



2023 | **Fiscal 2023 Sustainability Report**
SILVERCORP METALS INC.



Supplying Silver for the Expanding Green Energy Sector

As the world transitions away from fossil fuels, renewable technologies such as solar energy and electric vehicles will require a significant amount of silver to meet the demand. Silver plays a critical role in producing renewable technologies due to its electrical and thermal conductivity properties. Silvercorp is committed to mining silver responsibly, providing a reliable supply for the clean energy future.



About This Report

Reporting Period

The information disclosed in this report is for Fiscal 2023 (April 1, 2022 to March 31, 2023) and includes certain data from previous years for comparison.

Reporting Scope

This report covers Silvercorp Metals Inc. and its subsidiaries. Silvercorp Metals Inc. is also referred to as "Silvercorp," "the Company," or "we" in this report. Its subsidiaries, Henan Found Mining Co., Ltd. and Guangdong Found Mining Co., Ltd., are referred to as Henan Found and Guangdong Found, or Ying Mining District in Henan Province and Gaocheng (GC) Mine in Guangdong Province respectively.

Reporting Guidelines

This report has been prepared in accordance with the Core Accordance option of the *GRI Standards 2021* of the Global Sustainability Standard Board (GSSB), the *China Corporate Social Responsibility Reporting Guidelines 5.0* by the Chinese Academy of Social Sciences (CASS-ESG5.0), the *SDG Compass* by the United Nations Global Compact (UNGC), the *Global Industry Standard on Tailings Management* by the International Council on Mining and Metals (ICMM), the *Task Force on Climate-related Financial Disclosures (TCFD) recommendations*, and the Sustainability Accounting Standards Board (SASB) standard on Metals and Mining.

Reporting Content

The information disclosed in this report is intended to reflect the Company's economic, environmental, and social performance in a factual, objective, and comprehensive manner. The information and data disclosed in the report are obtained from the Company's official documents, statistical reports, and its social responsibility practices. All dollar amounts are presented in thousands of U.S. dollars unless otherwise stated.

Report Availability

This report is available digitally on our website, www.silvercorp.ca, and in printed copies by request. Requests for printed copies of this report shall be addressed to Silvercorp Metals Inc..

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Chairman's Message



Silvercorp Metals Inc.

Chairman **Dr. Rui Feng**

Dear Friends,

On behalf of Silvercorp's Board of Directors, I would like to sincerely thank you for your continued interest and support for Silvercorp and our commitment to sustainability.

Over the past years, we have become increasingly aware of the importance of sustainability from a global perspective in the face of challenges posed by issues such as geopolitical conflicts, energy crises, and extreme climate events. We believe that the integration of Environmental, Social, and Governance (ESG) principles into our core business strategy not only benefits society and the environment, but also enhances our long-term value. We have released Silvercorp's 2023 Sustainability Report to provide a more detailed look at our ESG performance and progress over the past year.

We continued to improve and optimize our sustainability management system. To ensure that sustainability remains a top priority at all levels, we formulated an ESG performance based evaluation plan linking key ESG indicators to management performance evaluations. Our subsidiaries are also focused on ESG management improvements – all passing the annual inspection and review of their environmental management, occupational health and safety management, energy management, and air quality management system certifications. We continued to increase our investment in technological research and industry-university research collaboration, which has resulted in the development and commercializing of more mining technologies.

We deepened and refined our environmental protection management, integrating environmental protection awareness into the base of our business development. This fiscal year, we formulated the *Silvercorp Environmental Protection Refined Management and Digital Transformation Handbook*, optimized environmental protection functions, and released the *Environmental Protection Policy*, publicly disclosing our environmental protection commitments to various stakeholders. We continued to increase investment in the environmental protection and construction of green mines. On March 31, 2023, the Dongcaogou Gold and Silver Mine in Ying Mining District, Henan Province, passed the third-party green mine verification



and evaluation. In addition, we carried out biodiversity protection efforts, including biodiversity identification, and implemented concurrent land reclamation.

As climate change continues to be a pressing challenge, we began developing our climate change strategy and responses. Silvercorp has been optimizing its energy consumption structure, investing in new technologies and infrastructure to reduce the proportion of fossil energy consumption in operations and increase clean energy utilization in mining areas. We have been proactive in identifying climate change-related risks and opportunities, self-inspecting carbon emissions, and improving the mechanism and policies on greenhouse gas and energy management.

We prioritize the safety and well-being of our workforce, focused on providing them with a secure and empowering work environment. With health and safety as a core value, we routinely evaluate our risk management systems to optimize the identification and management of risks, which has resulted in a continuous reduction in our LTIR performance indicator. This fiscal year, we published our *Occupational Health and Safety Policy*, publicly demonstrating our health and safety commitment and targets to our stakeholders. We continue to invest in production safety training activities - this includes our contractors as we place a great importance on the safety management of all employees and revised the *Contractor Safety Management Policy*. We support the physical and mental health of our employees and provide tools and resources to enable an open dialogue on the physical and mental health of our employees.

We create sustainable employment opportunities, manage impacts, and promote positive development within the regions we operate. We make significant social investments to support the communities where we operate, including improving community infrastructure, prioritizing local procurement, and providing employment opportunities for community residents. This fiscal year, we published our *Community Relations Policy*, which conveys Silvercorp's community relationship management philosophy and objectives to our stakeholders. An important aspect in our community relations is building meaningful stakeholder engagement so that we are able to understand and realize the community's priorities during and after our operations.

As we play a key role in the transition to the low-carbon economy, Silvercorp continuously strives to integrate ESG principles at the core of our operations ensuring that our efforts to supply silver align with our commitment to a cleaner, more sustainable world. By prioritizing responsible mining, Silvercorp ensures that its operations not only create value for stakeholders but also have a positive impact on the lives of those connected to its activities. As we progress towards our 2023 goals and targets, Silvercorp's core values and purpose will guide each decision, ensuring that sustainability and responsibility remain at the forefront of our endeavors.

