



## 2023 Sustainability Reporting Index

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### About the 2023 Sustainability Reporting Index

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First Majestic's 2023 Sustainability Report has been prepared in alignment with the Sustainability Accounting Standards Board ("SASB") accounting standard for the Metals & Mining industry.

To meet stakeholder disclosure expectations that are not addressed in the SASB standard, this report also incorporates select metrics from and is written in reference to the Global Reporting Initiative ("GRI") reporting standards and recommendations from the Taskforce for Climate-related Financial Disclosures ("TCFD").

If you have any questions or feedback on our sustainability reporting index, sustainability report or any other related disclosure, please email [jlennartz@firstmajestic.com](mailto:jlennartz@firstmajestic.com).

Last Updated: May 27, 2024



## 2023 Sustainability Reporting Index

### Sustainability Accounting Standards Board - Mining & Metals

Category	Accounting Code	Description		Where to Find or Direct Response
Greenhouse Gas Emissions	EM-MM-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulations	Quantitative	2023 Sustainability Report, "Energy, Carbon & Climate" chapter, "Our Performance in 2023" section
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	2023 Sustainability Report, "Energy, Carbon & Climate" chapter
Air Quality	EM-MM-120a.1	Air emissions of following pollutants: (1) CO, (2) NOx, (3) SOx, (4) PM10, (5) mercury, (6) lead, and (7) VOCs	Quantitative	2023 Sustainability Report, "Air Quality" chapter, "Our Performance in 2023" section  Site-level detail is available in the 2023 Data Download
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	2023 Sustainability Report, "Energy, Carbon & Climate" chapter, "Our Performance in 2023" section.  Regarding electricity usage exclusively, 76% of electricity is sourced from local grids, and 24% from renewables.
Water Management	EM-MM-140a.1	(1) Total freshwater withdrawn, (2) total fresh water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	2023 Sustainability Report, "Water" chapter, "Our Performance in 2023" section
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	2023 Sustainability Report, "Water" chapter, "Our Performance in 2023" section
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download
	EM-MM-150a.5	Total weight of tailings produced	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download
	EM-MM-150a.6	Total weight of waste rock generated	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download
	EM-MM-150a.7	Total weight of hazardous waste generated	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download

Category	Accounting Code	Description		Where to Find or Direct Response
Waste & Hazardous Materials Management (continued)	EM-MM-150a.8	Total weight of hazardous waste recycled	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Quantitative	2023 Sustainability Report, "Waste" chapter, "Our Performance in 2023" section
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	2023 Sustainability Report, "Waste" chapter, "How do we manage Waste?" section
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Discussion and analysis	Environmental Policy, and Sustainability Report, Environmental sections, pages 18-42
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, (3) under treatment or remediation	Quantitative	2023 Sustainability Report, "Water" chapter, "Metal Leaching and Acid Rock Drainage" section  One of our three active mine sites is in a region with increased sulphide metals. All sites are actively mitigating metal leaching and acid rock drainage.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	0% proved and 0% of probable resources are in or near endangered species habitat as defined by SASB (IUCN Red List status of "Critically Endangered" or "Endangered").  0% of proved and 0% of probable resources are in or near sites with protected conservation status as defined by SASB (catalogued in the World Database of Protected Areas).
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	100% of proved and probable resources are in areas of conflict, as defined by SASB (Uppsala Conflict Data Program record of at least 25 battle-related deaths in a year, aggregated to the country-level).  Please note that SASB mandates country-level granularity in measuring and reporting on conflict. While the result of this definition is that all First Majestic sites in Mexico are to be reported as within areas of active conflict, this is not an accurate representation of conflict potential in and around our operating mines. Our sites are within regions of Mexico with low potential for conflict impacts. We are working to provide more accurate data for this disclosure in future years.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	0% of proved and probable resources are in or near indigenous lands.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	2023 Sustainability Report, "Our People" chapter, "Safeguarding and Educating on Human Rights" section  Also see our 2023 Modern Slavery Report, to be published May 2024.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	2023 Sustainability Report, "Local Communities" chapter, "How do we manage Local Communities?" section
	EM-MM-210b.2	(1) Number and (2) duration of non-technical delays	Quantitative	2023 Data Download, "Communities" tab
Labor Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	2023 Sustainability Report, "Our People" chapter, "Our Performance in 2023" section  Historic data is available in the 2023 Data Download. Note that all collective bargaining agreements are related to Mexico operations.
	EM-MM-310a.2	(1) Number and (2) duration of strikes and lockouts	Quantitative	2023 Data Download, "Our People" tab
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	2023 Data Download, "Health & Safety" tab

