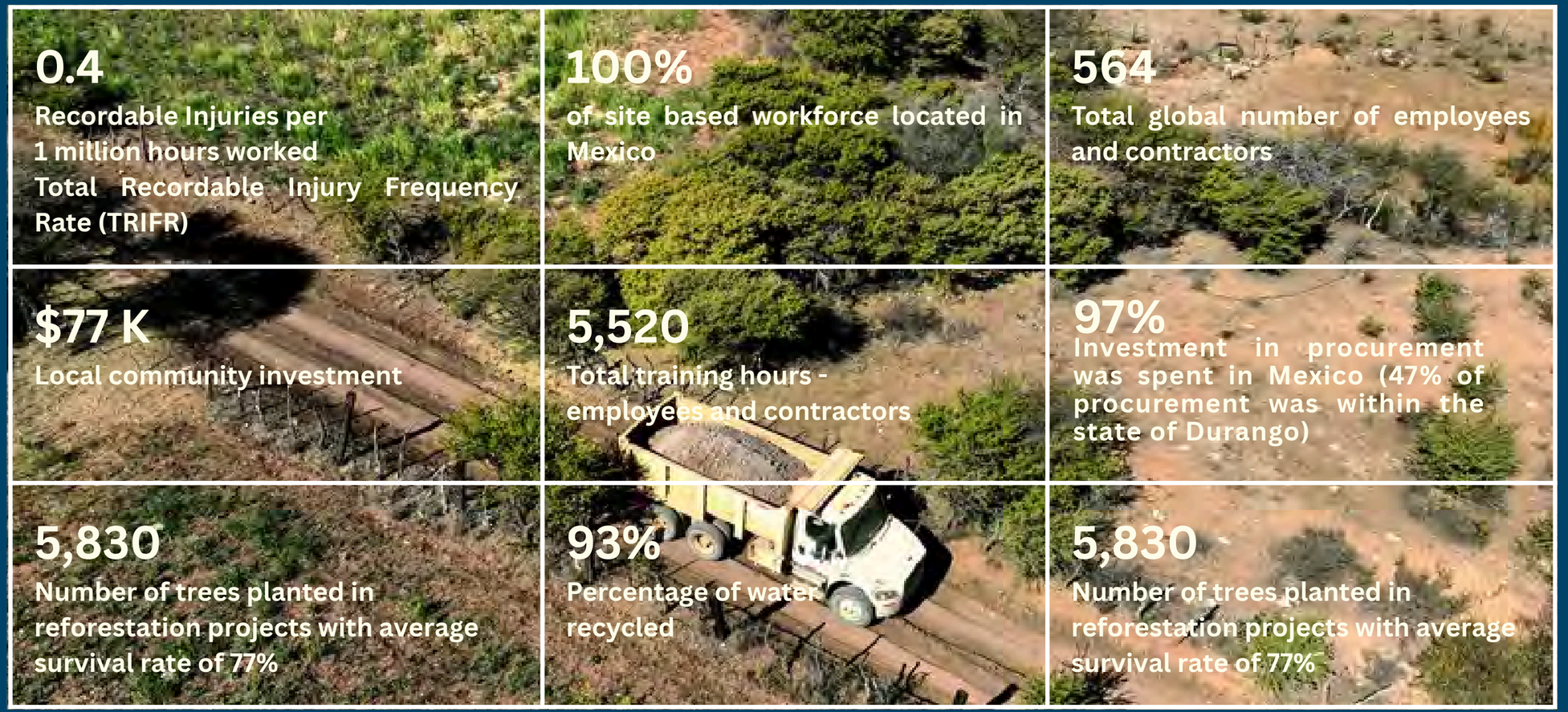


Qualified Person

Peter Latta, P. Eng, MBA, Avino's Senior 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.

Sustainability Highlights

All figures stated are in US dollars unless otherwise noted



Our 2025 sustainability highlights reflect our continued efforts to operate responsibly, manage our environmental impact, support our people, contribute positively to the communities where we operate, and create lasting value as Avino continues to grow.

Avino's impact on local communities

Avino's presence creates economic and social value that extends beyond the boundaries of our operations. Through direct and indirect employment, local procurement, infrastructure investment, education, health and community programs, our operations contribute to livelihoods and economic activity throughout the surrounding communities and the broader Durango region. As Avino grows, we recognize that our responsibility is to ensure that the benefits of that growth are shared with the communities that have supported our operations for generations.

Our approach: Sustainable Development Goals



SUSTAINABLE DEVELOPMENT GOALS

Avino uses the United Nations Sustainable Development Goals (SDGs) to illustrate how select operational, environmental, workforce and community activities relate to broader sustainable development priorities.

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 to sustainability is reflected in our day-to-day operations, from responsible tailings management and water conservation and recycling to land reclamation, employee education and environmental awareness. By taking a proactive and practical approach, we aim to minimize environmental risks, improve operational efficiency, strengthen employee engagement and support long-term value creation for our stakeholders.