Silvercorp Metals Inc.
Dr. Rui Feng



Silvercorp in China

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About Us

Headquartered in Vancouver, Canada, Silvercorp Metals Inc. is a Canadian mining company traded on the Toronto Stock Exchange (TSX: SVM) and the New York Stock Exchange (NYSE American: SVM). The Company engages in the acquisition, exploration, development, and production of mines in China, and the corporate office in Canada, and investment in South America. Our focus is on the sustainable, profitable, and long-term production of precious and nonferrous metal such as silver, gold, lead, and zinc. Our rapid growth and solid production profile have made us one of China's premier producers of silver, lead, and zinc.

Our core objectives are to operate safely, sustainably, and responsibly with the environment and collaboratively with local communities. Our long-term strategy is focused on expanding our mineral reserves, streamlining our mine production management, achieving sustainable development, and seeking mutually beneficial

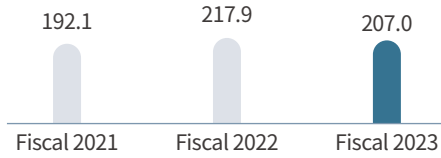
opportunities globally. We strive to build a strong corporate culture centered around our key values of respect, equality, and responsibility, while developing and creating shareholder value,

For the year ended March 31, 2023 ("Fiscal 2023"), Silvercorp processed 1.1 million tonnes of ore, produced 6.6 million ounces of silver and 91.5 million pounds of lead and zinc, and recorded revenue of \$207 million. As of March 31, 2023, the Company had produced 93.7 million ounces of silver (including gold as silver equivalent) and 1.3 billion pounds of lead and zinc cumulatively since inception.

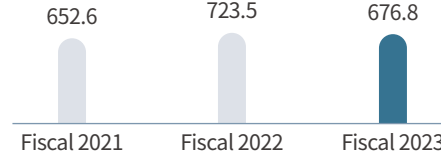


Performance Highlights

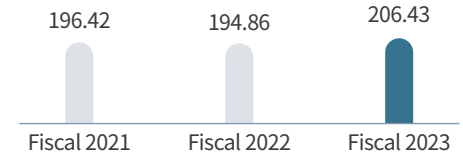
Operating income (\$ million)



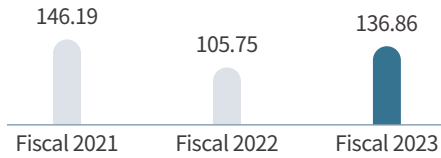
Total assets (\$ million)



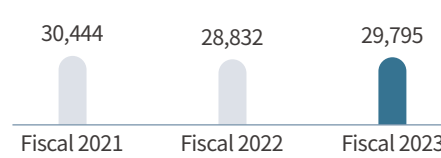
Total metal sales - Silver (tonnes)



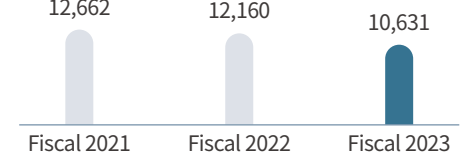
Total metal sales - Gold (kg)



Total metal sales - Lead (tonnes)



Total metal sales - Zinc (tonnes)



A Focus in China

China is a top destination for foreign direct investment. Since 2003, Silvercorp has been at the forefront of mining investment in the country, establishing itself as a trusted partner in the industry. The Company owns a number of mines and exploration projects in Henan, Guangdong, and Hunan Province, where it conducts various production, exploration, and development operations. Leveraging its financial strength and technical capabilities, Silvercorp continues assessing and investing in global opportunities to acquire high-quality mineral resources to grow shareholder value.



Ying Mining District in Henan Province

Henan Found Mining Co., Ltd., located in the Ying Mining District in Luoyang City, Henan Province, is focused on exploring and producing silver-lead-zinc concentrates. Henan Found owns four mining permits and four deep exploration rights with a total area of 68.59 km². Guided by economic geology and mineralization rate-based prospecting theory, Henan Found has achieved continuous breakthroughs in geological prospecting using advanced exploration technology and modern management theories and approaches. The company has grown from a prospecting company into a large mining company that specializes in ore exploration, mining, and processing, and is recognized as a national High and New Technology Enterprise ("HNTE"). In Fiscal 2023, our SGX-HZG lead-zinc-silver, TLP-LM silver-lead, and HPG silver-lead mines received the Chinese "National Green Mine" certification. In Fiscal 2023, Henan Found produced 5.3 million ounces of silver and 62.8 million pounds of lead and zinc, and recorded revenue of \$177.4 million.

GC Mine in Guangdong Province

Guangdong Found Mining Co., Ltd., located in Yunfu City, Guangdong Province, has a mining permits in a total area of 5.52 km², with proven mineral reserves of silver, lead, and zinc. With a total investment of over \$116.8 million, Guangdong Found has an annual ore processing capacity of 500,000 tonnes. In Fiscal 2023, Guangdong Found produced 0.6 million ounces of silver and 24.1 million pounds of lead and zinc, and recorded revenue of \$33.4 million.



Baiyunpu Mine in Hunan Province

The Baiyunpu gold-lead-zinc mine, owned by Yunxiang Mining Co., Ltd., is located in Xinshao County, Shaoyang City, Hunan Province. The Baiyunpu gold-lead-zinc mine has a total mining area of nearly 4 km², a processing plant with an ore processing capacity of 500 tonnes per day, and a tailings backfilling system with a capacity of 1,500 tonnes per day. The Company invested heavily in exploration from 2010 to 2014. The latest NI 43-101 report showed 526,950 ounces of gold at a recovered grade of nearly 3 g/t, and 387,000 tonnes of lead and zinc.



Total gold reserve **0.53** million ounces



Gold, lead, and zinc

Kuanping Mine in Henan Province

The Kuanping Mining Area in Henan Province (Henan Xinbaoyuan Mining Co., Ltd.) is a new project acquired by the Company in October 2021, located in the Xiaoshan area of the famous Xiaoqingling Mountain-Xionger Mountain gold and silver metallogenic belt. The Kuanping Mine received its mining permit in December 2022, with a mining capacity of 200,000 tonnes per year. The project is currently in progress.



Annual mining capacity **200,000** tonnes per year



Gold and silver

Milestones

2000

- Silvercorp was founded in Canada as SKN Resources Ltd. ("SKN").

