

Metrics	Silvercorp			Ying Mining District			GC Mine			El Domo			Condor			Others		
	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023
Turnover rate of male employee(age ≥ 51)	2%	2%	1%	2%	3%	1%	1%	2%	2%	0%	—	—	0%	—	—	1%	0%	0%
Number of turnover female employee(age ≥ 51)	10	7	13	10	5	12	0	2	0	0	—	—	0	—	—	0	0	1
Turnover rate of female employee(age ≥ 51)	1%	1%	1%	1%	0%	1%	0%	1%	0%	0%	—	—	0%	—	—	0%	0%	1%
Of which: Number of voluntary employee turnovers	147	157	—	110	130	—	22	20	—	4	—	—	2	—	—	9	7	—
Voluntary employee turnover rate	83%	81%	—	89%	88%	—	76%	54%	—	44%	—	—	67%	—	—	69%	70%	—
Employee Occupational Training GRI 404-1																		
Occupational training investment(\$ thousand) ④	71	159	83	55	93	57	15	63	20	—	—	—	—	—	—	1	3	6
Number of training sessions	2,026	2,047	1,590	1,326	1,547	1,254	501	418	272	—	—	—	—	—	—	199	82	64
Number of training employees(person-times)	31,919	31,466	15,783	23,596	23,267	7,872	6,930	7,406	7,080	—	—	—	—	—	—	1393	793	831
Total number of training hours(h) ②	68,593	31,959	42,500	57,515	23,600	34,586	8,648	6,646	7,386	—	—	—	—	—	—	2430	1713	528
Average training hours per employee(h)	30.03	22.78	30.47	51.31	22.06	32.66	31.33	23.55	25.24	—	—	—	—	—	—	67.5	41.35	35.53
Of which: Male employees(h)	30.09	24.49	28.15	51.58	23.9	28.2	31.38	24.58	24.98	—	—	—	—	—	—	67.5	39.62	49.41
Female employees(h)	29.70	22.29	27.03	49.88	12.67	26.21	31.13	19.54	26.31	—	—	—	—	—	—	67.5	40.73	29.41
Of which: Senior and middle management employees(h)	39.54	37.99	37.74	74.51	40.63	39.81	64.49	38.77	34.24	—	—	—	—	—	—	58.7	36.08	40.67
Junior management employees(h)	39.25	26.45	43.09	73.62	22.35	44.82	51.22	42.09	39.20	—	—	—	—	—	—	71.4	38.43	38.67
Primary employees(h)	27.52	20.53	25.68	36.42	19.56	25.34	28.78	21.42	23.80	—	—	—	—	—	—	72.4	42.14	44.91
Occupational training coverage	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Of which: Male employees	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Female employees	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Of which: Senior and middle management employees	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Junior management employees	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Primary employees	100%	100%	100%	96%	100%	100%	100%	100%	100%	—	—	—	—	—	—	100%	100%	100%
Occupational Health and Safety Training GRI 403-5																		
Number of training sessions	1,954	2,048	1,773	1,596	1,525	1,355	358	523	418	—	—	—	—	—	—	—	—	—
Average training hours per worker(h)	31.75	31.70	36.36	32.01	30.89	39.23	30.00	36.12	24.31	—	—	—	—	—	—	—	—	—
Of which: Average training hours per company employee(h)	19.43	25.35	31.37	17.98	21.90	34.06	25.78	38.90	21.11	—	—	—	—	—	—	—	—	—
Average training hours per contractor employee(h)	36.62	34.25	37.57	38.12	34.20	39.41	32.64	34.44	29.45	—	—	—	—	—	—	—	—	—
Employee H&S training coverage	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	—	—	—
Contractor employee H&S training coverage	100%	100%	100%	100%	100%	100%	100%	100%	100%	—	—	—	—	—	—	—	—	—

④ ② In Fiscal 2025, Silvercorp introduced the Eblog App examination and training system and offered more online training courses, which resulted in a decline in training investment.

