

# Social Responsibility





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Upholding the principle of “people-to-people connectivity” and strictly following the United Nations Guiding Principles on Business and Human Rights, Silvercorp is firmly committed to its human rights responsibilities. The Company places the highest priority on employee safety and continues to strengthen risk prevention and control measures to ensure the safe and stable operation of its mining activities. In parallel, Silvercorp continuously improves product performance and service standards to deliver high-quality, sustainable mining solutions to its customers. Additionally, Silvercorp has established a comprehensive lifecycle management framework for suppliers, enforcing strict supply quality control while promoting green and transparent procurement strategies to advance sustainability across the supply chain. Moreover, the Company actively fulfills our corporate social responsibilities by engaging with communities through inclusive dialogue mechanisms, promoting cultural diversity, and supporting cultural heritage conservation. It also works to transform the benefits of resource development into drivers of local growth. Meanwhile, Silvercorp offers employees comprehensive training programs and abundant professional development opportunities to realize their full potential. Rooted in respect for human rights, cultural heritage, and public welfare, Silvercorp aims to achieve the integrated advancements of both economic performance and social well-being, contributing to the sustainable development of the mining industry.

## Fiscal 2025

**\$3.59** million in total investment in safety production

**18%** of total workforce is female

**\$1.32** million in total charitable donations

**65.57%** of employees are from local provinces

Silvercorp released its Procurement Policy



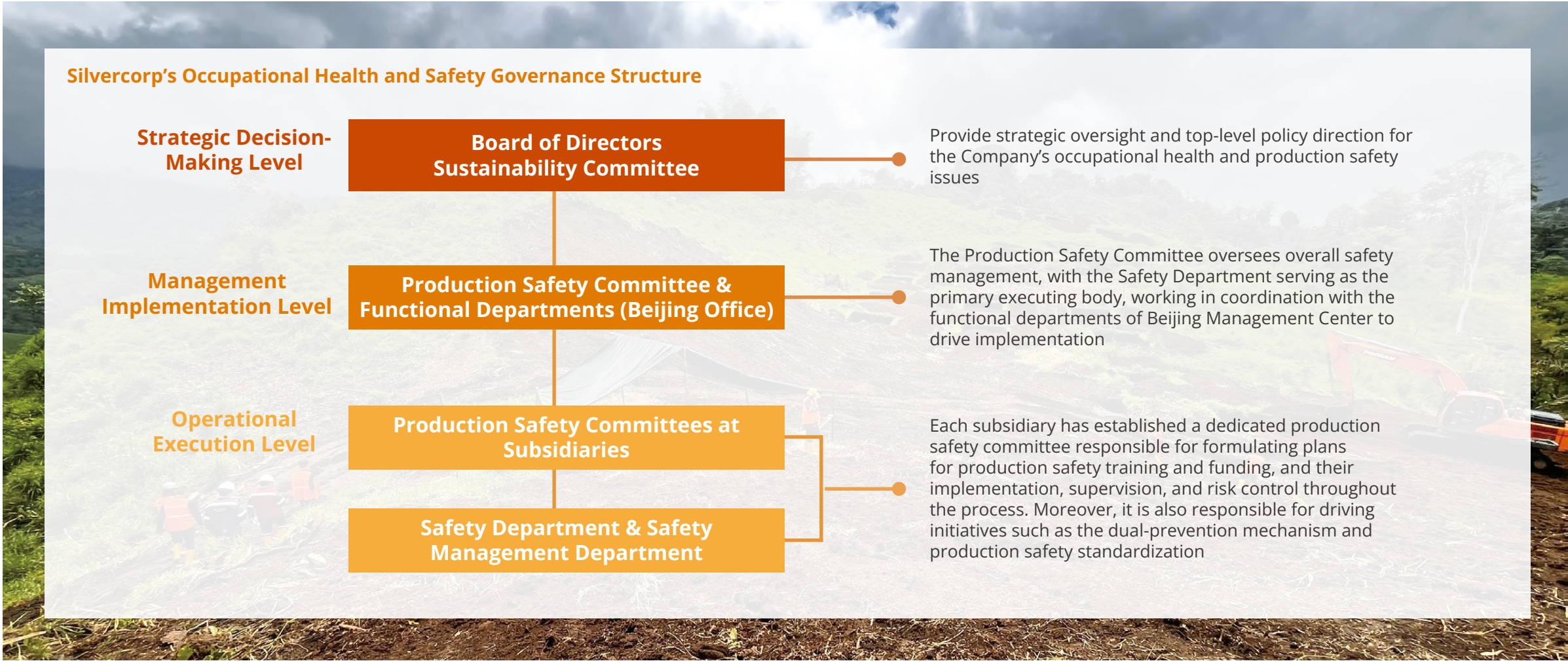


## 2.1 Occupational Health and Safety

Silvercorp strictly complies with the Law of the People’s Republic of China on Work Safety and other applicable laws and regulations, and upholds the safety philosophy of “life first, safety first.” The Company has established a comprehensive, organization-wide occupational health and safety management

framework, supported by an ESG performance evaluation mechanism. By strengthening safety management, Silvercorp promotes safe and standardized operational health to provide a safe and healthy workplace for employees. The Company also enforces unified contractor safety management across

management, training, inspection, evaluation, and incentives and penalties. This integrated approach allows Silvercorp to continuously improve its intrinsic safety standards and overall safety performance.



2.1.1 Safety Management Policies and Systems

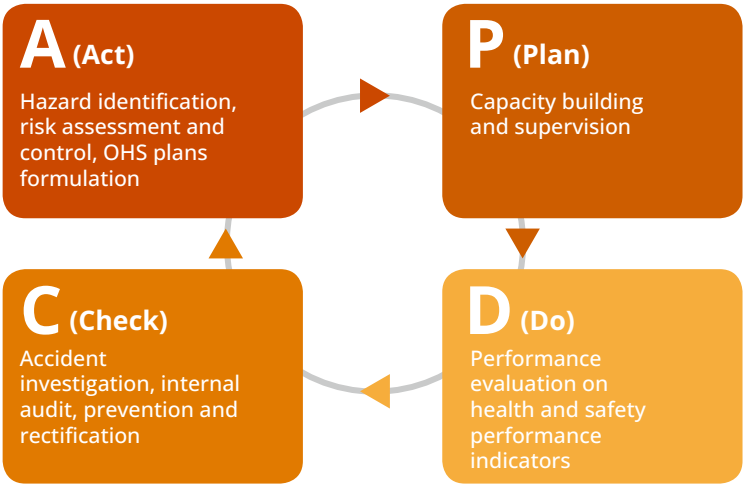
Silvercorp upholds stringent production safety standards and emphasizes the optimization of the safety management system, the dynamic assessment and control of safety risks, and the advancement of safety capabilities. The Company has established a full life-cycle resilience framework that covers safety risk identification, response, and continuous improvement , which is supported by system enhancement, proactive risk analysis, and employee safety empowerment. This framework systematically strengthens the safety foundation essential for sustainable development.


Safety Management

The Company implements its safety initiatives systematically under its occupational health and safety management framework. Monthly safety meetings are organized to make decisions and coordinate safety efforts in compliance with a Tripartite Safety Confirmation System and “three simultaneities” principle, ensuring that all new, renovation, and expansion projects have the appropriate occupational safety and health facilities designed, constructed, and in operation simultaneously with the main project. In Fiscal 2025, Guangdong Found complied with and revised safety rules and regulations, which include six policies, including the Reward Policies for Reporting Major Accidental Hazards and Violations of Safe Regulations and Regulations of Punishments on Safety and Civilized Production Management, along with three new safety duties and five new safety operation regulations. Henan Found implemented the “three safety management policies,” established a double prevention system, and collaborated with external professional organizations to review and optimize its overall safety management framework.

The Company enhances the digitalization of safety management by developing a three-dimensional information control platform that integrates automated remote control and monitoring systems. The system employs the electronic Enterprise Blog Refined Management System (the “Eblog App”), tailored for mine production management, enabling online risk data collection regarding equipment and production activities, risk grading and control, and closed-loop management of hidden hazards. This system effectively integrates resources and workflows across all departments in the mines and fosters collaboration to create a centralized and synchronized information system, standardizing and optimizing the Company’s safety management.

Applying the PDCA Closed-loop Management Method to Enhance the Quality of Safety Management.





Extended Reading

**Tripartite Safety Confirmation System**

The Tripartite Safety Confirmation System is a comprehensive safety supervision and inspection framework first introduced by Henan Found. This system involves simultaneous safety inspections and confirmations conducted by the Company's technical personnel, the leader of the outsourced construction team, and the on-site operating personnel before any work can commence. The Company strictly enforces this system, ensuring that no work can begin without proper confirmation and adherence to safety protocols. Consequently, safety is effectively prevention-oriented and implemented at each level and for each item.

Overall Safety Targets and Results in Fiscal 2025	Progress in Fiscal 2025
0 incidents of work-related fatality or serious injury (including contractors)	✓
0 incidents of major equipment-related accidents	✓
0 incidents of major fire, explosion, or poisoning accidents	✓
0 incidents of injury from occupational accidents	✓
0 incidents of traffic accidents in mines	✓
3% or lower in minor injury accident rate	✓
100% safety hazard rectification rate	✓
100% certification rate for special operation personnel	✓
100% pass rate of safety training and at least 24 training hours per worker	✓
100% pass rate of special equipment inspections	✓
100% safety confirmation implementation rate	✓
Maintain the title of “Safety Enterprise”	✓

✓ Accomplished    ... In progress    ! Not accomplished

In Fiscal 2025

Total safety investment

\$3,588,919

Safety infrastructure and equipment

\$2,309,136

Protective equipment

\$791,883

Protective equipment inspections

\$125,220

Hazard rectification

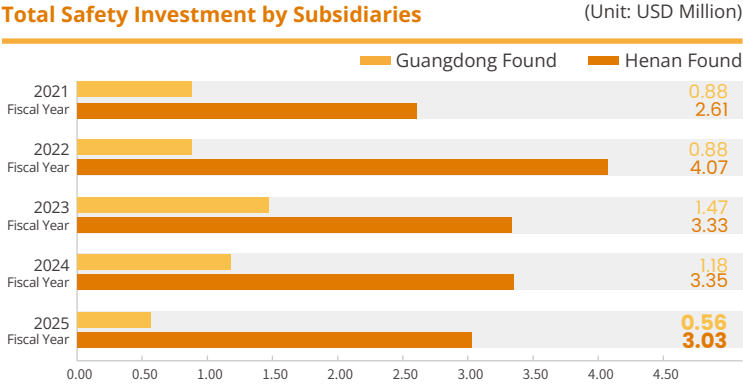
\$275,203

Production safety training

\$75,068

Others

\$12,409



Safety Risk Management

The Company proactively prevents safety risks by establishing a systematic safety risk management framework, which provides a solid foundation for subsequent control measures through precise hazard identification and scientific risk assessment. Additionally, the Company develops and improves dual prevention mechanisms that include regular safety evaluations and maintenance efforts to completely eliminate potential hazards and minimize risks through effective strategies.