Category	Accounting Code	Description		Where to Find or Direct Response
Business Ethics and Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	2023 Sustainability Report, "Ethics & Transparency" chapter, "Anti-Bribery & Corruption" section
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	0% of our production is within countries with the 20 lowest rankings in the 2023 Corruption Perceptions Index.
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Quantitative	A table of tailings facilities is available at <a href="https://firstmajestic.com/sustainability/tailings-management/">https://firstmajestic.com/sustainability/tailings-management/</a>
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	2023 Sustainability Report, "Tailings" chapter, "How do we manage Tailings?" section
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	2023 Sustainability Report, "Tailings" chapter, "Design, Construction, Operation, and Monitoring" section
Activity Metrics - Scale of the Business	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Quantitative	2023 Annual Report
	EM-MM-000.B	Total number of employees, percentage contractors	Quantitative	2023 Sustainability Report, "Our People" chapter, "Our Performance in 2023" section



## 2023 Sustainability Reporting Index

### Global Reporting Initiative

Category	Topic	Standard	Indicator	Where to Find or Direct Response
GRI 2: General Disclosures	Organization and Reporting	2-1	Organizational details	2023 Sustainability Report, "About First Majestic" section
		2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report, "About First Majestic" section
		2-3	Reporting period, frequency, and contact point	2023 Sustainability Report, "About This Report" section
		2-4	Restatements of information	If data has been re-stated, it is noted in a footnote within the 2023 Data Download.
	Activities and Workers	2-7	Employees	2023 Sustainability Report, "Our People" chapter, "Our Performance in 2023" section
		2-8	Workers who are not employees	2023 Sustainability Report, "Our People" chapter, "Our Performance in 2023" section
	Governance	2-9	Governance Structure and Composition	2023 Sustainability Report, "Sustainability Governance Structure" section
		2-10	Nomination and selection of the highest governance body	2024 Management Information Circular, "Nomination of Directors"
		2-11	Chair of the highest governance body	2024 Management Information Circular, "Board of Directors", "Chair"
		2-12	Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report, "Sustainability Governance Structure" section
		2-13	Delegation of responsibility for managing impacts	Environmental, Social, Health & Safety Committee Mandate ( <a href="https://www.firstmajestic.com/_resources/assets/docs/ESHS-Mandate.pdf?v=0405">https://www.firstmajestic.com/_resources/assets/docs/ESHS-Mandate.pdf?v=0405</a> )
		2-14	Role of the highest governance body in sustainability reporting	Environmental, Social, Health & Safety Committee Mandate ( <a href="https://www.firstmajestic.com/_resources/assets/docs/ESHS-Mandate.pdf?v=0405">https://www.firstmajestic.com/_resources/assets/docs/ESHS-Mandate.pdf?v=0405</a> )
		2-15	Conflicts of interest	Code of Ethical Conduct, section 12: "Conflicts of Interest." No conflicts of interest have been identified in the reporting year.
		2-16	Communication of critical concerns	Whistleblower Policy
		2-17	Collective knowledge of the highest governance body	2024 Management Information Circular, "Director Qualifications"
		2-18	Evaluation of the performance of the highest governance body	2024 Management Information Circular, "Assessments"
		2-19	Remuneration policies	2024 Management Information Circular, "Executive Compensation"
		2-20	Process to determine remuneration	2024 Management Information Circular, "Executive Compensation"