Metrics	Silvercorp			Ying Mining District			GC Mine			El Domo			Condor			Others		
	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023	FY2025	FY2024	FY2023
Social Contribution																		
Average voluntary work hours per employee(h) ²⁵	15.21	2.62	12.84	26.00	0.82	24.00	4.42	1.68	5.00	—	—	—	—	—	—	—	—	—
Total number of social welfare donations(\$)	1,320,355	3,238,613	1,131,919	788,476	3,207,425	944,687	35,069	31,188	187,232	451,355	—	—	45,454	—	—	—	—	—
Study aid fund investment(\$)	41,551	42,281	58,674	41,551	41,863	57,798	0	418	876	—	—	—	—	—	—	—	—	—
Safety Performance GRI 403-9 ²⁴																		
Number of reported injury incidents ²⁵	6	9	2	4	7	1	2	2	1	—	—	—	—	—	—	—	—	—
Number of reported Lost-Time Injury(LTI) ²⁶	6	9	2	4	7	1	2	2	1	—	—	—	—	—	—	—	—	—
Number of reported Total Recordable Injury(TRI) ²⁷	6	16	—	4	11	—	2	5	—	—	—	—	—	—	—	—	—	—
Reported Lost-Time Injury Rate(LTIR) ²⁸	0.52	0.92	0.25	0.40	0.84	0.15	1.34	1.35	0.65	—	—	—	—	—	—	—	—	—
Reported Total Recordable Injury Rate(TRIR) ²⁹	0.52	1.64	—	0.40	1.33	—	1.34	3.37	—	—	—	—	—	—	—	—	—	—
Number of workplace fatalities (cases)	0	1	0	0	0	0	0	1	0	—	—	—	—	—	—	—	—	—
Investment in Work Safety																		
Total investment in safety production (\$) ³⁰	3,588,919	4,526,898	4,803,234	3,026,771	3,348,612	3,332,536	562,148	1,178,286	1,470,698	—	—	—	—	—	—	—	—	—
Of which: Investment in safety infrastructure and equipment (\$)	2,309,136	2,595,516	2,846,151	2,049,056	2,528,286	2,799,507	260,080	67,230	46,644	—	—	—	—	—	—	—	—	—
Investment in protective equipment (\$)	791,883	789,181	663,710	681,841	482,836	267,923	110,043	306,345	395,787	—	—	—	—	—	—	—	—	—
Investment in protective equipment inspections (\$)	125,220	124,334	166,922	39,433	81,918	70,414	85,787	42,416	96,508	—	—	—	—	—	—	—	—	—
Investment in hazard rectification (\$)	275,203	758,856	939,422	186,782	73,259	83,886	88,421	685,597	855,536	—	—	—	—	—	—	—	—	—
Investment in production safety training (\$)	75,068	131,677	101,353	66,731	115,537	82,237	8,337	16,140	19,116	—	—	—	—	—	—	—	—	—
Other (\$)	12,409	127,334	85,676	2,929	66,777	28,569	9,480	60,557	57,107	—	—	—	—	—	—	—	—	—
Localized Employment GRI 2-7																		
Number of employees from the local province	1,139	1,046	1,014	946	880	870	135	139	135	15	—	—	4	—	—	39	27	9
Percentage of employees from the local province	65.57%	74.34%	72.48%	82.55%	82.24%	82.15%	49.82%	51.10%	48.74%	7.08%	—	—	13.79%	—	—	49.37%	41.54%	14.29%
Number of senior management employees from the local province	5	3	—	—	—	—	—	—	—	—	—	—	—	—	—	5	3	—
Portion of Spending on Local Suppliers GRI 204-1																		
Spend on local and regional suppliers	58%	53%	47%	70%	72%	69%	46%	34%	24%	—	—	—	—	—	—	—	—	—

²⁵ The data were recalculated as the hours volunteered by employees divided by the total number of employees in the Company.

²⁶ Includes Silvercorp's employees and contractor employees.

²⁷ Injury accident frequency refers to the number of lost working hours incidents and fatalities defined as work-related injury incidents by Regulation on Work-Related Injury Insurances.

²⁸ Lost-Time Injury (LTI) refers to the number of employees leaving their jobs due to occupational health and safety accidents (death) or occupational diseases during working hours.

²⁹ Refers to incidents of work-related injuries (no need for hours lost greater than 1 workday) and work-related deaths for which there is a record of a medical visit.

³⁰ TRIR= Number of Incidents x 200,000 / total number of hours worked in a year.

²⁸ LTIR= Number of lost time injuries x 200,000 / total hours worked in accounting period.

³⁰ Silvercorp's targeted investments in key risk areas have proven effective, resulting in significant reductions in risk ratings, decreased expenditures on remediation of major risks in Fiscal 2025, and a decline in total safety-related investments.