Tailings Management

- Dry Stack Tailings Facility
- Water recovery and reuse
- Reduced surface water storage and lower moisture content compared with conventional slurry tailings systems
- Helps to reduce risk by controlled placement and ongoing monitoring
- Operatonal efficiency

Recycling Water

- 93% of water recycled
- Recovered water is returned to processing circuit for reuse
- Reducing impact on local water resources

Reclamation

- Planting trees to support the recovery of ecosystems
- Preventative road maintenance - land stewardship, helps with dust generation

Awareness & Education

- Environmental Stewardship
- Responsible Waste Management
- Environmental Awareness and Education
- Environmental Policy compliance and training

Environment: Responsible Tailings Management

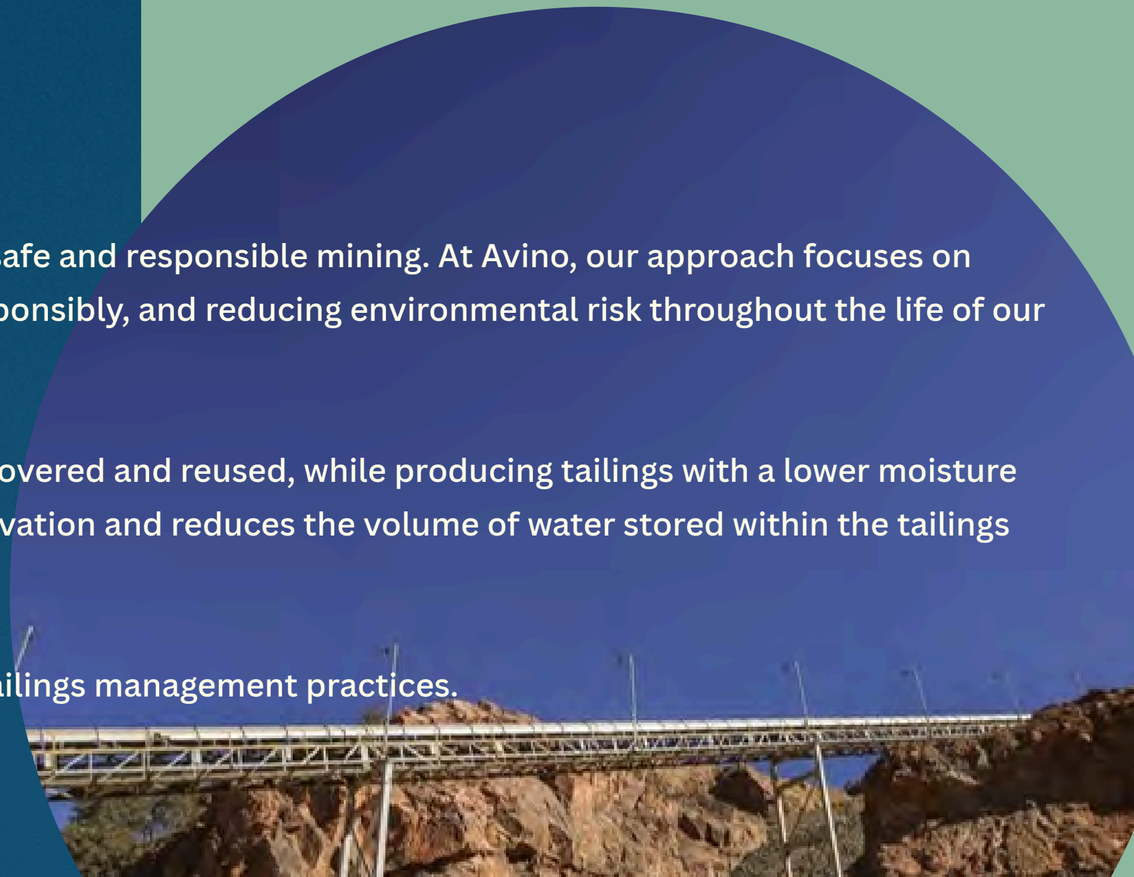


Dry-Stack Tailings

Effective tailings management is an important component of our commitment to safe and responsible mining. At Avino, our approach focuses on maintaining the integrity and stability of our tailings facilities, managing water responsibly, and reducing environmental risk throughout the life of our operations.

Our use of dry-stack tailings allows a significant portion of process water to be recovered and reused, while producing tailings with a lower moisture content than conventional slurry-based systems. This contributes to water conservation and reduces the volume of water stored within the tailings system.

Regular monitoring, inspections and maintenance form an important part of our tailings management practices.