In Fiscal 2025

Lost-Time Injury Rate (LTIR) among employees and contractors

0.52

Total Recordable Injury Rate (TRIR) among employees and contractors

0.52

Reported Lost Time Injuries (LTIs) among employees and contractors

6

Guangdong Found establishes and enhances its dual prevention mechanism and prepares a Reward System for Reporting Major Accident Hazards and Violations. In accordance with the Notice on the Issuance of the Standard for Determining Major Accident Hazards of Metal and Non-Metallic Mines (Mining Safety [2022] No. 88), Guangdong Found conducts regular self-inspections and rectifications, compiling the Report on Internal Inspection of Major Accident Hazards, and carries out monthly integrated safety checks alongside fire safety

inspections. Seasonal and situational special inspections are also conducted, covering flood control, vehicle safety, electrical safety, and other relevant areas. Identified hazards are assigned rectification deadlines and responsible personnel, with follow-up reviews and feedback mechanisms in place to ensure closed-loop management.

Henan Found organizes internal inspections for each production unit to identify major hazard sources and compiles a comprehensive list of these hazards. Acknowledging seasonal characteristics of mine safety issues, Henan Found promotes Safety Production Month, focusing on the investigation and rectification of safety hazards. This includes special inspections of vehicle and personnel lifting systems, hazardous materials, oil depots, explosives depots, flood control projects during the rainy season, and prevention measures against poisoning, suffocation, and falls. Henan Found systematically organizes these special inspections to reinforce safety protocols across all operational areas and dimensions.

Safety Training

Silvercorp promotes employee safety awareness through a systematic training program. The Company has implemented a "one employee, one file" system for managing safety training records. Annual and monthly training plans are developed, training materials are regularly updated, and training is delivered via a combination of internal sessions and external expert lectures to ensure full coverage throughout the year. To facilitate effective learning, the Company employs diverse training methods, including theoretical lectures, practical exercises, and interactive techniques. The effectiveness of the training is rigorously assessed through closed-book exams, ensuring that employees internalize and apply their safety knowledge effectively.

In Fiscal 2025

total safety training investment

\$0.08 million

safety training hours per worker

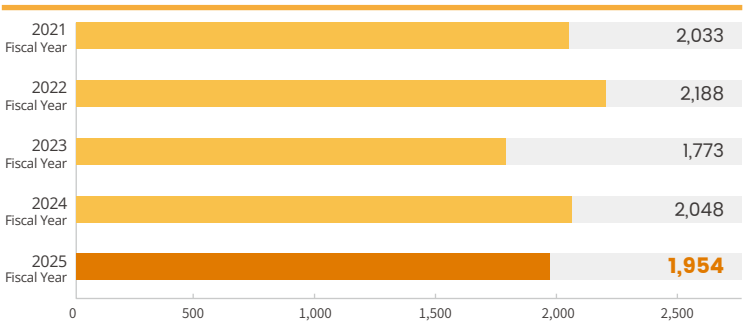
31.75 hours

Among them, 31.75 safety training hours for male employees 31.75 safety training hours for female employees

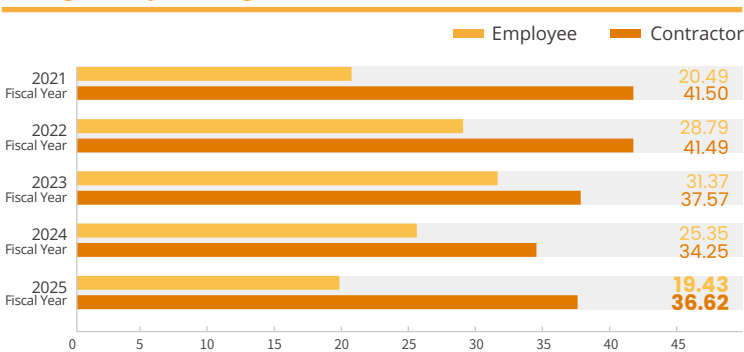
The emergency management department has issued new regulations on the scope of safety expenses and released the Negative List of Safety Expenses for Non-Coal Mining Enterprises. Some expenses that were previously eligible for inclusion are now prohibited, resulting in a significant decrease in the total value of safety investment in Fiscal 2025 compared to the previous fiscal year.



Number of Safety Training Sessions (Unit: Sessions)



Average Safety Training Hours Per Worker (Unit: Hours)



In Fiscal 2025

Guangdong Found

Total attendances for on-the-job safety training sessions

12,908

Henan Found

Provided training opportunities to new workers

3,674

Total attendances for after-hours safety training sessions

15,819

2.1.2 Disaster Prevention and Emergency Management

Silvercorp develops a systematic and professional control system to address potential risks in high-risk operation scenarios. Adhering strictly to national and industry standards, the Company implements full-process controls for hazardous chemicals and civil explosives, ensuring their safe storage, transportation, and use. By focusing on the operational characteristics of mines, the Company continually optimizes emergency response processes and enhances capability to manage multi-level linkages, thereby providing robust protection for the safe and stable operation of mines.

In Fiscal 2025

Emergency drills

59

No spills, contamination caused by mismanagement of hazardous chemicals or civil explosives, and no damage to employee health

Emergency Response Improvement

Silvercorp gives high priority to emergency prevention of all types of disasters and continually improves its emergency plan system, including comprehensive emergency plans, specialized plans, and on-site response plans, all of which have been filed with the emergency management department. The Company also forms a part-time emergency rescue team that undergoes skills training every two months. To evaluate the effectiveness of the emergency plans, the Company regularly organizes various types of drills, including fall-from-height scenarios, fire emergencies, tailing pond flood control, and dam overflows, all aimed at improving emergency response capacity to different disasters.



Case Study

Henan Found Strengthens Development and Optimization of Emergency Evacuation System

Henan Found places significant emphasis on developing an effective emergency risk avoidance framework. Each production system has been equipped with six underground emergency risk avoidance systems: monitoring and control, personnel positioning, emergency risk avoidance, compressed oxygen self-rescuer, water supply and rescue, and communication and liaison systems. Additional systems include gate access control, explosives storage intrusion alarm, and wireless network. In Fiscal 2025, Henan Found invested \$282.55 thousand in upgrading the communication and liaison system and building an emergency broadcasting system. \$268.70 thousand was invested to finalize the project and contract signing for the management system of the Intelligent Mine Centralized Control Center. Furthermore, a total of 222 sets of equipment and facilities were added or reconstructed across several mines.

Management of Hazardous Chemicals and Civil Explosives

Silvercorp complies with applicable laws, regulations, and international conventions in its areas of operation, while implementing the Hazardous Chemical Management Policy and Management Measures for Civil Explosives. The Company conducts full-process control over hazardous chemicals and civil explosives, covering procurement, transportation, storage, issuance, loading, unloading, handling, usage, disposal, and emergency management. To strengthen personnel training and management, the Company organizes training sessions for operators and custodians focused on hazardous chemicals, as well as initial and refresher training for explosives handlers. In Fiscal 2025, Henan Found completed certification, renewal of certificates, and annual review for a cumulative total of 430 personnel involved in explosives. Furthermore, we regularly conduct specialized emergency drills for poisoning and asphyxiation, as well as on-site disposal plan drills for our processing plants and construction units, to enhance emergency response capabilities.



2.1.3 Occupational Health & Safety

Silvercorp enhanced its existing occupational health management system by establishing the Occupational Health Committee and developing the Occupational Disease Prevention and Control Work Plan and Implementation Plan for FY2025. We strengthened professional training to enhance employees' awareness of occupational health risks and their ability to respond effectively. Additionally, we actively promote employee health by optimizing the working environment and providing health support to prevent occupational diseases. Our efforts also include improving occupational health services to ensure that employees receive timely and effective health protection.

In Fiscal 2025

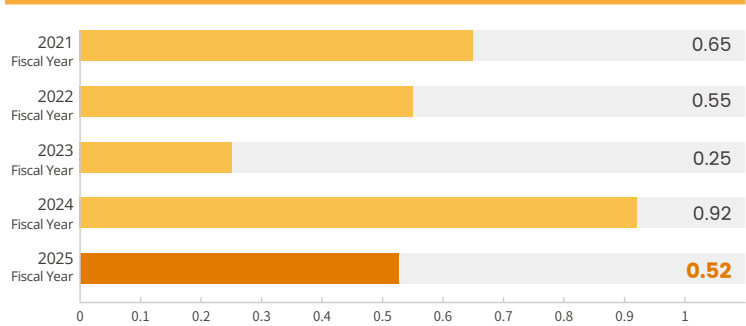
- 100% pass rate for ISO 45001 Occupational Health and Safety Management System certification
- 6 recordable accidents among employees and contractors
  - of which: 0 work-related fatality
  - 6 medical treatments due to work-related injuries
- 0 case of other work-related injuries and illnesses
- 0 Level 1 process safety incident per million working hours
- Conducted 6 investigations into work-related accidents with 100% of accidents resolved



**Policy Disclosure**  
Please click the link or scan the QR code to access the document  
**Occupational Health and Safety Policy**



LTIR (Lost Time Injury Rate) of Employees and Contractors





### Consolidate Management

All employees are encouraged to participate in the development, implementation, and evaluation of the Occupational Health and Safety (OHS) management system. They can voice their opinions on the building and operation of the OHS management system directly to the Safety Management Department or submit their feedback through a dedicated online platform. Additionally, employees can learn about and access Silvercorp's OHS information through various channels, including the annual safety summary meeting, staff congresses, safety bulletin boards, the official company website, the NAS server, and the Eblog App.

Annual occupational hazard testing and occupational hazard control evaluations are conducted at the mines. In Fiscal 2025, both Henan Found and Guangdong Found obtained ISO 45001 certification for occupational health and safety management system and passed the annual audit for the current fiscal year.



Guangdong Found invited experts on work-related injury prevention to give lectures to employees 2024.04



### Enhance Training

Silvercorp conducts a variety of occupational health and safety training programs, including courses on OHS laws and regulations, basic knowledge of occupational health, industry-specific hazards, and special operations, to enhance occupational health education for frontline workers. In 2025, Henan Found organized occupational health managers from all mining pits to participate in the Occupational Health Manager Examination for Certification, in which those managers personnel were trained first and then provided training to construction units in a top-down approach.

### Promote Health

Silvercorp conducts occupational health examinations for employees of construction units before and during their employment. New employees are required to undergo an occupational health examination and obtain a qualified medical examination report before they can begin training and take up their roles. Additionally, the Company provides various types of insurance for employees, including medical insurance, worker's accident insurance, workplace safety liability insurance, accidental injury insurance, and commercial health insurance. For personnel who do not have a direct employment relationship, such as retirees and interns, the Company also pays for separate worker accident insurance.

To support employee well-being, the Company applies various forms of health management, including annual physical examinations (covering routine and specialized assessments for specific groups), health consultations, and other non-occupational medical care. Furthermore, regular health awareness lectures are organized to cover topics such as disease prevention, healthy diets, and mental health, with the aim of continually enhancing employees' health awareness and management skills.