2004

- SKN set up Henan Found Mining Co., Ltd. in partnership with Henan Nonferrous Mining and Minerals Group Co., Ltd..

2005

- SKN officially changed its name to Silvercorp Metals Inc..
- Silvercorp graduated from the TSX Venture Exchange (TSXV) to the TSX.

2006

- Henan Found obtained the SGX-HZG mining permit.
- Silvercorp made an investment to set up Henan Huawei Mining Co., Ltd. ("Henan Huawei").

2008

- Guangdong Found Mining Co., Ltd. was established.

2009

- Silvercorp began trading on the New York Stock Exchange (NYSE).

2010

- Guangdong Found obtained a mining permit for the GC lead-zinc mine.



2015

- The SGX-HZG Silver-Lead-Zinc Mine of Henan Found received the "National Green Mine" certification.

2018

- Henan Found was included in the list of enterprises under direct supervision of the State Administration of Taxation.

2019

- Henan Found R&D Center was recognized as one of Luoyang's first corporate R&D centers.

2020

- The TLP-LM Mine and the HPG Mine of Ying Mining District received the "National Green Mine" certifications.
- The GC Mine of Guangdong Found received the "National Green Mine" certification.
- Henan Found was recognized as a High and New Technology Enterprise ("HNTE").

2021

- Henan Ruifeng Mining Co., Ltd. was officially established.
- Henan Xinbaoyuan Mining Co., Ltd. was acquired.
- Guangdong Found was recognized as a High and New Technology Enterprise ("HNTE").

2022

- Kuanping Silver-Gold Mine of Henan Xinbaoyuan Mining Co., Ltd. obtained mining permit.

Fiscal 2023 Awards and Recognition



July 2022 Silvercorp
Outstanding ESG Practitioner



November 2022 Silvercorp
The 8th Canada-China Business Excellence Award "Gold Award for Sustainable Development"

Henan Found

April 2022

Labor Day Labor Award of Henan Province

May 2022

Winner of Henan Province "Ankang Cup" Contest

February 2023

2022 "Henan Rural Revitalization Special Event & 99 Public Welfare Day" Caring Enterprises

May 2022

Civilization Unit of Luoyang City

December 2022

2022 Top 100 Industrial Enterprises in Luoyang

March 2023

Outstanding Unit of Enterprise Management Innovation in Luoyang City

May 2022

Outstanding Production Safety Unit in Luoyang City

February 2023

2022 Luoyang Recommended Unit for Model Workers Helping Rural Revitalization



Guangdong Found

August 2022

2022 Green Intelligent Lead-Zinc Mine Construction Engineering Technology Research Center in Yunfu City

January 2023

Specialized & Innovative SME of Guangdong Province

February 2023

2022 Health Enterprise of Guangdong Province



Membership Associations

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Silvercorp



Executive Council Member of
China Mining Association



Executive Council Member of
Canada China Business Council
(CCBC)



Executive Council Member of
China Gold News



Council Member of China Safety
Science Journal



Council Member of China
Environmental News

Henan Found



Council Member
of Henan Mining
Association



Vice-Chair of Henan
Resources Guide Magazine



Member of Henan
Environmental Protection
Industry Association



Member of China Non-Ferrous
Metals Industry Association
(CNIA)



Member of All-
China Environment
Association(ACEF)



Member of Zhongguancun
Green Mine Industry
Alliance

Guangdong Found



Executive Council
Member of Guangdong
Environment Magazine



Vice-Chair of Yunfu
Production Safety
Association



Executive Council
Member of Guangdong
Production Safety
Magazine



Member of Yunfu
Precursor Chemicals
Management
Association



Executive Council
Member of China Green
Development Alliance



Member of China Non-
Ferrous Metals Industry
Association (CNIA)



Strategy and Management

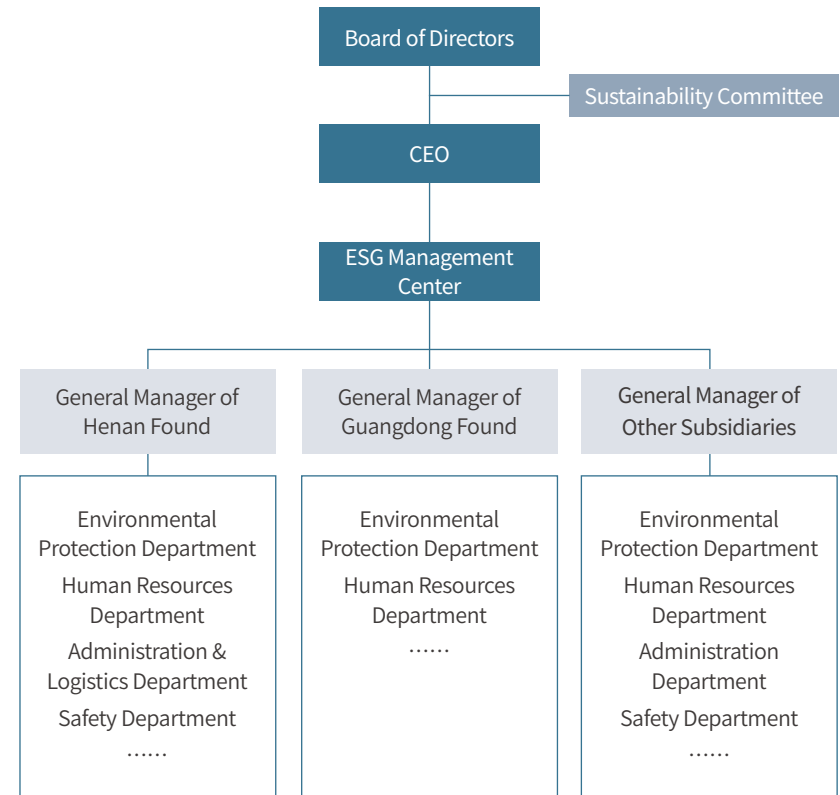
Our Philosophy

Mission	At Silvercorp, we strive to operate all aspects of our business safely, efficiently, and sustainably. Our focus is on generating sustainable growth through the optimization of innovative technology while operating in an environmentally responsible way.
Vision	To be a technologically advanced, well-managed, and sustainable mining company.
Values	<p>Operate sustainably by prioritizing safety and the environment.</p> <p>Applying technology and efficient management to ensure our competitiveness.</p> <p>Respect our people and enable them to achieve their potential.</p> <p>Embody the principles of honesty and integrity.</p> <p>Strive to innovate for further excellence.</p>
Sustainable Development Strategic Positioning	Supplying silver for the expanding green energy sector.