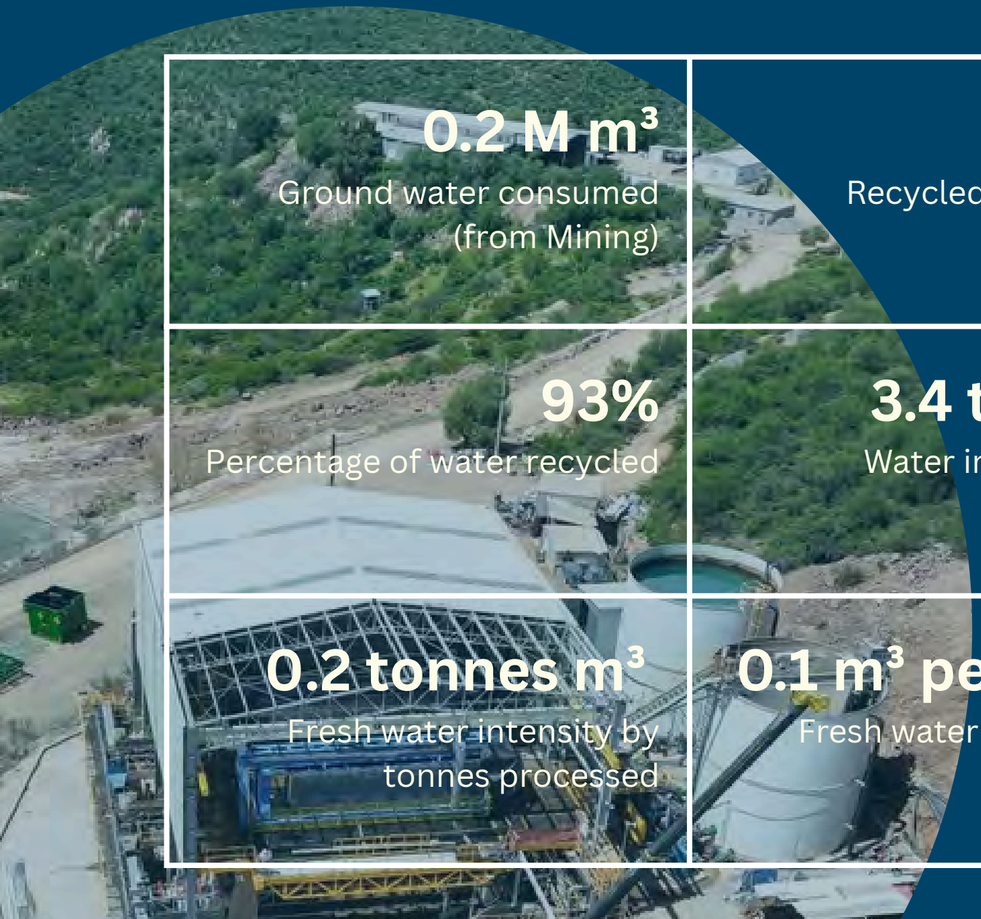


Environment: Tailings Management



Commitment to Safety and Environmental Stewardship	Why Dry Stack	No Dam	Track Record
Our dry-stack tailings facilities are designed, constructed and managed in accordance with applicable regulatory requirements and robust site-specific engineering standards.	Avino carefully chose this tailings storage method for its numerous advantages, which includes: reduced surface water storage and lower moisture content compared with conventional slurry tailings systems, no engineered dam, no acid rock drainage, high stability, seismic performance.	The dry-stack configuration avoids a conventional tailings dam, reducing risks associated with pond or dam storage.	Avino continues to be vigilant, comprehensive and responsible in how we manage tailings - rigorous oversight, ongoing monitoring , ond adherence to industry best practices.

Environment: Water



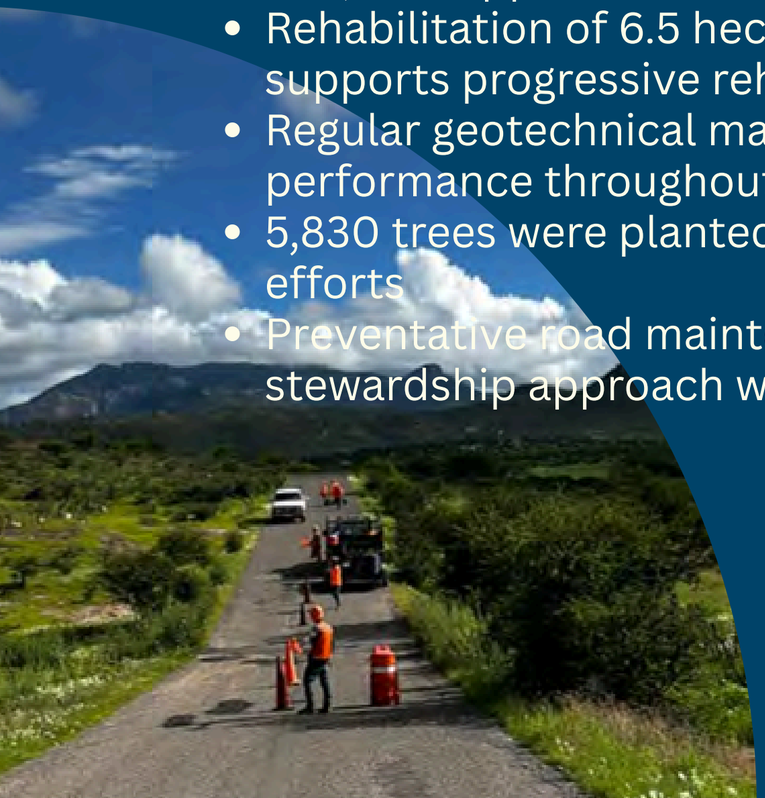
0.2 M m³ Ground water consumed (from Mining)	**2.2 M m³** Recycled water consumed (from Tailings)	**2.4 M m³** Total water consumption
93% Percentage of water recycled	**3.4 tonnes m³** Water intensity by tonnes processed	**1 m³ per AgEq oz** Water intensity by silver equivalent ounces
0.2 tonnes m³ Fresh water intensity by tonnes processed	**0.1 m³ per AgEq oz** Fresh water intensity by silver equivlent ounces	m3 = Cubic metre