Henan Found launched emergency rescue competition

Henan Found Spring Run 2025

### Improve Services

Silvercorp prioritizes the physical well-being of employees by providing access to gyms and organizing a variety of sports events, such as spring and autumn games, basketball, badminton, and table tennis competitions. These initiatives encourage employees to actively focus on their health. Over the years, Henan Found has consistently conducted a series of mass sports activities, including spring long-distance runs and autumn sports meetings. These events help employees step out of the office, connect with nature, and promote both physical fitness and mental well-being, further strengthening and consolidating Henan Found's recognition as a "Luoyang Municipal Healthy Enterprise."

Additionally, the Company established a psychological counseling hotline and consultation rooms to provide employees with psychological support services, helping employees manage work-related stress and maintain a positive mental state.





2.1.4 Contractor Safety Management

Silvercorp strictly abides by the requirements of laws and regulations such as the Work Safety Law of the People's Republic of China, Interim Provisions on Supervisory Inspections and Management Accompaniment in Metal and Non-Metal Underground Mines, Safety Regulation for Metal and Nonmetal Mines, Interim Measures for Safety Management of Non-Coal Mine Outsourcing Projects and so on. Silvercorp incorporates contractor safety management into the unified safety management system. The Company develops various protocols, including the Policy on Shift in Mining Operations, Policy on Regular Safety Meetings and the Safe Operation Doublecheck Card System, to effectively implement safety measures through consistent supervision. The Company also employs education and incentive-disincentive mechanisms to enhance contractors' awareness of safety and responsibility. Additionally, the Company focuses on identifying hazards and implementing protective measures to detect and eliminate potential risks promptly, ensuring that contractors operate efficiently and safely within their environment, and aligning the safety capabilities with partners to foster the continuous creation of shared value.

In Fiscal 2025

Safety training for contractor's employees

153,777hours

Contractor's employees were covered by safety training

100%

Follow-up on Safety Supervision

Silvercorp strictly controls access and carefully examines the non-coal mine safety licenses and related qualifications of contractors. The Company strengthens the supervision and inspection of special work operators, safety managers, and the main leaders. To ensure accountability, the Company signs safety management agreements with contractors, which clearly outline their safety management responsibilities and urge them to fulfill these duties. Strict supervision covers various aspects, including shifts in mining operations and pre- and post-shift counting of mining crews, the management of special work operators, the identification and management of hazards, and the prevention of occupational diseases. Full-process, round-the-clock supervision and inspection of contractor operation sites are conducted to ensure regulatory compliance.

Provide Rewards and Penalties After Safety Education

Silvercorp promotes safety education and training for contractors, requiring that all outsourced operators complete three levels of safety education and training before they are permitted to begin work. Monthly safety education and training sessions are conducted to reinforce this commitment. Additionally, the Company supports contractors by assisting special work operators in obtaining necessary certifications, organizing after-work training and guidance, and enhancing the business competency of contractor's employees, including their management and documentation efforts.

Furthermore, the Company established a safety assessment mechanism for contractors, which includes an annual safety evaluation of outsourced units. The Company conducts monthly safety assessments on the safety performance of contractor management personnel, recognizing and rewarding outstanding teams while simultaneously penalizing those who violate safety protocols.

Strengthen Protection Against Hazards

All contractors across Silvercorp's mines are required to provide operators with necessary personal protective equipment (PPE), including uniforms, helmets, dust masks, rain boots, smash-proof safety vests, locators, oxygen self-rescuers, and detectors. Personnel are urged to wear their protective equipment properly. At the entrance of the mine, the watchman conducts individual inspections to prohibit entry to personnel lacking full PPE, under the influence of alcohol, or in poor mental condition. Strict control is also exercised over cage and vehicle loading operations to enforce access controls. The mines utilize daily evening shift meetings and monthly safety meetings organized by the Safety Department to maintain effective communication with contractors. These meetings are used to analyze safety management issues and provide guidance in resolving any identified problems.

Additionally, the Company works closely with government, emergency, and inspection authorities to address issues identified during inspections, ensuring timely and thorough rectification and fulfilling its primary safety responsibilities.

Post-Reporting Period Event

After the reporting period ended on March 31, 2025, the Company became aware of a fatal accident involving a worker of the mining contractor at the HZG mine of the Ying Mining District, caused by a rock fall during a recruitment tour. The contractor did not disclose the accident to the Company, and it only came to light in July 2025 when the government safety production authority initiated an investigation following a whistleblower report. Silvercorp extends its sincere condolences to the family of the deceased worker.

While this tragic event is not reflected in the FY2025 safety statistics, the relevant authorities have launched a full investigation, and certain mining areas have been temporarily closed. This tragic incident underscores the critical importance of rigorous contractor oversight and full compliance with Silvercorp's safety standards and reporting procedures. The Company places the safety and well-being of all workers as its highest priority and remains committed to upholding the highest standards of health and safety, ensuring that all personnel—employees and contractors alike—operate in a safe and accountable work environment.





## 2.2 Commitment to Human Rights

Silvercorp is dedicated to full compliance with all applicable laws and regulations and operates in alignment with internationally recognized human rights frameworks, including the International Bill of Human Rights, the Universal Declaration of Human Rights, and the Voluntary Principles on Security and Human Rights. In accordance with the Company's human rights policy, all Silvercorp employees are expected to respect and safeguard the human rights of others.

Silvercorp has established a robust human rights governance and accountability framework that applies to all employees. At the board level, the Sustainability Committee under the Board of Directors is responsible for supervising the Company's human rights-related issues. At the executive level, the ESG Management Center monitors progress in the implementation of human rights, diversity, and inclusion initiatives across operations. A dedicated Human Rights Working Group—comprising senior representatives from various business units—regularly evaluates both current and emerging human rights risks that may affect the Company. Functional departments of the Company and operational departments of subsidiaries are responsible for implementing related initiatives to fulfill the commitments outlined in the Company's human rights policy and ensure full compliance with all related Company requirements.



**Policy Disclosure**  
Please click the link or scan the QR code to access the document  
**Silvercorp Human Rights, Diversity, and Inclusion Policy**





**2.2.1 Labor and Human Rights Management**

Silvercorp complies with all applicable laws and regulations concerning the protection of human rights. The Company prohibits all forms of discrimination, unequal treatment, and harassment, and is committed to fostering a safe, respectful, and inclusive working environment. We fully respect employees’ freedom of association and their rights to collective bargaining. In compliance with relevant laws and regulations, Silvercorp enters into collective agreements with employees to ensure equal opportunities in areas such as promotion and compensation. Moreover, the Company upholds the principle of equal pay for equal work, and has a policy prohibiting discrimination based on gender, race, ethnicity, nationality, religion, disability, age, culture, marital status, or sexual orientation. Silvercorp maintains a zero-tolerance policy toward all forms of harassment. Employees are encouraged to report any incidents of harassment, and the Company is committed to conducting timely and impartial investigations, while strictly protecting the privacy and personal safety of whistleblowers.

Meanwhile, we expressly prohibit all forms of forced labor and punitive practices and strictly forbid the employment of child labor. We remain firmly committed to safeguarding the rights, interests, and dignity of all our employees.



**2.2.2 Indigenous Peoples and Ethnic Minorities**

Silvercorp stays committed to respecting and protecting the local cultures, beliefs, traditions, and values of indigenous peoples and ethnic minorities throughout its operations. We fully uphold their rights to participation and access to information and engage with communities in culturally appropriate and respectful ways. The Company is mindful of potential business activities that may harm local cultural heritage or the environment. Through targeted training and awareness programs on human rights, Silvercorp continues to raise Company-wide awareness of human rights protection and remains committed to safeguarding the human rights of local populations. In Fiscal 2025, no incidents involving infringement of the rights of local ethnic minorities or indigenous peoples were reported.

**In Fiscal 2025**

**No incidents of rights infringement against local ethnic minorities or indigenous peoples have been reported.**

**2.2.3 Security and Human Rights**

Silvercorp follows internationally recognized human rights principles in its security practices, with zero tolerance for any actions that may infringe upon human rights. At Henan Found and Guangdong Found, all security functions are performed by the Company's dedicated internal security teams; no third-party security providers are engaged. Silvercorp has also established comprehensive emergency response protocols, designed and implemented with a strong emphasis on safeguarding the human rights and privacy of all stakeholders. Furthermore, regular professional training is provided to all security personnel, with explicit requirements that human rights must be respected in all emergency handling procedures. In situations involving external public security concerns, security staff are required to fully consider and respect the opinions of relevant parties and collaborate closely with local communities and public relations agencies, so as to resolve conflicts and issues peacefully. In Fiscal 2025, a total of 46 training sessions were conducted for security personnel, covering 100% of security staff. No incidents of human rights violations involving security personnel were reported during the reporting period.

**2.2.4 Artisanal and Small-Scale Mining (ASM)**

No artisanal or small-scale mining (ASM) activities have been identified within Silvercorp's operational areas or surrounding regions in China. The Company fully understands the multiple risks associated with ASM, including environmental damage, occupational safety hazards, labor rights violations, and broader socio-economic disruption. In alignment with its commitment to responsible mining, Silvercorp affirms that should ASM activities arise within its operational scope in the future, the Company will proactively implement systematic and targeted mitigation measures to minimize potential adverse impacts, thereby fulfilling its corporate social responsibility.

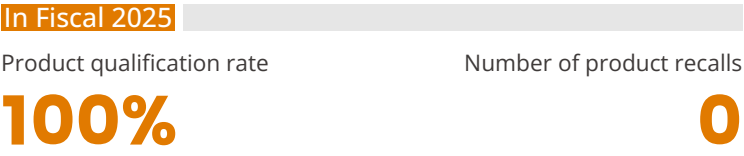


## 2.3 Product and Service Quality

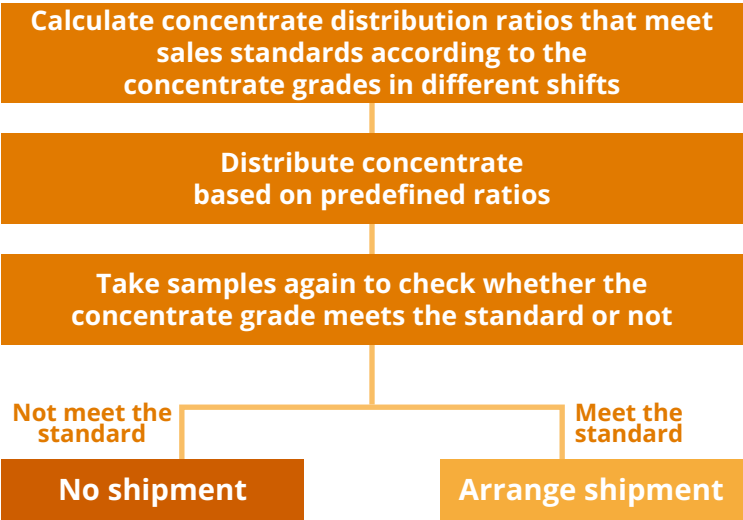
Silvercorp rigorously controls the production process and quality inspection to ensure product safety and reliability, thereby establishing a solid foundation of customer trust through high-quality products. We enhance customer experience and strengthen long-term partnerships by optimizing service processes and response mechanisms. Additionally, we bolster data privacy protection measures to secure customer information and fulfill corporate responsibilities. The synergistic advancement of these three dimensions not only improves market competitiveness but also reaffirms our unwavering commitment to safeguarding the rights and interests of customers.