ESG Governance

ESG Management

Silvercorp has established a three-tier ESG management structure. At the decision-making level, the Board of Directors has established a Sustainability Committee, chaired by Marina Katusa, Independent Director. At the management level, Silvercorp has set up an ESG Management Center at its Beijing head office, which also involves members of the Vancouver-based Investor Relations Team and with the President of Silvercorp China in charge to ensure timely communication and implementation of ESG-related work. At the implementation level, the General Managers of Silvercorp subsidiaries serve as direct leaders to coordinate the implementation of ESG-related work on the front line.



Sustainability Committee

Silvercorp attaches great importance to sustainability management. To further strengthen the role of the Board of Directors in ESG-related management and decision-making, Silvercorp officially established the Sustainability Committee under the Board of Directors, chaired by Marina Katusa, Independent Director. The Sustainability Committee provides advice and oversight on the Company's sustainability strategies, plans, implementation, and performance. It supervises the Company's work on ESG related issues, including safety management, energy intensity, environmental protection, and climate responses. Additionally, it guides the management in evaluating ESG related risks and opportunities, approves the Company's annual ESG management goals, reviews and evaluates the performance of the management based on various ESG performance indicators, and reviews the Company's annual sustainability report.

ESG Management Center

Silvercorp has established the ESG Management Center in Beijing, which reports directly to the Sustainability Committee of the Board. Chaired by Mr. Lichang Peng, President of Silvercorp China, the ESG Management Center oversees the Company's sustainability planning at the management level, coordinates the implementation of key sustainability projects, and supervises the implementation of all ESG related work at subsidiaries. The responsibilities of the ESG Management Center includes: formulating ESG vision, strategy, framework, principles, and management policies; reviewing industry-specific ESG trends, risks, and opportunities and formulating corresponding measures; implementing the ESG strategy in corporate decision-making, investment, and operations; organizing the preparation and review of ESG-related reports and disclosures; formulating annual ESG work plans for subsidiaries, and ensuring the implementation of ESG practices with support and coordination from relevant functional departments, such as Environmental Protection, Safety, Human Resources, Investor Relations, and Public Relations.

Policy Disclosure

To view the Sustainability Committee Charter in full, please click on the link or scan the QR Code.

[Sustainability Committee Charter](#)



ESG Management and Implementation at Subsidiaries

The General Manager of each subsidiary is directly responsible for the overall management of ESG affairs at their respective subsidiary. They ensure the realization of the ESG targets set by the head office and oversee the specific ESG practices for achieving the overall ESG strategic objectives. Additionally, they coordinate the communication with key stakeholder groups, while the functional departments, such as Safety, Environmental Protection, Human Resources, and Administration are responsible for implementing ESG matters related to them.



ESG Strategy and Support for SDGs Goals

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Our Goals and SDGs	Our Targets	Our Actions	Progress in Fiscal 2023
<p>► Safety</p> 	Zero work-related fatalities	There were no work-related fatalities in Fiscal 2023.	✓
	Zero work-related fatalities (including contractors)	There were no work-related fatalities, including contractors, in Fiscal 2023.	✓
	Reduce the Lost Time Incident Rate (LTIR)	LTIR reduced to 0.55 from 0.25.	✓
	All major operating entities covered by Occupational Health and Safety Management System Certification	Both Henan Found and Guangdong Found passed the ISO45001 certification in Fiscal 2023, and other mining sites that have not yet started operating are also actively preparing for related work.	✓
	Full coverage of safety training for both employees and contractors	All Silvercorp employees and contractors were 100% covered by safety training in Fiscal 2023.	✓
<p>► Environment</p>    	All major operating entities covered by Environmental Management System Certification.	Both Henan Found and Guangdong Found passed the ISO14001 certification in Fiscal 2023, and other mining sites that have not yet started operating are also actively preparing for related work.	✓
	All major operating entities covered by Energy Management System Certification.	Both Henan Found and Guangdong Found passed the ISO50001 certification in Fiscal 2023, and other mining sites that have not yet started operating are also actively preparing for related work.	✓
	Zero major environmental incident	There was no major environmental incident in Fiscal 2023.	✓
	By 2030, fresh water withdrawal intensity will be reduced by 10% compared with 2020	Fresh water withdrawal intensity increased slightly in Fiscal 2023, mainly due to the volatility of prices in the bulk market, which resulted in a decrease in the Company's operating income.	⋯
	By 2030, water recycling and utilization rate will increase by 8% compared with 2020	Water recycling and utilization rate increased from 83.52% in Fiscal 2022 to 84.85%, an increase of 5.63% compared with 2020.	✓
	By 2030, GHG intensity will be reduced by 20% compared with 2020	GHG intensity slightly increased in Fiscal 2023 due to the impact of COVID19 on sales.	⋯
	Implement energy conservation and emission reduction projects	Actively rolled out photovoltaic power generation projects, with the photovoltaic installation unit of the processing plant started operating with an estimated annual power generation capacity of 190,000 KWh, which could save 76 tonnes of standard coal, and reduce 189 tonnes of carbon dioxide emissions and 5.7 tonnes of sulfur dioxide emissions.	✓
	Reduce emission of air pollutants	Emissions of nitrogen oxide increased slightly.	!
	Improve the utilization rate of non-hazardous waste	Comprehensive utilization rate of tailings increased from 11.47% to 13.11%, while comprehensive utilization rate of waste rock decreased slightly.	!
	Develop and implement biodiversity conservation plan	Carried out biodiversity surveys, and implemented corrective measures in ecologically disturbed areas.	✓
	Reclaim 100% land with ecological interference from our activities	Reclaimed a total of 9.98 hectares of land in Fiscal 2023. For land that has not been reclaimed, relevant reclamation plan has been made and will be implemented accordingly.	✓
	All mining sites meet the Green Mine standards	As of the end of Fiscal 2023, Silvercorp had five mines that obtained the Green Mine certification, and we are actively promoting green mine certification for projects that are still under preparation.	⋯