Water recycling plays a critical role in Avino's approach to responsible resource management. By reusing water throughout our operations, we reduce our reliance on freshwater sources, improve operational efficiency, and helps reduce reliance on freshwater inputs. This practice supports environmental stewardship, enhances operational resilience, and contributes to the long-term sustainability of the regions where we operate.

Environment: Supporting Reclamation

In 2025, we supported reclamation by:

- Rehabilitation of 6.5 hectares of land surrounding our operations, which supports progressive rehabilitation activities
- Regular geotechnical maintenance which supports safe and stable performance throughout operations
- 5,830 trees were planted with a 77% survival rate, supporting revegetation efforts
- Preventative road maintenance is an important part of our land stewardship approach which helps control dust generation





Environment: Awareness & Education



Earth Day

The objective was to raise employee awareness of the importance of environmental responsibility, and encourage actions in the workplace and beyond.

The focus was on helping employees understand the value of natural resources and the role individual actions can play in their responsible use and conservation.

It also provided information on the potential environmental impacts associated with mining activities and the measures Avino has implemented to help manage these impacts, including water conservation and recycling, responsible tailings management, waste management, and land rehabilitation activities.

Environment: Responsible Waste Management





“Minero Reciclam” - *Miners who Recycle* - Recycling Campaign

From May 5 to 17, 2025, Avino launched an employee recycling campaign aimed at raising awareness of proper waste separation and recycling practices, while encouraging employees to take an active role in responsible waste management and reducing the environmental impact of our operations.

An inter-departmental competition held and each department was provided with a bin for collecting recyclable materials such as paper, cardboard, PET, and aluminum. During this period, recycling-related talks were held for employees, and surveys were conducted to assess recycling awareness.

Environment: Environmental Policy Compliance & Training



World Environment Day/Environmental Policy Commitment



As part of World Environment Day on June 5, 2025, Avino held a symbolic signing of the company's Environmental Policy.

Employees expressed their commitment to supporting the following principles and responsibilities established by the Company:

- Conduct operations responsibly and take measures to prevent environmental incidents
- Adopt practices that minimize environmental impacts
- Reduce waste generation and ensure proper waste management and disposal
- Comply with applicable environmental laws, regulations, and permit requirements
- Monitor and manage water use to improve efficiency and reduce our water footprint
- Promote efficient energy use
- Support biodiversity conservation and the protection of natural habitats
- Provide environmental awareness training to employees and contractors to encourage responsible practices



Environment
GHG Emissions

By tracking and reporting our GHG emissions and energy consumption, we are building a stronger understanding of our environmental performance and identifying opportunities for improvement. We continue to look for practical ways to improve energy efficiency and reduce fuel consumption where feasible, including transitioning from diesel-powered equipment to electric alternatives where operationally appropriate.

Avino continues to strengthen its energy and emissions reporting to improve visibility into the composition and environmental attributes of its electricity consumption.

4.1 K Tonne tC02e
Total Scope 1 GHG Emissions

11.7 K Tonne tC02e
Total Scope 2 GHG Emissions

15.8 K Tonne tC02e
Total Scope 1 + 2 GHG Emissions

Scope 1 emissions represent direct emissions from sources owned or controlled by the Company, including fuel used in mining equipment and on-site operations.

Scope 2 emissions represent indirect emissions associated with purchased electricity used to power our operations.

Scope 1 and Scope 2 emissions were calculated using internally compiled 2025 operational data and applicable emissions factors. Unless otherwise stated, reported emissions relate to Avino Mine operations for the 2025 calendar year.



