



# Building Harmonious Community Relations

04

## Growing Together with Local Communities

The Company strives to build relationships with the communities where it operates to align our goals with the long-term goals of the communities to create a positive impact on both the environment and people living near its mining operations. Both the Ying Mining District and GC Mine have assigned a dedicated vice general manager in charge of community relations with the support of the Environment Department, the Human Resources Department and other departments, formulating community engagement plans and regularly communicating with local government, NGOs, and community residents on matters such as land use, recruitment, infrastructure construction, and charitable activities. The Company involves the local communities in decision-making processes and regularly visits surrounding communities to understand their priorities and concerns. In case of any dispute that involves both parties, immediate actions would be taken to facilitate prompt resolution under the supervision of the local government and communities' autonomous organizations.

In Fiscal 2023, the Company publicly released its *Community Relations Policy* to help its stakeholders better understand its community relationship management philosophy and targets.

### Policy Disclosure

To view the *Community Relations Policy* in full, please click on the link or scan the QR Code.

[Community Relations Policy](#)



### Case: Providing Watermelons for Employees During Hot Summer Days

Silvercorp strives to create a pleasant working atmosphere and provide comfortable working conditions for employees. In June 2022, the Company carried out employee caring activities during the hottest days of summer, and purchased watermelons from local farmers for employees in various mining areas to enjoy.



Silvercorp provides watermelons for employees to enjoy the cool

In Fiscal 2023, there were no incidents of stoppage due to tensions between the Company and the communities in its mining areas. In addition, the Company do not have any mining areas located in conflict areas.

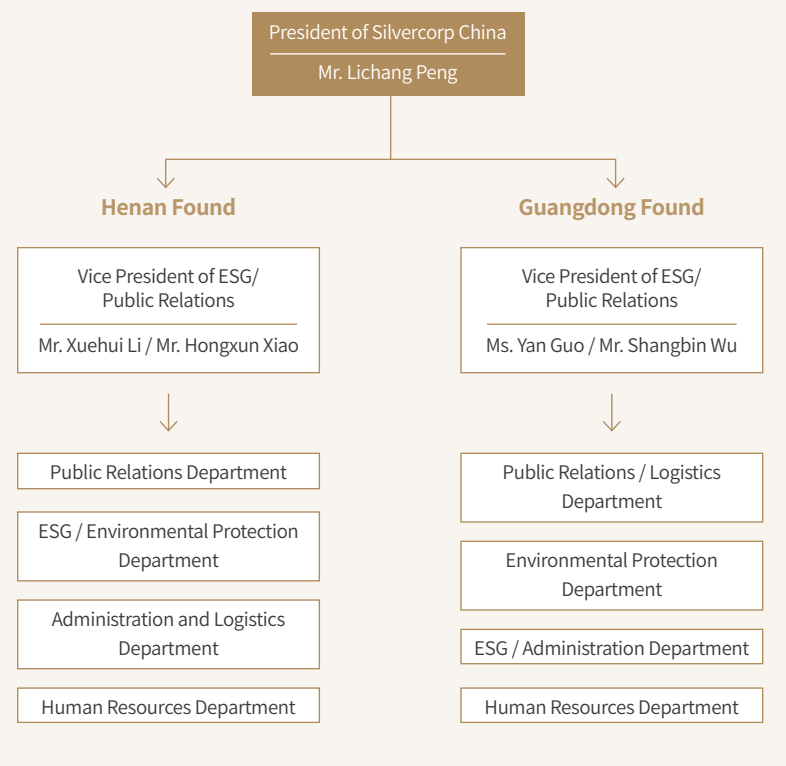
#### Hotline Numbers: ☎

If Silvercorp has negatively impacted your community, please notify us via the following hotline numbers.

Ying Mining District, Henan Province, China 0379-66061189

GC Mine, Guangdong Province, China: 0766-6662636

### Community Development Management System



### Land Use and Resettlement

Throughout their lifecycles, mining operations have the potential to impact the land in surrounding communities. The Company conducts all land acquisitions in strict accordance with applicable laws and regulations and with reference to industry best practices. We actively consult and negotiate with local residents, community representatives, and other stakeholders on the terms of land acquisition and the provision of fair financial compensation, ensuring that land use agreements are signed by both parties prior to the use of the land and that certain financial compensation is provided to the affected residents. We also arrange jobs for the affected residents, contract out small-scale projects to local residents, and encourage them to participate in the Company's mineral transportation operations to ensure that the affected residents are treated fairly, compensated fairly, and provided with job skills and opportunities that allow them to earn a living. In addition, the Company retains a certain amount of income for land reclamation and environmental restoration and treatment fund annually, which is earmarked for the timely ecological restoration of the land at the end of its use.