Our Goals and SDGs	Our Targets	Our Actions	Progress in Fiscal 2023
<p>► Society</p> 	<p>Zero incident of community disputes in all mining sites</p> <p>Continuously make charitable donations</p> <p>Support local economic development</p> <p>Help communities improve local infrastructure</p>	<p>There was no incident of community disputes in Fiscal 2023.</p> <p>Donated \$1.1 million to support infrastructure construction, educational assistance, and rural tourism development in local communities.</p> <p>Provided subcontracting opportunities to local residents where possible; hired 72.48% employees locally.</p> <p>Supported the transportation, medical, and education infrastructure construction in targeted aid areas.</p>	<p>☑</p> <p>☑</p> <p>☑</p> <p>☑</p>
<p>► People</p> 	<p>Keep optimizing human rights management system</p> <p>Zero major incident of human right infringement</p> <p>Strengthen employee vocational training</p> <p>Ensure an equal and fair workplace for female employees</p>	<p>Established a Company-wide human rights management framework of public commitment, management system, and employee capacity building, and kept optimizing its human rights management system.</p> <p>No major incident of human right infringement in all mining sites.</p> <p>Total employee participation in vocational training reached 15,783 person-times, a year-on-year increase of 7.56%.</p> <p>The Company forbids any gender-based discrimination on employee recruitment, salary assessment, career promotion, and other key career decisions. The Employee Representative Meeting has formulated the <i>Collective Contract for the Protection of Special Rights and Interests of Female Employees</i> to guarantee equality and fairness for female employees in terms of remuneration and benefits.</p>	<p>☑</p> <p>☑</p> <p>☑</p> <p>☑</p>
<p>► Governance</p> 	<p>Improve ESG management system</p> <p>Improve ESG-related policies</p> <p>Improve supplier ESG management assessment</p> <p>Increase investment in R&D and industry-university-research cooperation</p>	<p>Formulated the ESG performance appraisal mechanism to improve ESG performance appraisal management. Improved environmental management with the compilation of <i>Silvercorp Environmental Protection Refined Management Manual</i>.</p> <p>Formulated a number of policies, including <i>Environmental Protection Policy</i>, <i>Community Relations Policy</i>, and <i>Occupational Health and Safety Policy</i>.</p> <p>Formulated a complete set of requirements for suppliers to continuously promote supply chain sustainability, including production process, environmental protection, legal compliance, packaging reduction, and transportation compliance, etc.</p> <p>Added 9 new researchers and obtained 19 new patents in Fiscal 2023.</p>	<p>☑</p> <p>☑</p> <p>☑</p> <p>☑</p>

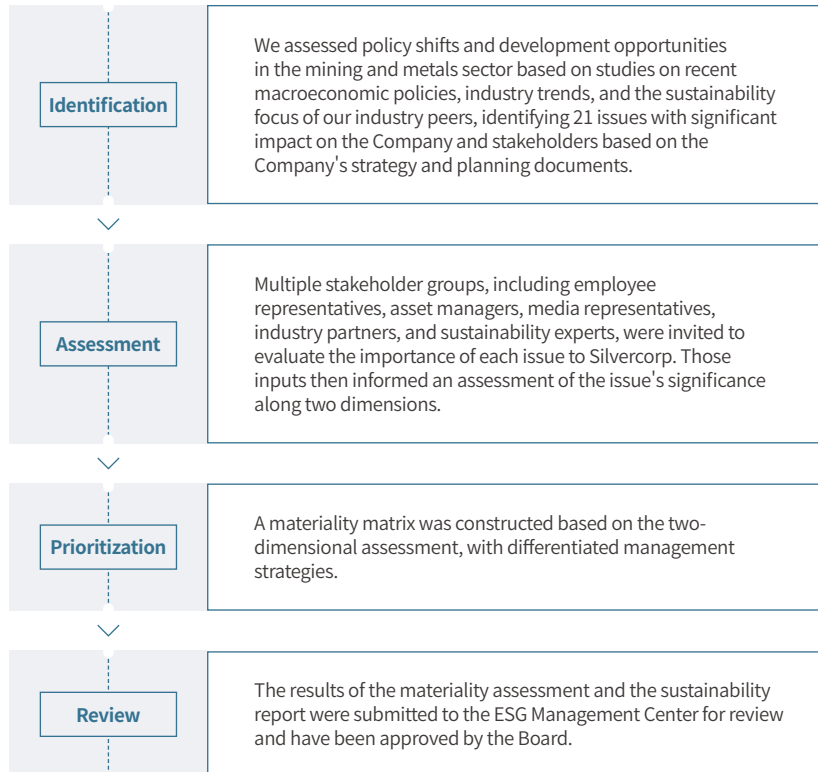
☑ Accomplished ⋯ In progress ! Not accomplished