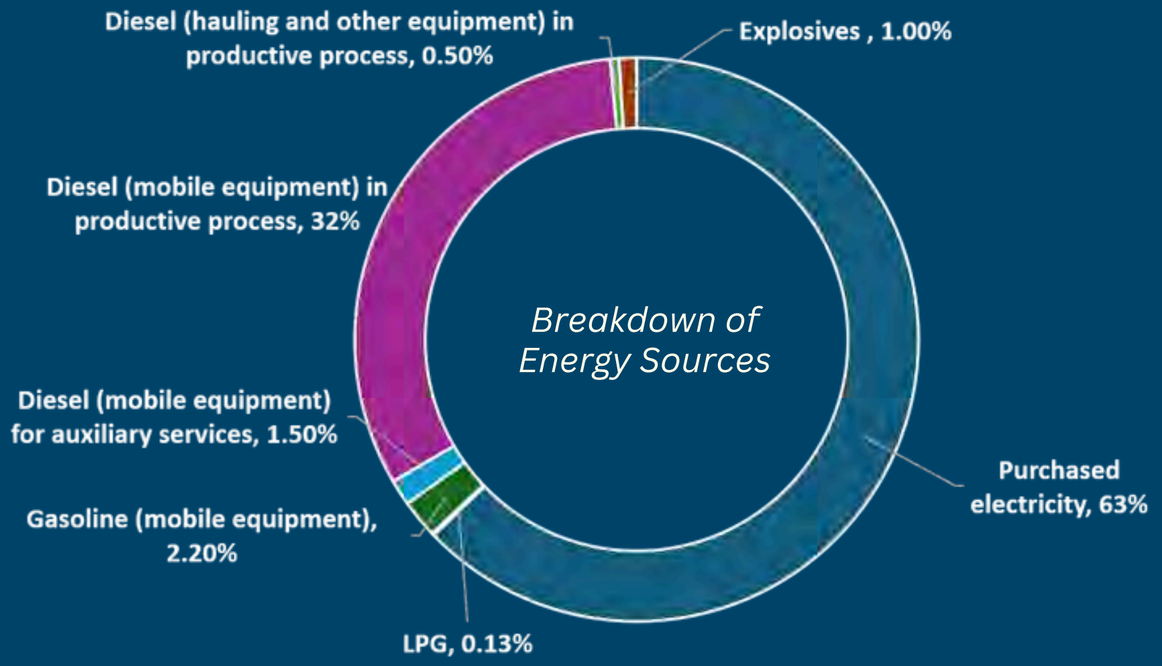
Environment
Energy Consumption

In 2025, Avino expanded its sustainability reporting to include energy consumption data, providing greater visibility into the energy used across our operations. Reporting these data represents an important step in strengthening our understanding of energy use and provides a foundation for evaluating performance over time. nergy is an important component of our mining and processing activities, and improved visibility into consumption supports informed operational decision-making and the identification of opportunities for greater efficiency.

Avino purchased 26,484.61 MWh of electricity from the grid in 2025. Under the Company's electricity supply agreement, Clean Energy Certificates (CELs) equivalent to approximately 10% of purchased electricity consumption were included and documented through monthly billing records.

This represents approximately 2,648 MWh (2.65 million kWh) of electricity consumption associated with certified clean-energy attributes.

Avino continues to strengthen its energy and emissions reporting to improve visibility into the composition and environmental attributes of its electricity consumption.



153,068 GJ
Total Energy Consumption

0.2111 GJ /tonnes
Energy intensity (energy used/tonnes processed)

0.0623 GJ /AgEq oz
Energy intensity (energy used/silver equivalent oz)

GJ = Gigajoules

Our People and Communities



Deep-rooted, multi generational workforce:

Avino's employees are the foundation of our success, with many families spanning generations working at our operations.

Locally sourced employment and community impact:

Our workforce is drawn from nearby communities, where Avino serves as a primary employer and economic contributor.

Commitment to employee well-being and growth:

We invest in our people through ongoing health and safety training and professional development opportunities.



Our People: Workforce

- **People at the core of our success:** A dedicated, multi-generational workforce, with many employees' families having long-standing ties to Avino.
- **Local employment and economic anchor:** Our workforce is drawn from nearby communities, where Avino serves as an an important employer and economic contributor in nearby communities.
- **Investment in well-being and development:** Ongoing health and safety training, along with professional development opportunities, support our employees' growth.
- **Building future generations of talent:** A key CSR priority is creating opportunities for local residents and fostering "Ambassadors of Avino" through education and awareness of mining careers.