### 2.3.1 Ensure Product Quality

Silvercorp enforces strict quality management of produced concentrates in accordance with the concentrate distribution requirements outlined in the Sales Business Process. We also rigorously regulate the actions of transportation contractors to minimize environmental pollution and prevent product leakage incidents resulting from spills, improper dumping, or damaged containers. In Fiscal 2025, both Henan Found and Guangdong Found obtained ISO 9001 certification for quality management system and passed the annual audit for the current fiscal year.



### Silvercorp concentrate distribution quality management process

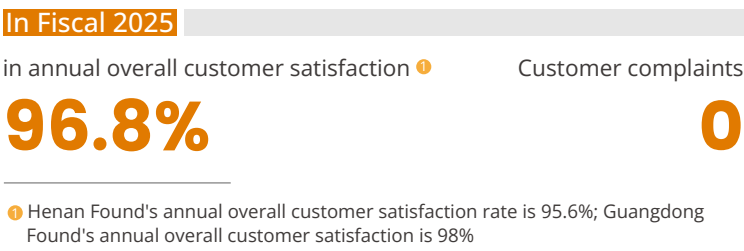


### 2.3.2 Improve Customer Service

Silvercorp is committed to fair, accurate, and transparent transactions. Prior to shipment, each batch of products undergoes weighbridge calibration to ensure there are no abnormalities, thereby guaranteeing equitable sales.

The Company improves the customer experience by adhering to professional service standards and continuously strengthening the service team's ability to efficiently address customer needs. The Company distributes the Service Satisfaction Questionnaire to cooperative customers, covering product quality, sales service, and sales process compliance. This approach allows accurate identification of areas for improvement and reinforces long-term trust-based relationships.

Additionally, the Company establishes transparent and accessible multi-dimensional complaint channels and transforms customer feedback into powerful motivation for service enhancement to achieve mutual growth in both customer value and corporate value. In Fiscal 2025, we did not receive any customer complaints.



Case Study

Deepening Customer Connections at Industry Summits

From November 5 to 7, 2024, Guangdong Found participated in the 27th China International Lead Zinc Annual Conference in Changsha to engage with existing clients and connect with potential customers. During this event, Guangdong Found held in-depth discussions with metallurgical enterprises and traders, including Minshan Environmental Energy High Tech Co., Ltd. From Anyang, Jiyuan Wanyang Smelting Group Co., Ltd, Lingbao Xinling Refining Co., Ltd., Shandong Humon Smelting Co., Ltd., and Chenzhou Juncheng Mining Co., Ltd. By exchanging insights on the current mineral product market and analyzing trends in the lead-zinc market, the Guangdong Found strengthened customer relationships and enhanced service offerings.

### 2.3.3 Enhance Privacy Protection

The Company places a high priority on safeguarding customer information. Confidentiality training for departmental staff is continuously enhanced, and any disclosure of customer information to external parties through any form or channel is strictly prohibited.

Regarding sample management, special password-protected labels are affixed to external inspection samples along with customer information, then sealed in plastic bags, ensuring dual-layer protection against data leaks during transit.

Invalid customer records are securely destroyed using professional shredders to prevent data recovery and potential leaks due to improper disposal, safeguarding customer privacy.



2.4

Responsible Supply Chain

The Company is dedicated to developing a responsible supply chain system aimed at enhancing service levels and mitigating security risks. By continuously refining supplier management mechanisms, the Company promotes a unified management structure that includes clear hierarchical responsibilities for suppliers. This encompasses the entire lifecycle management process, which involves supplier admission, authentication, performance evaluation, and potential withdrawal. In addition to maintaining strict controls over supply quality, the Company actively implements green procurement and transparent procurement strategies. The Company comprehensively integrates ESG performance into criteria for screening suppliers and contractors. Through these practical actions, the Company leads the green development of the supply chain and fosters the continuous optimization of the entire industry ecosystem.

2.4.1

Supplier Management

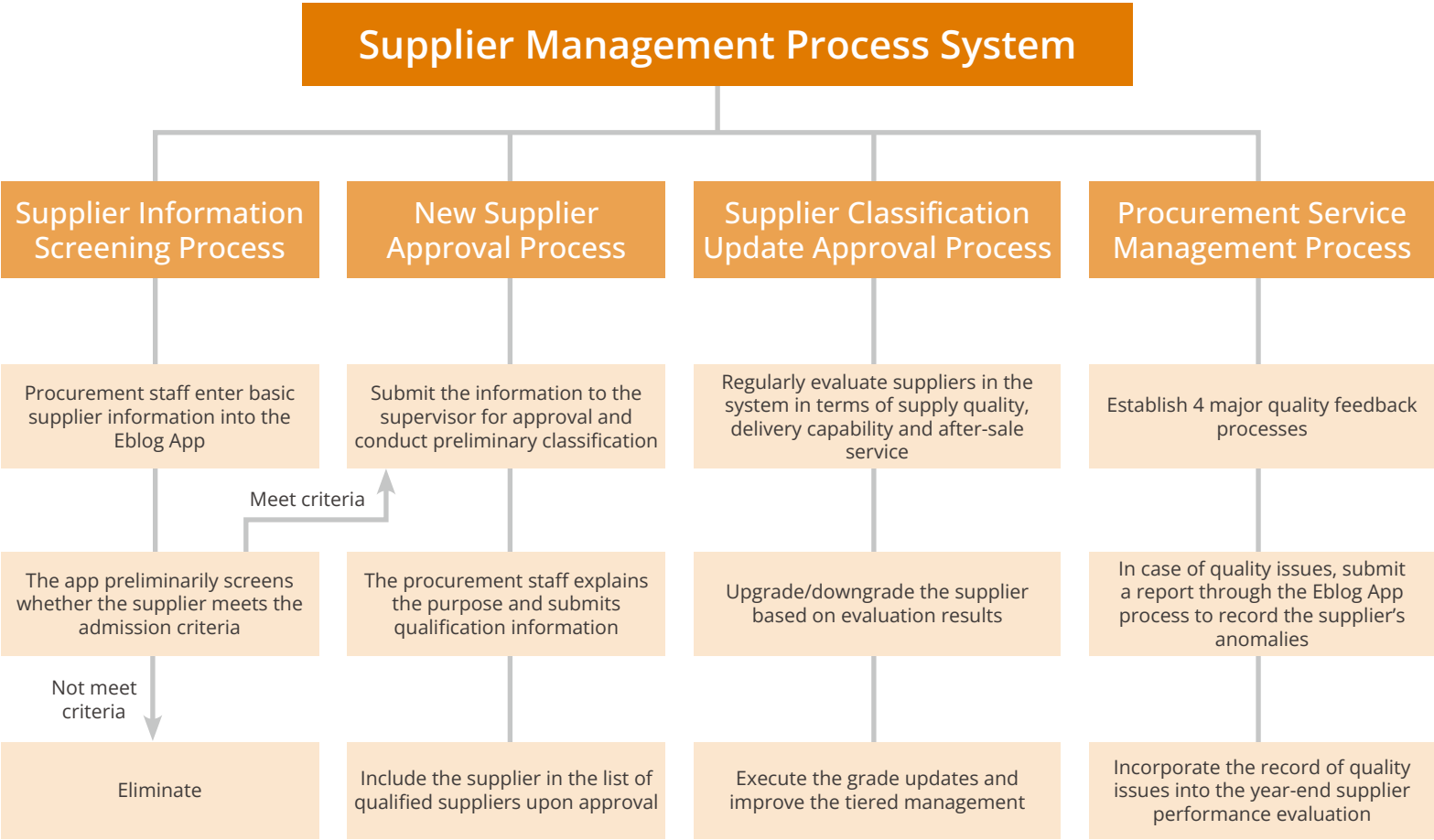
The Company builds a full lifecycle supplier management system that implements closed-loop control by focusing on admission screening, tiered certification, dynamic evaluation, and withdrawal mechanisms. The Company employs a differentiated procurement model that combines bidding and tendering with inquiries and price comparisons. The Company strictly adheres to the Bidding and Procurement Management Policy and screens suppliers using a five-dimensional evaluation framework that encompasses creditworthiness, management, products, performance, and integrity during the admission stage. In this process, the Company prioritizes suppliers that have passed certifications in four key areas: quality management, environmental management, occupational health and safety, and information security management. Furthermore, the Company connects this evaluation with the industry's high-quality supplier directory, safety standard network data, and its annual A-level supplier assessment reports to achieve standardized, dynamic tiered supplier management.



Policy Disclosure

Please click the link or scan the QR code to access the document

Supplier and Contractor Code of Conduct



In Fiscal 2025

- 100% significant supplier evaluation rate for top five suppliers' procurement items
- 100% contract legal compliance review rate for explosives, low-smoke zero-halogen cables, steel profiles, high and low voltage electric cabinets, and diesel in Henan Found
- 100% contract fulfillment rate and 0% contract complaint rate for diesel, cement, steel balls, chemicals, large equipment, and spare parts in Guangdong Found



Suppliers Management	Henan Found	Guangdong Found	Total
Total number of suppliers <sup>①</sup>	299	160	459
Of which: significant suppliers <sup>②</sup>	27	11	38
Percentage of expenditure on significant suppliers among significant suppliers' total expenditure	81%	98%	89.5%

Suppliers Assessed	Henan Found	Guangdong Found	Total
Number of suppliers assessed	288	160	448
Number of significant suppliers assessed	27	11	38
Number of suppliers with significant actual/potential negative impacts identified through assessment	48	35	83
Number of suppliers with significant actual/potential negative impacts that have agreed on rectification actions/improvement plans	34	33	67
Number of suppliers terminated due to significant actual/potential negative impacts	14	2	16

① All suppliers of the Company are Tier 1 suppliers.

② Significant suppliers are those with significant exposure to negative ESG impacts or with significant business relevance to the Company.

2.4.2 Transparent Procurement

The Company implements transparent procurement based on the principles of fairness, impartiality, and openness, embedding social responsibility throughout the entire procurement process. The Company establishes a transparent tracing mechanism along with dual-track anti-corruption controls. This includes the design of a transparent procurement mechanism that incorporates the Integrity Commitment and Anti-Commercial Bribery Clause into the bidding documents and contracts, while concurrently implementing integrity training for procurement personnel and establishing integrity admission requirements for suppliers, thereby forming a two-way compliance constraint. The Company also strengthens internal controls through professional ethics education and accountability systems, combined with quarterly business capability training and monitoring of abnormal behaviors. This creates a systematic closed-loop system from process standardization to commercial bribery prevention, ensuring a clean and efficient supply chain operation.