Stakeholder Engagement

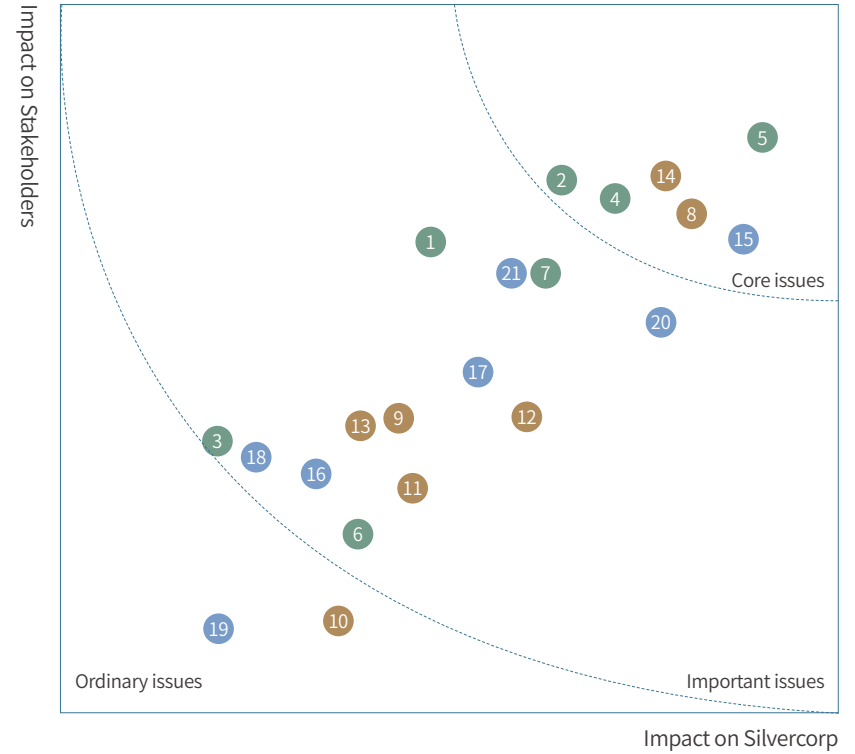
Materiality Assessment

In Fiscal 2023, the Company launched a new round of sustainability issue identification and evaluation process to ensure the effectiveness and timeliness of managing key ESG issues. Using input collected from stakeholders and employee representatives through questionnaires, we identified a range of ESG issues with significant or material impacts on the stakeholders. The process resulted in a materiality matrix with 6 core ESG issues plotting how each sustainability issue ranked in its "impact on Silvercorp's sustainable development" and "impact on stakeholders". The results of this materiality assessment have been reviewed and confirmed by the ESG Management Center, the Sustainability Committee, and the Board.

Materiality Assessment Steps



Materiality Matrix



Environmental		Social		Governance	
1	Resource and waste utilization	8	Occupational health and safety	15	TMF management
2	Waste discharge and management	9	Employee rights protection	16	Research and innovation
3	Land reclamation and ecological restoration	10	Respecting human rights	17	Compliance management and management system certification
4	Water resource management	11	Community relations and community development	18	Risk management
5	GHGs reduction and climate response	12	Vocational training and development	19	Board governance
6	Biodiversity	13	Responsible supply chain	20	Production and service quality
7	Air pollutant management	14	Disaster prevention and emergency management	21	Business ethics

Stakeholder Engagement

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Stakeholder Group	Key Issues	Channels of Communication	Results & Feedbacks
 Government and regulators	<ul style="list-style-type: none"> Climate change mitigation strategies Disaster prevention and emergency management Waste discharge and management TMF management Environmental Management System 	<ul style="list-style-type: none"> Regular communication and reporting Project review and approval Government oversight Submission of statistical reports and visits 	<ul style="list-style-type: none"> Annual tax payment of \$17.5 million Cooperated with government studies for 69 times
 Shareholders and investors	<ul style="list-style-type: none"> Research and innovation Compliance management Risk management Resource utilization and management 	<ul style="list-style-type: none"> Annual report and other statutory information disclosures Performance presentations Investor hotline and email 	<ul style="list-style-type: none"> Participated in 80 institutional investor communication meetings Held four quarterly earnings presentations and one annual earnings presentation
 Employees	<ul style="list-style-type: none"> Vocational training and development Employee rights protection Occupational health and safety 	<ul style="list-style-type: none"> Trade union Regular employee representative meetings Staff commendation meetings and regular training Corporate cultural activities Quarterly team building activities 	<ul style="list-style-type: none"> Held two employee representative meetings Carried out 64 corporate cultural activities and team-building events
 Customers	<ul style="list-style-type: none"> Product and service quality Business ethics and transparency 	<ul style="list-style-type: none"> Regular service communication Customer visits Questionnaire surveys Website information disclosure Hotline 	<ul style="list-style-type: none"> Carried out five customer visits Issued 20 customer satisfaction survey questionnaires, with an overall "relatively high" customer satisfaction rating.
 Partners	<ul style="list-style-type: none"> Corporate governance Responsible supply chain 	<ul style="list-style-type: none"> Strategic cooperation negotiation Daily business communication Regular visits 	<ul style="list-style-type: none"> Carried out qualification reviews over 161 suppliers
 Communities	<ul style="list-style-type: none"> Community engagement and relations Community development Biodiversity conservation Land reclamation and ecological restoration 	<ul style="list-style-type: none"> Charitable activities Regular community engagement activities Environmental assessment of projects Response to external investigations 	<ul style="list-style-type: none"> Donated \$1.1 million in community development support such as education support and infrastructure construction
 Industry organizations and the media	<ul style="list-style-type: none"> Respecting human rights 	<ul style="list-style-type: none"> Press releases Regular media communication ESG disclosure on corporate website 	<ul style="list-style-type: none"> Had 19 pieces of media coverage of Silvercorp Won two ESG awards

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- \$7.8 million invested in R&D
- Awarded the title of "Outstanding ESG Practitioner" and the 8th Canada-China Business Excellence Award "Gold Award for Sustainable Development"
- 64 compliance training sessions organized

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ors



STABLE & PROFITABLE SILVER PRODUCER POSITIONED TO GROW

Historical Production (April 2006 – December 2022)

- Silver: +87 Moz.
- Lead + Zinc: +1.2 Blbs.
- Profit Distribution: >US\$20M
- +15 year mine life remaining

China Advantages:

- Close to customers (smelters)
- Close to suppliers
- Capable & disciplined work force
- Stable mining regulations
- Free market for metal
- Free profit distribution
- 2022 FDI growth: 10% to \$189 billion

Ying Mining District, Henan Province

BYP Mine, Hunan Province

GC Mine, G...