Category	Topic	Standard	Indicator	Where to Find or Direct Response
GRI 2: General Disclosures (continued)	Strategy, Policies & Practices	2-22	Statement on sustainable development strategy	2023 Sustainability Report, "CEO Letter"
		2-23	Policy commitments	2023 Sustainability Report, "Policies and Procedures"
		2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy
		2-27	Compliance with laws and regulations	Code of Ethical Conduct, section 1: "Compliance with Laws, Rules, and Regulations"
	Stakeholder Engagement	2-29	Approach to stakeholder engagement	2023 Sustainability Report, "Our Stakeholders"
		2-30	Collective bargaining agreements	2023 Sustainability Report, "Our People" chapter, "Collective Bargaining Agreements" section
GRI 3: Material Topics	Management Approach	3-1	Process to determine material topics	2023 Sustainability Report, "Our Materiality Process"
		3-2	List of material topics	2023 Sustainability Report, "Material Sustainability Topics"
		3-3	Management of material topics	See individual topics
GRI 200: Economic	Economic Performance	201-1	Direct economic value generated and distributed	2023 Data Download, "Supply Chain" tab
		201-2	Financial implications and other risks and opportunities due to climate change	2024 Management Information Circular, pages 30-31.
	Procurement Practices	3-3	How we manage this topic	2023 Sustainability Report, "Supply Chain" chapter, "How to we manage our Supply Chain?" section
	Anti-Corruption	3-3	How we manage this topic	Code of Ethical Conduct, section 14: "Anti-Bribery and Anti-Corruption"
	Tax	207-4	Country-by-country reporting	Country-by-country reporting is available in our Extractive Sector Transparency Measures Act (ESTMA) disclosure archives, available at: <a href="https://www.firstmajestic.com/investors/reports-filings/">https://www.firstmajestic.com/investors/reports-filings/</a>
GRI 300: Environment	Energy	3-3	How we manage this topic	2023 Sustainability Report, "Energy, Carbon & Climate" chapter
		302-1	Energy consumption within the organization	
		302-3	Energy Intensity	
		302-4	Reduction of energy consumption	
	Water	3-3	How we manage this topic	2023 Sustainability Report, "Water" chapter
		303-1	Interactions with water as a shared resource	
		303-2	Management of water discharge-related impacts	
		303-3	Water withdrawal	
		303-4	Water discharge	
		303-5	Water consumption	
	Biodiversity	3-3	How we manage this topic	2023 Sustainability Report, "Biodiversity & Land Use" chapter
		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See SASB index, EM-MM-160a.3
		G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2023 Sustainability Report, "Biodiversity & Land Use" chapter
	Emissions	3-3	How we manage this topic	2023 Sustainability Report, "Energy, Carbon & Climate" chapter
		305-1	Direct (Scope 1) GHG emissions	
		305-2	Energy indirect (Scope 2) GHG emissions	
		305-3	Other indirect (Scope 3) GHG emissions	
305-4		GHG emissions intensity		
305-5		Reduction of GHG emissions		
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2023 Sustainability Report, "Air Quality" chapter		

Category	Topic	Standard	Indicator	Where to Find or Direct Response
GRI 300: Environment (continued)	Waste	3-3	How we manage this topic	2023 Sustainability Report, "Waste" chapter
		306-1	Waste generation and significant waste-related impacts	
		306-2	Management of significant waste-related impacts	
		306-3 (GRI 306: 2020)	Waste generated	
		306-4	Waste diverted from disposal	
		306-5	Waste directed to disposal	
	G4 MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	2023 Sustainability Report, "Waste" chapter 2023 Sustainability Report, "Tailings" chapter	
	Supplier Environmental Assessment	3-3	How we manage this topic	2023 Sustainability Report, "Supply Chain" chapter
GRI 400: Social	Employment	3-3	How we manage this topic	2023 Sustainability Report, "Our People" chapter
		401-1	New employee hires and employee turnover	2023 Data Download, "Our Workforce" tab
	Labour Management	3-3	How we manage this topic	2023 Sustainability Report, "Our People" chapter
		G4 MM4	Number of strikes and lock-outs exceeding one week's duration	2023 Data Download, "Our Workforce" tab
	Occupational Health & Safety	3-3	How we manage this topic	2023 Sustainability Report, "Health & Safety" chapter
		403-1	Occupational health and safety management system	
		403-2	Hazard identification, risk assessment, and incident investigation	
		403-3	Occupational health services	
		403-5	Worker training on occupational health and safety	
		403-6	Promotion of worker health	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8	Workers covered by an occupational health and safety (OHS) management system	All sites and employees are included in mRisk, a system with multiple modules to manage topics such as OHS, community engagement, and risk. mRisk serves as our internal OHS management system	
	403-9	Work-related injuries	2023 Sustainability Report, "Health & Safety" chapter	
	Diversity and Equal Opportunity	3-3	How we manage this topic	2023 Sustainability Report, "Our People" chapter
		405-1	Diversity of governance bodies and employees	
405-2		Ratio of basic salary and remuneration of women to men	2023 Data Download, "Our Workforce" tab	
Non-Discrimination	3-3	How we manage this topic	Code of Ethical Conduct, section 17: "Diversity & Non-Discrimination"	
Freedom of Association and Collective Bargaining	3-3	How we manage this topic	2023 Sustainability Report, "Our People" chapter	