2.4.3 Green Procurement

The Company launched the Green Procurement Action Plan, viewing green procurement as an effective measure to promote high-quality economic and social development and to comply with government procurement policies supporting green initiatives. The Company encourages suppliers to obtain relevant certifications and provide guidance for the green and sustainable development of the supply chain, while ensuring the quality of purchased materials.

When procuring conventional materials such as mineral processing chemicals, steel balls, mining cables, steel cables, mining hoisting equipment, fans, electric locomotives, electrical materials, power equipment, light rails, and other materials, the Company consistently adheres to the principle of balancing efficiency and quality. We prioritize products certified with mining products safety marks (KA/MA) international management system certifications, including ISO 9001 and ISO 14001.

The procurement contracts also require suppliers to use pollution-free or low-pollution production processes and strictly prohibit outdated production processes that are banned by the state. For product packaging, all goods must be packaged safely and neatly, with packaging labels fully complying with relevant laws, regulations, and administrative regulations to avoid excessive packaging. Regarding product transportation, delivery vehicles must meet the National V emission standards and the national cargo transportation load requirements. We actively encourage suppliers to enhance their environmental protection and low-carbon management efforts by encouraging them to sign the Supplier and Contractor Code of Conduct, collaborating to promote greener and more sustainable practices throughout the entire supply chain.

In Fiscal 2025, Guangdong Found successfully implemented green procurement by investing \$ 105,260 to purchase two energy-saving permanent magnet two-stage compression air compressors (with Level I energy efficiency), replacing outdated, non-energy-saving models.



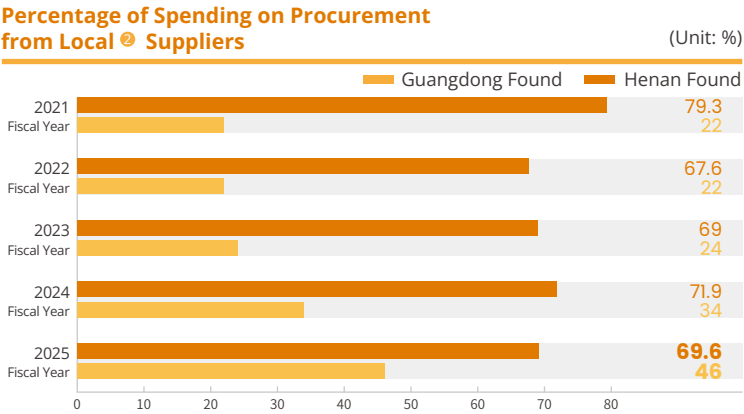
2.4.4 Localized Procurement

The Company actively promotes localized procurement and enhances collaboration with local suppliers to boost local economic development. Silvercorp has signed long-term cooperation agreements with several strong and reputable local suppliers, including framework agreements for diesel fuel and cement procurement.

By providing technical support to these suppliers, the Company improves their product quality and supply capacity. This not only addresses the Company's high procurement standards but also lays a solid foundation for suppliers to access broader markets. This approach underscores the Company's commitment to partnership and its dedication to fostering the sustainable development of local suppliers.

Achievement in Localized Procurement

Enhanced Supply Efficiency	<ul style="list-style-type: none"><li>Shortened the procurement cycle, quickly responded to production needs, improved the timeliness and stability of material supply, and ensured smooth production</li><li>Reduced time and costs in transportation and warehousing, ensuring supply chain stability and security</li></ul>
Promoted community development	<ul style="list-style-type: none"><li>Supported local economic development and created employment opportunities</li></ul>



2.4.5 Due Diligence

The Company has established a supplier life-cycle risk control system, implementing a four-stage closed-loop management process of admission, certification, assessment, and evaluation. During the admission stage, the Company verifies supplier qualifications through on-site inspections, official channels such as the National Enterprise Credit Information Publicity System, and third-party sources like "Tianyancha" and "Qixinbao." Additionally, the Company enforces dual-track control during material acceptance, combining document review and sampling and testing for key materials, and maintains a quarterly quality feedback mechanism. For risk management, the Company employs a three-tier control framework consisting of identification, assessment, and response. This is complemented by a stability evaluation system based on the Supplier Selection Standards. The Company also conducts risk control training for the procurement team while establishing dynamic monitoring of contract performance and contingency plans. An annual in-depth evaluation mechanism, covering over 90% of active suppliers, is formed by the cross-departmental team. This evaluation includes a combination of on-site inspections, data analysis, and physical sampling, and is performed with grading according to supplier share. This comprehensive approach ensures full-process control and management, from qualification screening to performance tracking.

Case Study

Silvercorp Conducts Annual Supplier Evaluation

At Silvercorp, we are committed to helping suppliers achieve sustainable growth. We conduct evaluations based on six key indicators: pass rate, timely delivery rate, accuracy rate, return rate, contractual breaches, and quality defects. Suppliers are categorized into five levels: A, B1, B2, C, and D, with Level D suppliers being disqualified. For Level B1, B2, and C suppliers, we issue Supplier Evaluation Result Notice and Supplier Rectification Notice, requiring them to analyze the causes of their performance issues and outline corrective measures. We achieve a 100% rectification rate, with a 0% withdrawal rate for those who do not rectify their issues.

In Fiscal 2025

Henan Found evaluated 288 suppliers, achieving a pass rate of 96.18% Meanwhile, Guangdong Found evaluated 160 suppliers, attaining a pass rate of 98.75% This brought the total pass rate to 97.465%



① The term "local" refers to the provincial administrative area where the project is located, taking into account the economy of the surrounding counties.

② The term "local" refers to the administrative area of prefecture-level cities, taking into account both the overall supply chain localization rate and the connection between the place of registration and actual operations.



## 2.5 Develop Talent

In the face of increasingly fierce competition for global resources and ongoing innovations in mining technology, unlocking the potential of mining talent and enhancing technological innovation capabilities and resource development efficiencies are crucial for the sustainability of the mining industry. The Company is committed to creating a fair, diverse, and inclusive work environment for employees. By offering comprehensive training programs and extensive career development opportunities, we attract and retain top talent and maximize employee potential. This commitment not only promotes the long-term prosperity and stability of the Company but also contributes to the sustainable advancement of the mining industry.

### 2.5.1 Protection of Rights and Interests

The Company places a high priority on the protection of workers' rights and interests, adheres to local laws and regulations, establishes a fair remuneration system, and creates a positive working environment for employees. The Company's commitment is to uphold, maintain, and enhance the legitimate rights and interests of workers, and strive to ensure they achieve decent work with security and dignity.

### Equal Employment Opportunities

Employment policies are formulated in accordance with local labor laws and the conventions of the International Labor Organization. The Company guarantees equal employment opportunities, opposes any form of discrimination, and prioritizes increasing women's participation and influence in the mining sector. Additionally, the Company proactively assumes social responsibility by addressing employment challenges faced by people with disabilities. In compliance with the Law of the People's Republic of China on the Protection of Persons with Disabilities and the Regulations on the Employment of People with Disabilities, the Company offers suitable roles within the Company, primarily in janitorial and other supportive positions.

In 2025, the Company maintained the principle of integrating campus recruitment with social job fairs. The Company developed and implemented the Internal Referral Management Approach and rewarded employees who made successful referrals. The robust recruitment management system is established with annual human resource planning that includes campus recruitment, social job fairs, and internal referrals. This approach increases talent acquisition, optimizes employee structure, and establishes comprehensive and systematic

talent pipelines to support the Company's future development. In Fiscal 2025, the Company held campus recruitment events in multiple locations, successfully hiring a total of 33 candidates.

Located in populous provinces with excellent transportation connections, the Company's Chinese mines experience lower pressure in recruitment compared to its industry peers and currently face no labor shortages. Simultaneously, the Company is dedicated to diversity management at its headquarters in Vancouver and its mines in Ecuador, actively promoting the inclusion and development of employees from various backgrounds through systematic policies and practices. The Company is diversifying recruitment channels to mitigate future risks and uphold the commitment to creating an inclusive work environment across diverse cultural and legal contexts.

The Company has established a channel for employees to submit complaints. In cases of harassment, discrimination, forced labor, or other violations of employees' human rights, employees can report incidents by calling the hotline or sending an email.



Diversified Employee Composition

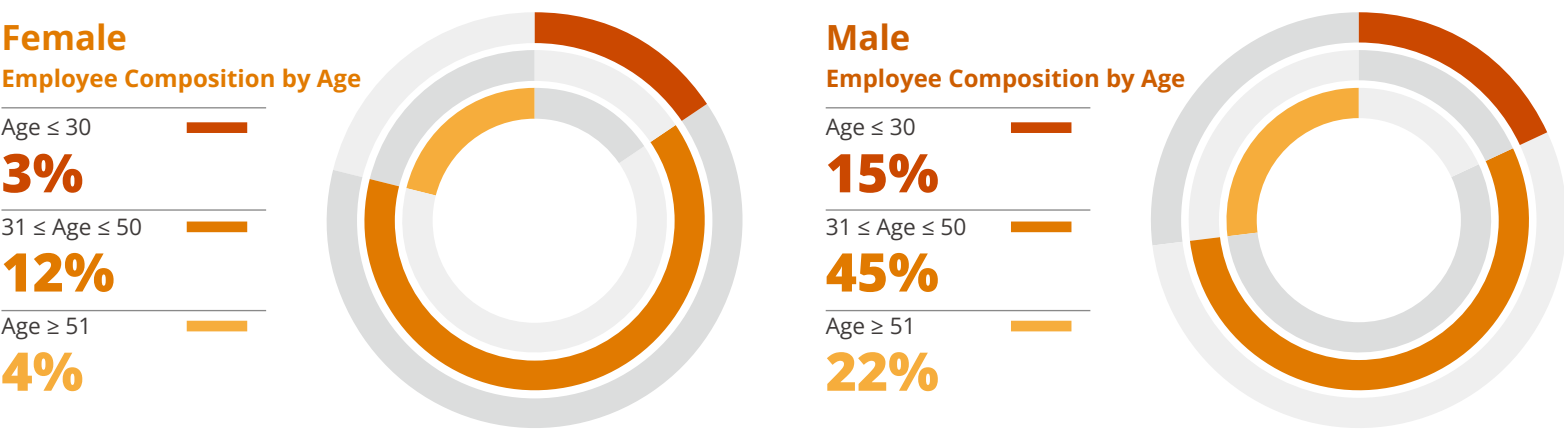
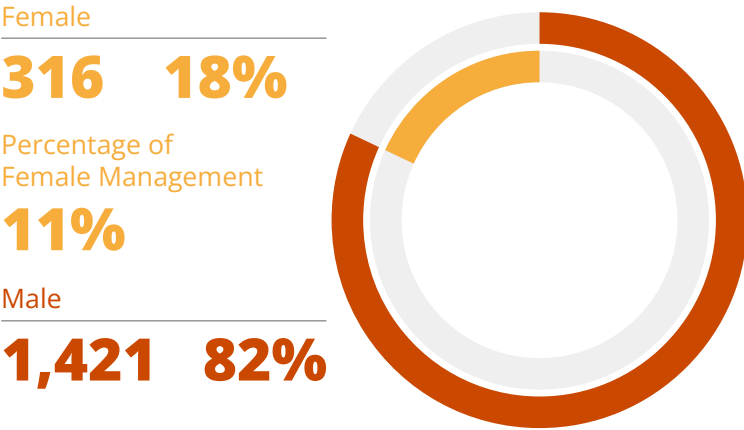