GOVERNANCE



Optimizing Our Corporate Governance Structure

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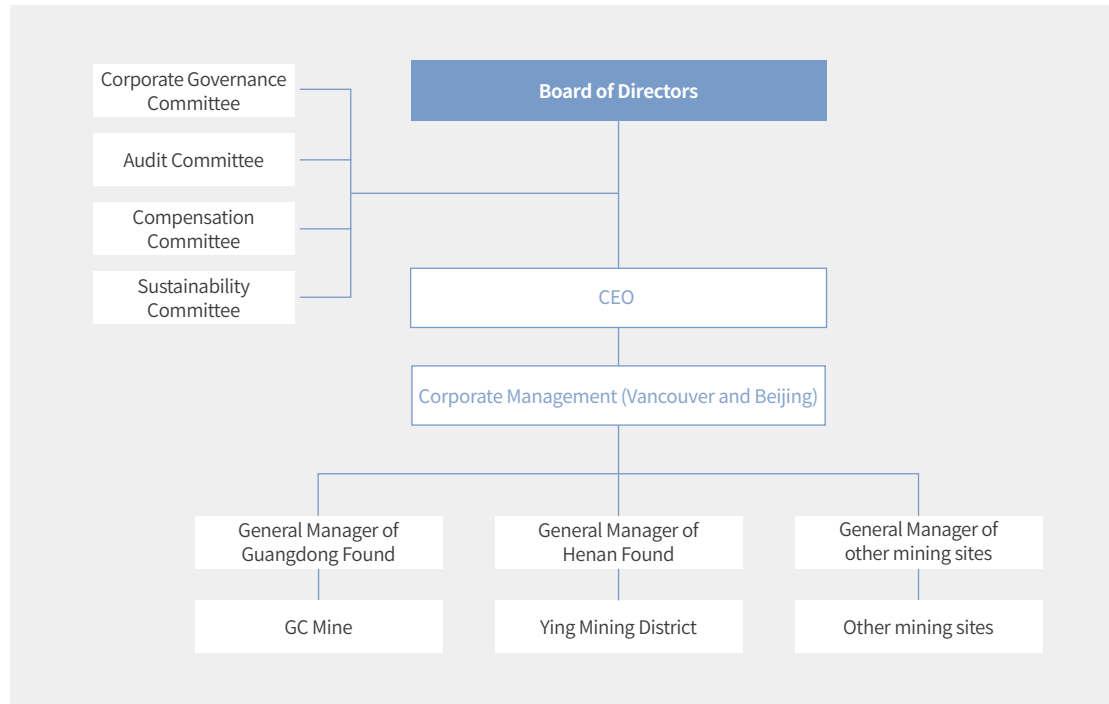
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Optimizing Governance Structure

Sound corporate governance provides a solid foundation for a company to achieve outstanding operating performance and achieve long-term sustainable development. Improving governance structure not only helps protect the interests of all stakeholders but also helps a company maximize its value. Silvercorp adheres to the *Articles of Incorporation* and constantly optimizes its governance system, and continuously strives to adopt governance practices that reflect the global industry's best practices and facilitate the maximization of shared value for all our stakeholders.

Silvercorp's governance structure is comprised of the Board of Directors and relevant board committees, the Chief Executive Officer (CEO), senior executives in Vancouver and Beijing offices, and general managers at each of our operating subsidiaries. The Board has four board committees that follow the mandate established in its charter and provide oversight and suggestions to the Board on specific aspects of the operation of the Company, including corporate governance, finance, executive compensation, and ESG management.

Corporate Structure



Executive Compensation

Silvercorp determines the compensation for its directors and independent directors in accordance with the *Articles of Incorporation* and the *Director Compensation Measures*, evaluating the performance of the directors on an annual basis to confirm the level of remuneration paid to them. The appraisal includes the operation of the Board, the attendance and contribution of the directors, and the oversight of and involvement in ESG activities. The Company incorporates safety performance, environmental performance, and other indicators into the remuneration appraisal mechanism for senior management, regularly evaluates the implementation results of the Company's ESG management objectives, and adjusts the remuneration paid to management accordingly.

All members of the Board of Directors and top management of Silvercorp hold shares of the Company, a measure that incentivizes better management results. Management's shareholding is disclosed in the Annual Information Form of the Company. To view management's shareholding in full, please refer to the Annual Information Form: ITEM10 DIRECTORS AND OFFICERS.

Silvercorp has also adopted a *Clawback Policy*, which was regularly revised in accordance with Canadian securities regulatory requirements. The policy allows the Company to recover compensation from employees in cases of misconduct involving gross negligence, corruption, fraud, or other unethical behaviors.

Policy Disclosure

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

[Clawback Policy](#)



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Shareholders' Rights

Silvercorp strictly complies with the regulations and requirements of its listed exchanges and regulatory agencies to ensure that all shareholders enjoy equal status and are able to fully exercise their rights. The general meeting ensures shareholders' rights to vote on major issues related to the Company. Silvercorp held its annual general meeting of shareholders on September 30, 2022, at which the necessary majority of votes was obtained for the successfully re-election of all directors and the passing of a motion to nominate Mr. Ken Robertson to join the Board. The Board voted to pass the Fiscal 2023 dividend plan, declaring a dividend payment totaling \$4,425,000.

Investor Communication

In Fiscal 2023, the Company participated in 80 online and in-person one-on-one meetings with institutional investors, with a total of over 100 participants, and held four quarterly earnings presentations and one annual earnings presentation. There were 50 research reports on the Company issued by brokerage analysts.



Board Composition

As of March 31, 2023, Silvercorp's Board consisted of six directors, five of whom are independent, accounting for 83% of the Board. The Company assesses nominees against certain criteria such as competency, experience, influence, judgment, and ethics and integrity. The Board, with its extensive experience, oversees the Company's strategic development, key risks, and long-term development. The Board also considers and approves major decisions, provides oversight of business operations, and evaluates the Company's performance. Each director is appointed for a term of one year at the annual general meeting.

Silvercorp Board members have extensive experience in mine operations, corporate management, financial governance of public companies, corporate management of multinational companies, strategic research, and risk control, etc. To view the Board member profiles in full, please scan the QR Code.