Total Global Workforce

564

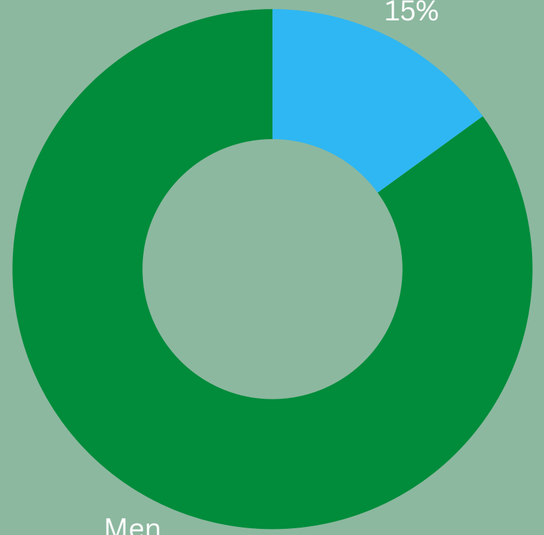
Employees

276

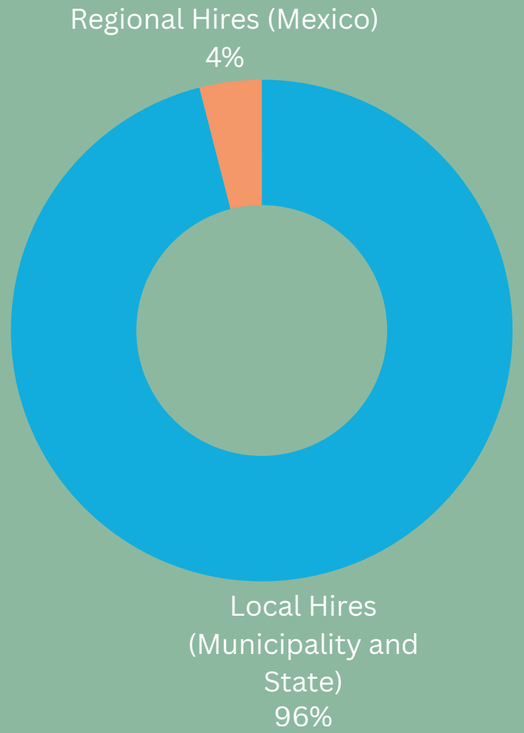
Contractors

288

Workforce Gender Composition %



Local workforce in Mexico







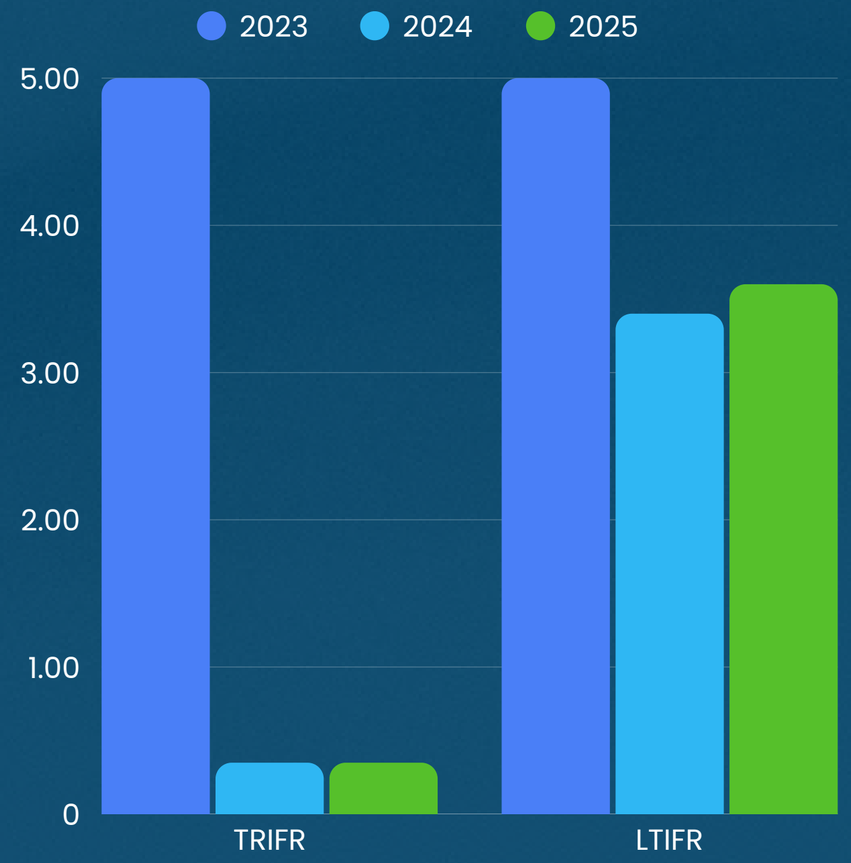
Our People: Health and Safety

Safety Commitment & Governance
The safety of our employees and contractors is a core operational priority, supported by formal policies, management oversight, and site-level accountability. Our objective is to prevent fatalities, injuries, and occupational illnesses across all operations. We are committed to ongoing improvement in safety performance.

Key Safety Data
Tracking the following indicators helps us monitor our safety performance through industry-standards:

- Total Recordable Injury Frequency Rate (TRIFR) Represents the number of recordable injuries that occur for every 1 million hours worked.
- Lost Time Injury Frequency Rate (LTIFR) Measures the frequency of injuries that resulted in lost work time, usually standardized per 1 million hours worked.
- Severity Rate
- Number of Recordable Incidents
- These metrics are regularly monitored to identify trends, mitigate risks, and drive continuous improvement.

Workforce Engagement
Strong safety performance is supported by active participation from employees and contractors, reinforcing a culture of accountability, awareness, and continuous improvement across our operations.



