



## Supplier Code of Conduct

Rev: April 2024

### I. Purpose

First Majestic is committed to ensuring that their expectations of ethical business conduct extend to the conduct of its suppliers, contractors, and other business relationships.

### II. Scope

First Majestic defines "Suppliers" as a company or individual that provides goods or services to First Majestic. Suppliers and all subcontractors working on their behalf are expected to fully review and understand the content of this Supplier Code of Conduct and to comply with all provisions specified in their contracts, including provisions related to the content of this document.

### III. Policy

The Company expects of suppliers:

#### a. Integrity and business ethics

As described in the Company's Code of Ethical Conduct, Suppliers are required to: (i) avoid conflicts of interest, (ii) maintain confidentiality, (iii) respect First Majestic's intellectual property rights, and (iv) maintain truthful and accurate records.

#### b. Reporting of breaches

Our [Ethics Help Line](#), administered by an independent third-party called Ethics Point and governed in alignment with the Company's Whistleblower Policy, enables confidential reporting to address fraud, abuse, and other misconduct or breaches of the Company's Code of Ethical Conduct. This helpline is available to suppliers, contractors, and business partners in addition to those outlined in the Whistleblower Policy.

#### c. Health and safety management

The health, safety and well-being of people is First Majestic's highest priority. The Company's contracts require suppliers to comply with all applicable First Majestic site and workplace policies, rules and procedures related to health and safety. First Majestic may provide occupational hazard analysis training to relevant supplier personnel.

#### **d. Environmental management**

As detailed in the Company's supplier agreements, suppliers must conduct activities in an environmentally responsible manner, including complying with all legal requirements for air and water emissions, pollution controls, and chemical and waste management. These agreements require suppliers to conduct activities at First Majestic operations and sites in accordance with applicable First Majestic environmental standards.

#### **e. Human rights and labour practices**

First Majestic works to respect human rights throughout its operations and supply chain. Accordingly, the Company requires suppliers to: (i) respect internationally proclaimed human rights and ensure that they are not complicit in human rights abuses; (ii) respect the labor rights of its employees, including freedom of association and the right to collective bargaining; (iii) prohibit all forms of forced and compulsory labor; (iv) not engage in child labor; and (v) not discriminate in employment and occupation.

The Company works to confirm that no forced, compulsory or child labor is supported by its own operations or those of its suppliers and business partners. The Company's suppliers are expected to never use children (under 18 years of age), or forced or compulsory labor in their contracts with First Majestic or any of its subsidiaries and affiliates.

Suppliers are expected to ensure timely payment of wages and benefits to their employees, subcontractors, and sub-suppliers. Suppliers must limit working hours (including overtime) to provide rest periods for workers in accordance with international standards. Workers must be allowed to resign without penalty after a period of reasonable notice. Suppliers must try to address any complaints or claims within their supply chain in an expeditious manner.

#### **f. Social responsibility**

The Company expects its Suppliers to responsibly engage with their local communities, including remediating any potential impacts that their operations may have on the communities. Suppliers are expected to address complaints in a timely manner.

The Company expects its Suppliers to identify opportunities that incorporate local hiring and employment and, to the extent that they involve work performed for or on behalf of First Majestic, coordinate engagement with local stakeholders through the company-level corporate social responsibility function.

Additional documents on corporate policies and practices are available at <http://www.firstmajestic.com/corporate/corporate-governance/>.

Approved by: Keith Neumeyer, CEO First Majestic Silver Corp.

April 2024