As of the end of Fiscal 2025

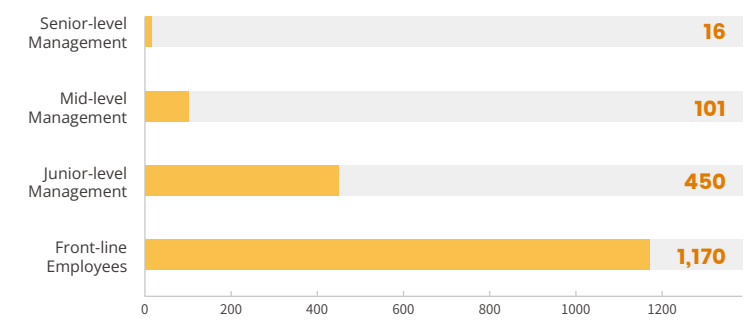
Silvercorp employed a total of employees

5,936

including 4,199 contractor workers,  
1,737 company employees, and  
47 are employees with disabilities



Number of Employees by Position



China is a multi-ethnic country, and the Company is committed to supporting the development of diverse ethnic cultures. As of the end of Fiscal 2025, the majority of our employees are Han Chinese, with minorities including Manchu, Zhuang, Hui, Yao, Yi, Tujia, and others. Please refer to the table below for detailed ethnic minority workforce composition.

Ethnic Diversity	Manchu Ethnic Group	Zhuang Ethnic Group	Bai Ethnic Group	Yao Ethnic Group	Yi Ethnic Group	Miao Ethnic Group	Hui Ethnic Group	Mongol Ethnic Group
Number of Ethnic Minority Employees at the Management Level	1	2		1			1	1
Number of Ethnic Minority Employees in Frontline Positions	2	1	1		1	2		
Total	3	3	1	1	1	2	1	1

Labor Rights

The Company strictly complies with the eight core conventions of the International Labour Organization (ILO), the *Labor Law of the People's Republic of China*, and the Labor Code in Ecuador. And prohibits forced labor and punitive measures, as well as all forms of discrimination. The Company offers equal pay for equal work to ensures fairness in employee promotions and salary increases while prohibiting discrimination based on gender, race, ethnicity, nationality, religion, disability, age, culture, marital status, or sexual orientation. Regular training sessions on discrimination and harassment in the workplace are conducted, and employees are encouraged to report any violations to the Human Resources Department or their immediate supervisors. The Company upholds the principle of equal pay for equal work and complies with social insurance payment requirements and leave systems as mandated by local governments. The Attendance and Leave Management Policy ensures that employees receive basic welfare benefits during their legal leave. During working hours, employees receive job-specific subsidies based on the nature of their positions. These include field work allowances, work underground allowances, pit worker allowances, and night-shift allowances. Furthermore, our Human Resources Policy and Employee Handbook explicitly state that we fully respect employees' rights to freedom of association and collective bargaining, and we actively implement democratic management practices.

Humane Welfare

Supplementary Medical Insurance	Flexible Leave
<ul style="list-style-type: none"><li>■ We provide supplementary medical insurance and group accident insurance for employees, as well as safety liability insurance for frontline production staff.</li></ul>	<ul style="list-style-type: none"><li>■ We adopt an eight-hour workday, with weekends off for non-mining employees.</li><li>■ Considering the unique nature of mine operations, we offer flexible leave options and support for home visits to mine site employees.</li></ul>

The Company has established a gender equality development framework that fully implements maternity and breastfeeding leave policies. The Company regularly conducts women's health management programs, creates career development pathways, and promotes women's participation in management decision-making. These efforts continually enhance women's professional influence in the mining sector and strengthen the Company's competitiveness in sustainability.



As of the end of Fiscal 2025

- 100% of employees were covered by social insurance
- 100% of employees signed a collective labor agreement
- 316 female employees
- No work stoppages or strikes due to labor relations issues

2.5.2 Talent Attraction and Retention

The Company conducts in-depth research on talent attraction and retention strategies to enhance employee job satisfaction. By offering diverse talent development programs, career advancement opportunities, and performance-based incentives, the Company promotes continuous employee engagement and supports individual development needs.



Your company's generosity and strong support for funding student education at our college not only exemplify a commitment to social responsibility and public welfare but also demonstrate your concern for students involved in the college.

— Letter of Thanks from the College of Resources and Environmental Engineering, Jiangxi University of Science and Technology

Talent Training

The Company has established a systematic training management system that includes the Training Management System, Talent Training System, Talent Pipeline System, and Mentor Management System. This framework clearly defines the fundamental principles of employee training, assigns roles and responsibilities, and outlines the internal training mechanism, resulting in an integrated training system that covers safety, business operations, technical skills, and general knowledge. A three-tier training plan management structure – spanning the company, departments, and individuals – is in place, complemented by a closed-loop mechanism that includes pre-training demand assessment and post-training effectiveness evaluation. This approach facilitates the dynamic optimization of the entire training process. For fresh graduates, we have developed Training and Assessment Management Rules and implemented a mentor-apprentice counseling model to synchronize new hires' career growth with the Company's development pace. Through the combination of standardized training pathways and personalized development programs, we continually enhance employees' professional capabilities while aligning individual potential with corporate strategic goals.

The Company also organizes monthly induction training for new employees, covering corporate culture, management policies, safety education, and an overview of various professional roles. In Fiscal 2025, we conducted training for 29 new employees, with 144 participants completing the induction. The retention rate for college graduate recruits at Henan Found reached 97%.

In Fiscal 2025

- The company organized 2,026 sessions of career development training
- 31,919 training attendances
- 68,593 training hours in total; increased by 114.63% year-on-year
- 30.03 training hours on average per employee; increased by 31.83% year-on-year
- \$71,403 investments in employee vocational training