Employees help farmers harvest wheat

## Support Local Development

### Giving Back to Communities

Silvercorp regularly donates to local communities every year to help build infrastructure facilities, upgrade drinking water facilities, and donates funds for the Golden Autumn education assistance program, contributing its share to support the development of these communities. Henan Found has developed regular community investment programs with the government organizations of nearby townships, donating approximately \$129,900 each year to support the infrastructure construction and cultural and education development of villages in Tieluping, Shagou, Zhuangtou, Dujiuyu, Dongcaogou, Dongshan, Chongdong, and Yanglou. Besides these regular donations, Henan Found and Guangdong Found also carry out various donations and infrastructure assistance occasionally to support the development of local communities.

#### Case: Henan Found Supporting the Conservation of Local Folk Cultural Heritages

In order to support the conservation of local folk culture, enrich the cultural lives of local residents, and foster harmonious relationships with local communities, Henan Found donated about \$73 thousand to the Luoning County Government before the 2023 Chinese New Year to support festival activities such as the Lantern Festival Carnival, local opera performances, and meatloaf competitions.



Folk cultural activities in Luoning County, Photographed by Jiansong Du

#### Building Road Infrastructure

In November 2022, Henan Found donated over \$357,007 worth of sand and gravel to the Transportation Bureau of Luoning County to be used for the construction of the county/township road from Chongyang Village in Xiayu Township to Guxian Township.

In February 2023, Guangdong Found donated over \$2,189 to support the installation of road guardrails near the Datian Primary School.

#### Support Community Education

In August 2022, Henan Found participated in the "Golden Autumn Education Aid" event in Luoning County and donated about \$43,787.

In November 2022, Guangdong Found donated about \$4,379 to the Yuncheng District Education Foundation to support local education.

#### Poverty Alleviation and Assistance to Farmers

In 2022, Henan Found donated over \$11,676 to support rural revitalization projects in Maocaowa Village, Xiayu Township.

In 2022, Henan Found donated about \$5,488 worth of groceries and other supplies to villagers in Shagou Village and Haopinggou Village, where its Shagou Mine and HPG Mine are located.

#### Support Community Healthcare

In 2022, Henan Found donated 200 sets of protective suits, 500 N95 masks, and other epidemic prevention materials such as alcohol and disinfectant with a total value of over \$2,335 to the health clinic in Xiayu Township to support the epidemic control efforts.



## Drive Local Employment and Economic Development

The Company strives to provide a variety of employment opportunities for local people of working age, such as directly providing jobs by employing local residents, selecting local residents as logistics contractors, hiring local construction teams, and indirectly creating jobs by promoting the development of local catering, trade, and businesses in villages and towns in the mining areas. The Company also gives priority to hiring disabled people locally with proper capabilities. As of March 31, 2023, the Company hired a total of 32 handicapped employees, who enjoyed equal treatment with other employees in the same position.

Local Employment	Fiscal 2023				
	Ying Mining District	GC Mine	Other Projects	Administration	Total
Number of employees from local province	870	135	3	6	1,014
Percentage of employees from local province (%)	82.15	48.74	75.00	10.17	72.48

### Actions in Fiscal 2023



#### Procurement of Local Produce

In Fiscal 2023, Henan Found purchased a total of over \$8,757 of locally grown farm produce to help local farmers deal with slump sales due to logistics difficulties.



#### Construction of Local Infrastructure

In Fiscal 2023, Guangdong Found rebuilt the Baimei Road, took over the maintenance responsibility of the road, and carried out a systematic clean-up of the road. The Company also dispatched excavators to help the Datian Village dredge the local river for flood prevention. Henan Found actively supports local infrastructure construction, such as drinking water projects and roads.



#### Creating Job Opportunities

In Fiscal 2023, Henan Found provided nearly 3,000 direct jobs (including construction crews) for local people of working age and hired over 30 college graduates and army veterans.

### Case: Providing Job Opportunities for Employee Family Members

Guangdong Found attaches great importance to help employees with harmonious family relationships and income stability. The Company actively provides job opportunities for family members of local employees who meet the job qualifications to help the employees increase their family income. As of March 31, 2023, the Company had 18 couples and nine other types of kinship with direct family ties among its employees, accounting for 19% of its employees. By recruiting relatives of local employees, we have effectively improved the sense of belonging of employees, promoted family harmony of employees, and contributed to the long-term happiness of employee families.



## Supporting Charitable Undertakings

Silvercorp is committed to contributing resources to build better communities and society and supports a variety of charitable undertakings. In Fiscal 2023, Silvercorp donated a total of \$1.1 million in various charitable undertakings, including supporting community development, helping disadvantaged groups, providing education assistance, and donating to charitable organizations. By extending our help to those in need, we are living the value of giving back to society and encouraging more people to "pay it forward," and promote philanthropic ideas and values.

In Fiscal 2023, the Company also contributed approximately **\$1.1 million** to social programs, including

**\$23,000**  
contributed to rural  
revitalization

**\$784,000**  
contributed  
to community  
infrastructure

**\$209,000**  
contributed to  
education assistance

**\$23,000**  
contributed to rural  
revitalization

**\$65,000**  
contributed to thematic  
support for foundation  
development

**\$6,000**  
contributed to other  
social program



Guangdong Found care for the elderly in local nursing homes and clean the roads around local primary school