3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

Our People: Training

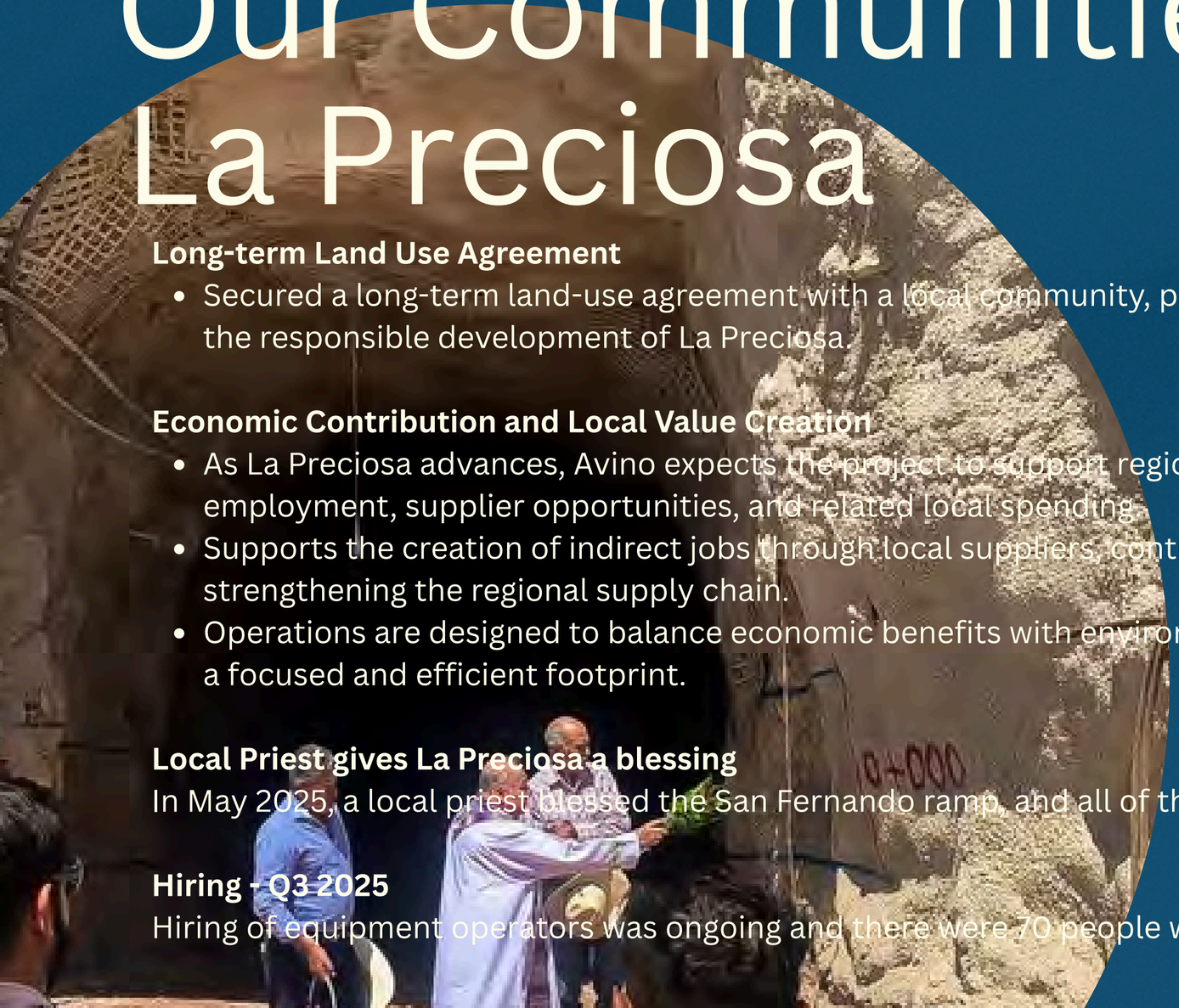
EMPLOYEES AND CONTRACTORS			
Total number of training hours	**Average number of training hours**	**Hours of training for safety**	**Hours of training for technical skills**
Employees: 4,864	**Average hours per employee: 19**	**2,887**	**1,977**
Total Contractors: 656	**Average hours per Contractor: 2.28**		

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

- *Enhancing safety and wellbeing*
- *Promoting operational efficiency*
- *Supporting career development*
- *Fostering innovation*
- *Strengthening ESG awareness*
- *Boosting engagement and retention*
- *Meeting regulatory and ethical standards in mining operations*



Our Communities
La Preciosa





Long-term Land Use Agreement

- Secured a long-term land-use agreement with a local community, providing a stable foundation for the responsible development of La Preciosa.

Economic Contribution and Local Value Creation

- As La Preciosa advances, Avino expects the project to support regional economic activity through employment, supplier opportunities, and related local spending.
- Supports the creation of indirect jobs through local suppliers, contractors, and service providers, strengthening the regional supply chain.
- Operations are designed to balance economic benefits with environment responsibility, maintaining a focused and efficient footprint.

Local Priest gives La Preciosa a blessing

In May 2025, a local priest blessed the San Fernando ramp, and all of the underground equipment.

Hiring - Q3 2025

Hiring of equipment operators was ongoing and there were 70 people working across three shifts.

Our Communities
CSR Activities near Avino Mine

- **Stakeholder Engagement and Community Relations** → **Community dialogue, engagement, and social-risk identification**
- **Community Safety** → **Preventative road-safety and community risk initiatives**
- **Territorial Governance & Compliance** → **Ejido agreements, land-use commitments**
- **ESG and ESR Management** → **ESR Recognition 2025, Strengthening ESG management practices**







Our Communities
CSR Activities near Avino Mine

- **Community Health** → 2 Health fairs - 1,002 services rendered
  1,639 services rendered in total
- **Water Security** → 83 water-storage solutions
  63 families assisted
- **Territorial Governance & Compliance** → 7 communities participated
  1,129 indiviual participants
- **Caring for the Earth, and Valuing Mining** → 39 sponsored students
  53 summer-program participants
  School infrastructure and training
- **Responsible Materials Managment** → $34MXN value of donated and re-usable material





Our Communities Contributions and Support

Avino was a sponsor of “Caring for the Earth, and Valuing Mining,” which brought together over a thousand people from seven communities. The event promoted scientific knowledge, environmental stewardship, and the appreciation of responsible mining. In parallel, Avino actively participated in the UN’s 16 Days of Activism and supported the Red Naranja and Blue November campaigns, fostering reflection and self-care across the plant, the mine, and the communities.