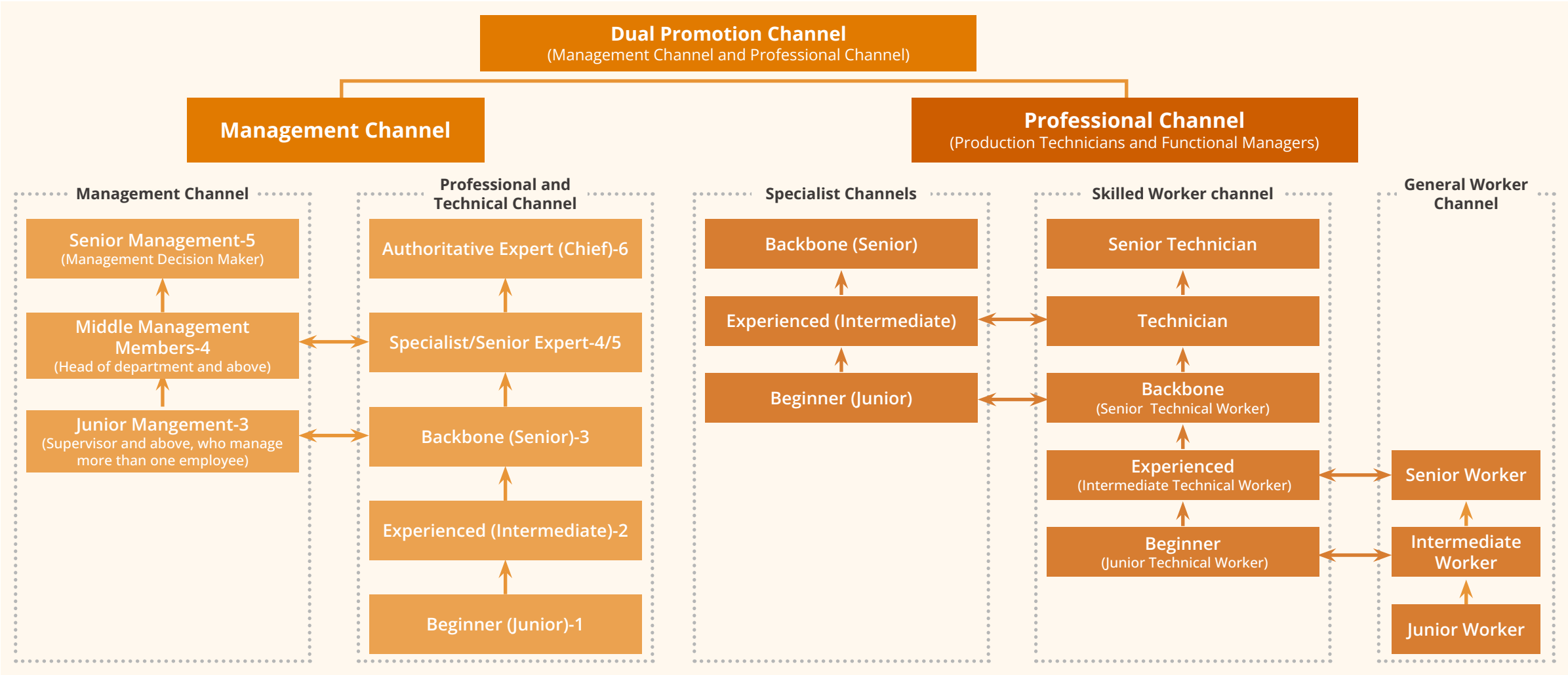


Career Development

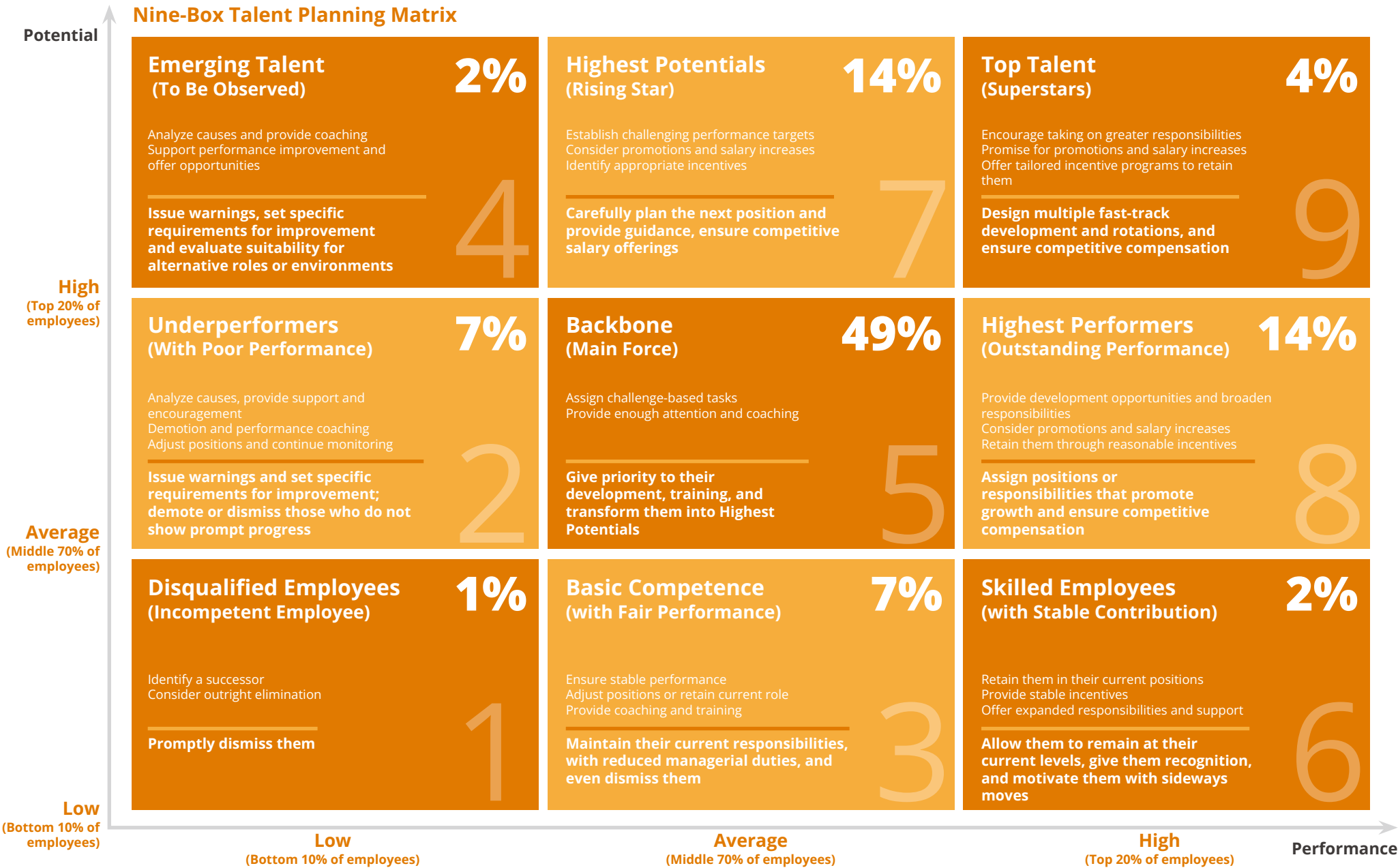
The Company prepares and implements the *Job Sequence and Rank Evaluation Program*, providing two career development channels for qualified employees: the Professional Channel and the Management Channel. Silvercorp respects employees' right to choose their own career path choices and encourages them to fully utilize their capabilities and talents within the Company's career platform.

The Company also encourages and supports employees' self-improvement through annual professional skills competitions,

assistance with professional title applications, and education enhancement training. Both Henan Found and Guangdong Found have established registration systems for occupational skill level recognition and obtained qualifications for the independently recognized skill assessment system by the enterprise. These systems conduct annual qualification assessments for various registered vocational skills, providing a convenient certification platform to enhance employees' skill development.



The Company has implemented the Internal Referral Management Approach to further expand recruitment channels and enhance the efficiency and quality of the recruitment process. Additionally, the Company uses a “Nine-Box Talent Planning Matrix” to assess employees based on their performance and ability, allowing for targeted improvements in performance tailored to the specific characteristics of employees. In the updated Internal Referral Management Approach for Fiscal 2025, the reward for a successful referral has been increased from a range of \$139-\$1,108 to a new standard of \$180-\$1,385.





Performance Incentives

In Fiscal 2025, the Company revised the functional management manual, which includes the compensation management system and performance appraisal system. The updated manual was distributed to employees to promote awareness and ensure the transparency and fairness of the compensation system. The salary structure encompasses a basic salary, job subsidies, benefits, monthly and annual performance pay, fixed assessment awards, and various special assessment awards. Performance-based pay is linked to both annual and monthly appraisal results, while assessment awards are tied to the Company's operating profit. The Company is committed to equal pay for equal work and ensures fair treatment of all employees in training, development, and salary adjustments.

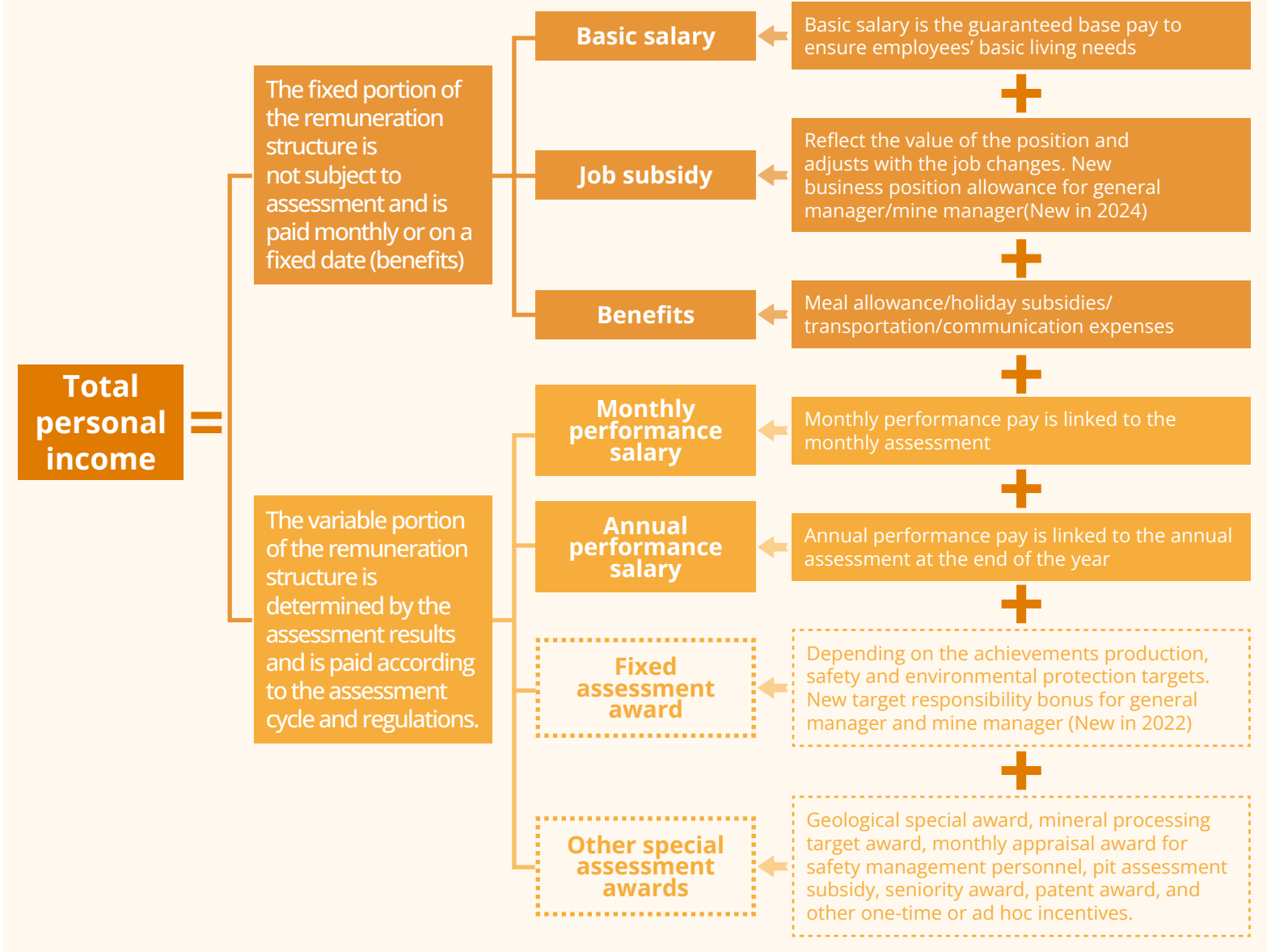
Gender Pay Ratio	Henan Found	Guangdong Found
Female-Male average annual pay ratio, Management, Fixed salary	0.68	0.98
Female-Male average annual pay ratio, Management, Fixed salary & variable salary	0.66	1.03
Female-Male average annual pay ratio, Front-line employees, Fixed salary	0.54	0.76
Female-Male average annual pay ratio, Front-line employees , Fixed salary & variable salary	0.61	0.72

The Company has established an effective performance evaluation mechanism that covers individual performance, team performance, and key performance indicators (KPIs), ensuring that outstanding employees and teams are appropriately recognized and rewarded. In Fiscal 2025, the performance evaluation process emphasized the PDCA (Plan-Do-Check-Act) principle, incorporated a structured performance interview process, and prioritized communication and feedback between employees and their supervisors to support a continuous improvement cycle.

We are committed to using the living wage concept for evaluations to ensure the well-being of our employees. In Fiscal 2025, we conducted a thorough study on employee salaries and the results showed that the minimum wages for all our mining areas are significantly higher than the local statutory minimum wages.

Living wage	Henan Found	Guangdong Found
The ratio of female employee's minimum wage to provincial statutory minimum wage standard	1.48	1.83
The ratio of male employee's minimum wage to provincial statutory minimum wage standard	1.65	1.89

Salary Structure and Payment Rules



2.5.3 Employee Benefits and Care

The Company is committed to offering employees a diverse range of benefits, flexible work arrangements, and vacation options, along with comprehensive support to help them effectively balance their work and personal lives. The Company aims to enhance employees' well-being and sense of belonging while fostering a collaborative atmosphere to create a harmonious and innovative work environment.

Diversified Benefits

The Company is committed to providing a comprehensive and diversified benefits system designed to meet the work and life needs of various employee groups. Key initiatives include providing free accommodation and meals for employees in mines, as well as reimbursing round-trip travel expenses for home visits. Additionally, meal subsidies are offered to employees in non-mining areas during weekdays. During holidays, the Company's trade union distributes gifts to employees and provides various benefits, including communication subsidies, holiday bonuses, and a range of recreational activities. Furthermore, the Company ensures psychological well-being and material support for employees to alleviate work and life stress, ultimately enhancing their overall sense of happiness.

Employee Care

The Company prioritizes the well-being of employees in the mines. Henan Found and Guangdong Found actively organize a variety of initiatives, including holiday celebrations, cultural events, and sports activities, to enrich the leisure time and cultural lives of their mining workers. In Fiscal 2025, employee satisfaction and engagement surveys showed results exceeding the average scores of high-performing companies(3.91 points for excellent companies and 3.70 points for qualified companies). Specifically, Henan Found achieved an employee satisfaction score of 4.27, while Guangdong Found received a score of 3.92, both on a 5-point scale.