Category	Topic	Standard	Indicator	Where to Find or Direct Response
GRI 400: Social (continued)	Child Labour	3-3	How we manage this topic	2023 Sustainability Report, "Our People" chapter.
		408-1	Operations and suppliers at significant risk for incidents of child labor	
	Forced or Compulsory Labour	3-3	How we manage this topic	Further details to be reported in our 2024 Modern Slavery Report, to be published by the end of May 2024.
		409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
	Security Practices	3-3	How we manage this topic	2023 Sustainability Report, "Physical & Cybersecurity" chapter Security Policy
		410-1	Security personnel trained in human rights policies or procedures	
	Rights of Indigenous Peoples	3-3	How we manage this topic	2023 Sustainability Report, "Local Communities" chapter, "Engaging with Indigenous Peoples" section
		G4 MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories.	
	Local Communities	3-3	How we manage this topic	2023 Sustainability Report, "Local Communities" chapter
		413-1	Operations with local community engagement, impact assessments, and development programs	
Supplier Social Assessment	3-3	How we manage this topic	2023 Sustainability Report, "Supply Chain" chapter	
Public Policy	3-3	How we manage this topic	2023 Sustainability Report, "Relationships with Governments" chapter	
	415-1	Political contributions	First Majestic does not make political contributions. All payments to governments are detailed in our ESTMA reporting.	
Other Disclosures	Supplemental Disclosures	G4 MM10	Number and percentage of operations with closure plans	2023 Sustainability Report, "Biodiversity & Land Use" chapter.
		G4-DMA	Emergency Preparedness - Existence of emergency plans and how these plans are prepared and maintained	2023 Sustainability Report, "Health & Safety" chapter





## 2023 Sustainability Reporting Index

### Taskforce for Climate-related Financial Disclosures (TCFD)

Category	Recommended Disclosure	Where to Find or Direct Response
Governance	Describe the board's oversight of climate-related risks and opportunities.	Page 30 of First Majestic's 2024 Management Information Circular "Sustainability Governance" section of the 2023 Sustainability Report
	Describe management's role in assessing and managing climate-related risks and opportunities	Page 30 of First Majestic's 2024 Management Information Circular
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Page 31 of First Majestic's 2024 Management Information Circular "Sustainability Governance" section of the 2023 Sustainability Report "Energy, Carbon & Climate" chapter of the 2023 Sustainability Report
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Page 31 of First Majestic's 2024 Management Information Circular "Sustainability Governance" section of the 2023 Sustainability Report "Energy, Carbon & Climate" chapter of the 2023 Sustainability Report
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	First Majestic does not currently perform scenario analysis in our sustainability strategy. We are aware of the uses of climate scenario analysis, and are assessing the potential to implement this approach in the future.
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Page 31 of First Majestic's 2024 Management Information Circular "Sustainability Governance" section of the 2023 Sustainability Report
	Describe the organization's processes for managing climate-related risks.	Page 31 of First Majestic's 2024 Management Information Circular "Energy, Carbon & Climate" chapter of the 2023 Sustainability Report, "Adaptation: Managing Climate Risk" section
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Page 31 of First Majestic's 2024 Management Information Circular "Sustainability Governance" section of the 2023 Sustainability Report
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Page 31 of First Majestic's 2024 Management Information Circular
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2023 Sustainability Data Download, "Energy, Carbon & Climate" tab  2023 Sustainability Report, "Energy, Carbon & Climate" chapter, "How do we manage Carbon & Climate?" section
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report, "Energy, Carbon & Climate" chapter, "Sustainability Strategy Pillar" section