Our Communities Wellbeing



In 2025, Health Fairs were held in the communities of General Ignacio Zaragoza and San Jose de Avino, offering free access to specialized medical services, preventive care, and family-oriented activities.

The events were coordinated with the State Government, civil associations, medical units, and volunteers, offering services such as:

- Gynecological, pediatric, and general medical consultations
- Dental care
- Laboratory tests and preventive diagnostics
- Vaccination, nutritional counseling, and sexual health education

In total, 1,002 services were provided, and included but not limited to the following:

- 247 medical consultations with specialists
- 262 Civil Registry services, primarily free birth certificates
- 493 preventive care services, including vaccines, HIV and hepatitis testing, and awareness activities in nutrition and sexual health

3 GOOD HEALTH AND WELL-BEING

Our Communities Donations

Community Support Through Corporate Partnerships

Through a collaborative initiative with Samsung C&T, Avino facilitated the distribution of donated televisions, tablets, and air conditioning units to local schools in our surrounding communities. This initiative reflects the value of corporate partnerships in supporting education and improving learning environments, while demonstrating how collaboration can extend the reach and positive impact of community programs.

History of the Avino/Samsung C&T Relationship

Avino's relationship with Samsung C&T began in 2015, following discussions regarding the purchase of concentrate produced at the Avino Mine.

After conducting due diligence at the Avino Mine, Samsung C&T entered into a commercial relationship with Avino for the purchase of concentrate. This relationship has continued over the years and has also created opportunities for collaboration beyond commercial activities.

In 2025, this collaboration supported the donation of equipment for use in local communities and schools, showing how corporate partnerships can also contribute additional resources to community initiatives.



At the end of 2025, the following were donated by Samsung C&T for use in the community and schools

- 60 Tablets
- 60 Air Conditioners
- 30 65" Flat screen Televisions





4 QUALITY EDUCATION

17 PARTNERSHIPS FOR THE GOALS

Governance 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").

The Company is committed to respecting 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 is designed to encourage ethical behavior by all of the Company's Representatives when conducting business for or on behalf of the Company, and provides details and procedures for submitting a complaint or concern to the Chair of the Audit Committee (the "Chair"), who shall inform the Audit Committee of all Complaints, and the Audit Committee will evaluate and take necessary action as deemed necessary.

Avino is taking 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

Additional Information is available in Avino's report filed under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Governance Sustainability

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.

Sustainability: The Board has the responsibility to:

a) ensure the implementation of appropriate environmental stewardship and health and safety management systems, which are sufficient within the terms and practices of the mining industry, to ensure compliance with Applicable Laws;
b) promote sustainable development and the monitoring, management and reduction of the environmental impact of the activities of the Company and its subsidiaries (including but not limited to activities relating to tailings management, arsenic management and carbon emissions);
c) promote responsible management and supervise the social and human rights impacts of the activities of Avino and its subsidiaries; and
d) promote engagement, relationships and communication with local communities, governments and other organizations in the jurisdictions in which the Company and its subsidiaries operate.

For a deeper look at the Board's mandate, please click here to view Avino's Corporate Governance documents.



Measuring Progress

KEY INDICATOR	2026 TARGET	2025 RESULTS	2024 RESULTS
ENVIRONMENT Dry stack tailings - recycled water	Increase percentage of water recycled	✓ 93% water recycled	92% water recycled
LOCAL COMMUNITY INVESTMENT Funding for community initiatives, aligned with Avino's priority areas	Maintain or increase funding for community initiatives	✓ USD$77K	USD$60K
HEALTH AND SAFETY Safety and health strategies	Continue training programs and reduce the Total Recordable Injury Frequency Rate (TRIFR) which represents the number of recordable injuries that occur for every 1 million hours worked.	0.35 TRIFR 4 LTIFR ✓ 0 Fatalities	0.12 TRIFR 3 LTIFR 0 Fatalities
BUSINESS **P**rocurement on goods and services - Within Durango Procurement on goods and services - Within Mexico	Increase local procurement Maintain or increase national procurement	✓ 53% ✓ 99%	41% 95%
GOVERNANCE Board Diversity **The Avino Board consists of 5 members*	Maintain or increase Women representation on the Board Maintain or increase Independent representation on the Board	✓ 20% ✓ 80%	20% 80%



Contact Information

This is our third Sustainability Report, and the information presented will provide a reference point from which we can track and communicate our progress in future reporting periods.

We encourage you to visit the Sustainability Section on our website for more information.

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