Lantern Riddle Guessing Activity of Henan Found on Lantern Festival



Leaders from the industry and commerce authorities paid a Mid-Autumn Festival visit to the construction team



Guangdong Found held a safety knowledge contest



Guangdong Found held a women workers' activity with the theme of "Health Preservation through Tea Fragrance, Enjoying a Healthy Life"



Women's Day Activities in the Beijing Office



## 2.6 Community

While actively advancing mineral resource exploration, the Company upholds respect for human rights as a core principle. The Company fosters mutual trust through community consultation mechanisms and promotes multicultural coexistence. Additionally, the Company contributes to cultural heritage preservation as a bridge for community connection. Through public welfare initiatives, the Company transforms resource benefits into lasting value for communities, balancing economic performance with social well-being and setting a standard for responsible, people-centered mining.

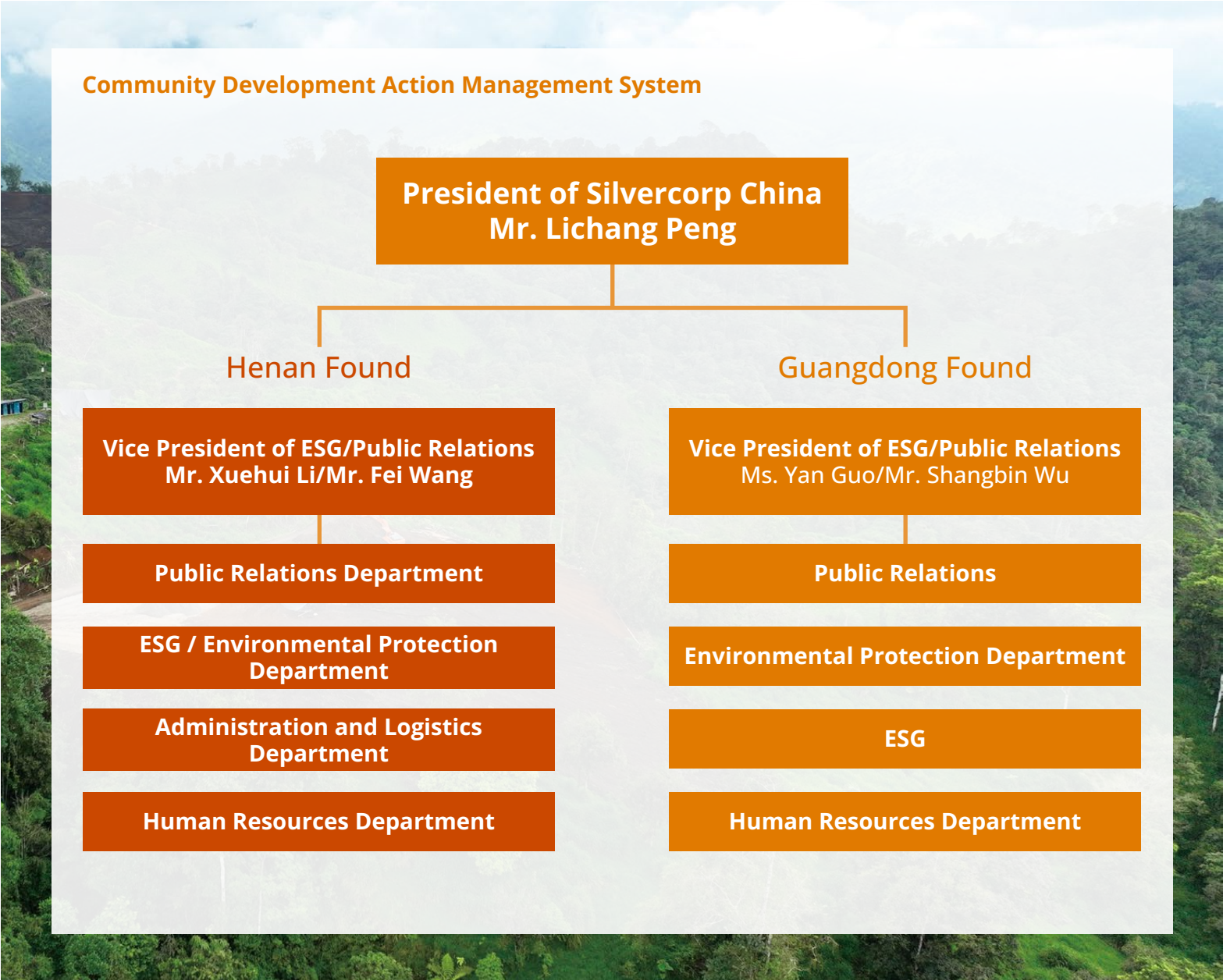
### 2.6.1 Build Harmonious Communities

The Company continuously improves its community management mechanisms by ensuring land acquisition complies with legal requirements and by respecting and protecting human rights in its areas of operation. The Company also initiates diverse activities to promote communication among stakeholders, and fosters harmonious relationships with local communities, thus achieving a win-win situation that balances the Company's economic benefits with the development of these communities.

#### Lawful Land Acquisition


The Company is dedicated to building harmonious relations between the business and local communities by establishing a community development action management system and enhancing community management mechanisms. Both the Ying Mining District and the GC Mine have set up a Community Relations Working Group, chaired by a dedicated vice president, handling community affairs in collaboration with environmental protection, human resources, and other departments.

The Company conducts land acquisition in strict adherence to laws and regulations, aligning with industry best practices. Through active consultation with stakeholders, including local residents and community representatives, agreements are jointly signed prior to land use. Additionally, the Company provides employment opportunities for affected residents, ensuring they are treated fairly, receive reasonable compensation, and are equipped with the skills necessary for sustainable livelihoods.



Respect Local Human Rights

In production and operations, the Company fully respects and safeguards local ethnic cultures, beliefs, traditions, and values, while upholding the rights of local residents to participate in and stay informed of matters that may affect them. The Company ensures that community engagement aligns with local customs and strictly prohibits any business practices that may harm local culture or the environment. The Company does not tolerate any violations of human rights in its operations and works to strengthen human rights awareness among employees through training and advocacy. The Company firmly rejects any support for violence or contributions to serious human rights abuses, particularly when operating in conflict-affected or high-risk areas. Silvercorp's Community Relations Policy emphasizes the protection of human rights and the rights of local residents. There were no violations of the rights of indigenous peoples in Fiscal 2025.



**Policy Disclosure**

Please click the link or scan the QR code to access the document

*Community Relations Policy*

Enhance Stakeholder Communication and Participation

The Company conducts community visits regularly to collect opinions and feedback from local residents and stakeholders. These inputs are considered during our decision-making process. In the event of disputed incidents, we will work under the supervision of local government agencies, the community's self-governing bodies, and other stakeholders to carefully verify and coordinate a timely resolution. We will also provide updates to the community and stakeholders on the progress and outcomes of the incident. Additionally, we have established a channel for community complaints to collect feedback and suggestions from local residents. By identifying potential issues early and taking proactive measures to address them, we mitigate possible negative impacts.



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:**  
**0766-6602656**

**El Domo Copper-Gold Project:**  
**+593 (03)2658 150**

The Company conducts close communication with stakeholders—including local government agencies, NGOs, and local residents—on key issues such as land use, recruitment, infrastructure construction, and public welfare activities. Community engagement plans are formulated based on the actual situation of the local communities to reduce the impact of mining operations on local communities, create employment opportunities and improve local infrastructure, and build strong relationships between the Company and communities. These efforts enhance community participation and a sense of belonging, ultimately promoting mutual development.

**Case Study**

Cultural Integration and Community Empowerment During the Carnival in Ecuador

The Bolivar's Carnival, focused on preserving and revitalizing local traditions and cultures, is held annually in the area surrounding the El Domo project. Actively engaged as a strategic community partner, Curimining provides comprehensive logistical support for the event. During the celebration, elements of intangible cultural heritage, such as festive rhythms and well-dressed dance troupes, take center stage. Curimining donates prizes to outstanding performances and encourages its employees to interact actively with community residents and participants. By transcending the conventional image of mining companies, Curimining establishes itself as a "good neighbor," characterized by mutual respect and meaningful participation while cherishing and preserving the community's unique traditional culture. The Carnival is not only a joyful celebration that reflects collective creativity but also serves as a crucial link for cultural interaction between the two parties, fostering intergenerational cultural identity and integration.



2.6.2 Give Back to the Community

The Company continuously conducts public welfare donations and volunteer services that span key areas such as rural revitalization, community development, education support, and assistance for disadvantaged groups. These ongoing efforts reflect our deep concern for the well-being of the communities we serve. Additionally, the Company actively sponsors the development and growth of specialized foundations and provides fundings to various foundations and welfare organizations, thereby strengthening the bond between businesses and communities.

Joint Cultural Preservation and Creation

The Company places great importance on the preservation and inheritance of local culture. In addition to supporting the community in organizing traditional cultural, folklore, and festive activities, the Company also actively practices a series of measures to protect cultural heritage during projects, promoting harmonious coexistence with cultural heritage conservation.





Local Hiring and Economic Development

The Company is dedicated to fostering shared development with local communities by deepening the connections between businesses and communities and facilitating co-construction between villages and enterprises. The Company achieves this by addressing drinking water issues, improving infrastructure, creating employment opportunities, and providing support for agricultural initiatives. Since its inception, Guangdong Found has invested over \$1.52 million in improving community infrastructure, addressing livelihood challenges, and supporting local education and rural revitalization efforts. This includes more than \$1.29 million allocated to the construction and enhancement of roads in surrounding communities, \$48.48 thousand invested in addressing drinking water issues, and over \$249.31 thousand directed towards education, rural revitalization, and poverty alleviation initiatives. These efforts help empower local communities and promote sustainable development. In Fiscal 2025, Silvercorp's local hiring rate reached 65.57%.

Henan Found

- Payment of Henan Found contracting infrastructure construction projects to local ① businesses: **\$1.56** million
- Jobs directly created by Henan Found for local working-age population: **3,463**
- Raw food ingredients purchased by Henan Found from local communities at a fixed rate: **\$0.93** million
- The local hiring rate reached **82.55%**

Guangdong Found

- Payment of Guangdong Found contracting infrastructure construction projects to local ② businesses: **\$0.29** million
- Jobs directly created by Guangdong Found for local working-age population: **132**
- Raw food ingredients purchased by Guangdong Found from local communities at a fixed rate: **\$0.25** million
- The local hiring rate reached **49.82%**

① ② The term 'Local' refers to the county-level administrative region where the project is located.



Engagement in Charitable Causes

The Company has consistently upheld the charity principle of “sourcing from society, giving back to society.” The Company actively participates in various social welfare and charitable initiatives, driven by a commitment to benefit

the community and contribute positively to society. In Fiscal 2025, Silvercorp donated a total of \$1.32 million, funding activities such as community construction, support for disadvantaged groups, educational initiatives, and

foundations. These efforts aim to foster a culture of public welfare and promote philanthropy.

In Fiscal 2025



① ② This indicator is calculated by dividing the total hours of employee volunteer service by the total number of employees participating in volunteer service activities.