Executive Director	Independent Director	Independent Director	Independent Director	Independent Director	Independent Director
RUI FENG	DAVID KONG	YIKANG LIU	PAUL SIMPSON	MARINA A. KATUSA	KEN ROBERTSON
Male	Male	Male	Male	Female	Male
60	77	81	66	39	68
September 2003	November 2011	July 2006	June 2003	September 2017	September 2022
Geology PhD	Business Administration CA, CPA, ICD.D Bachelor	Geology Master	Law LLB Bachelor	Business Administration Master	Commerce CA, CPA, ICD.D Bachelor

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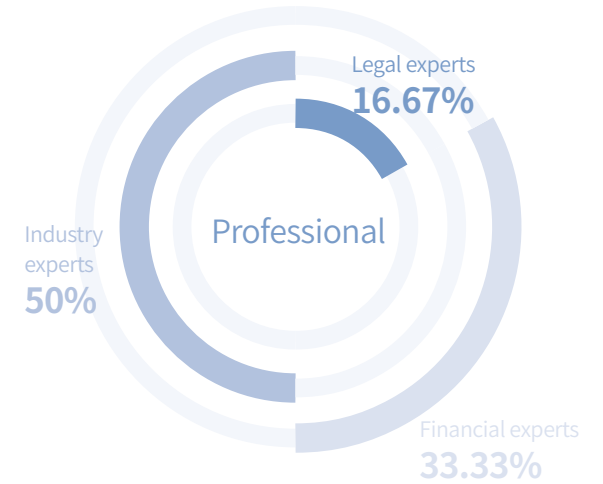
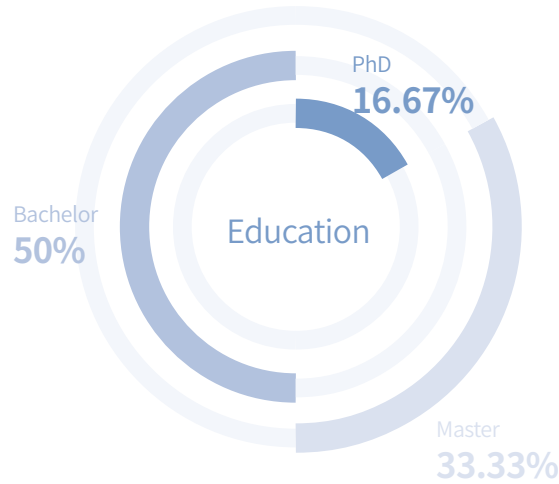
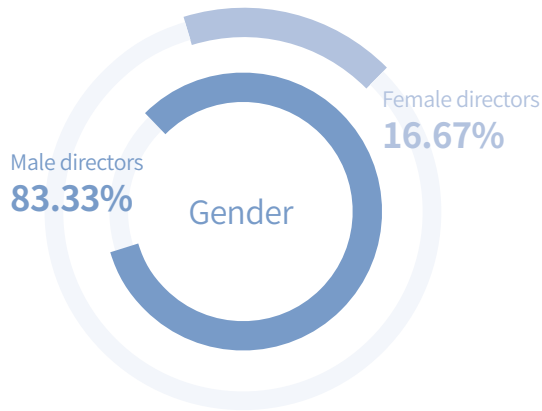
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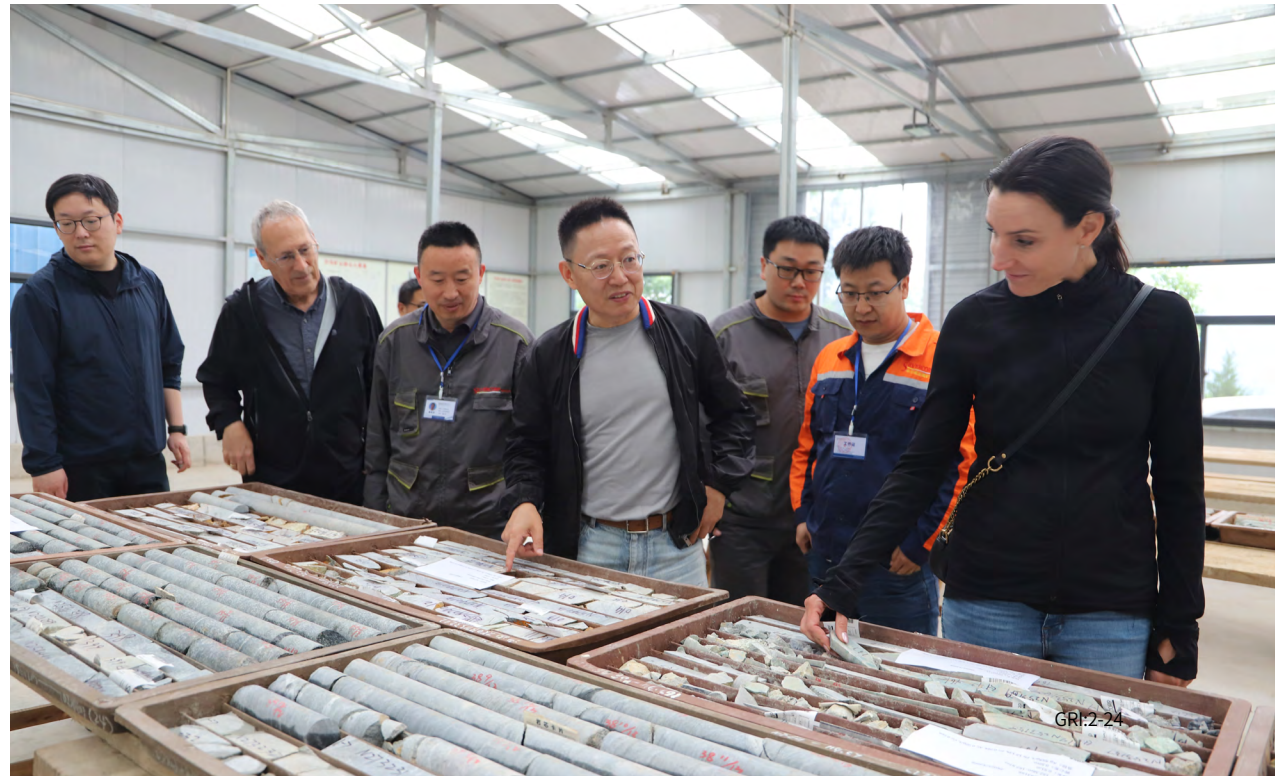


Board Diversity



Board Independence

As of March 31, 2023, Silvercorp's Board had five independent non-executive directors, accounting for 83.33% of the Board and in compliance with the requirement for a majority of independent directors. Director nominees are required to provide information reasonably requested by the Company to determine their eligibility to serve as an independent director. If there is a change in the status of an independent director, the Board must be notified in a timely manner to re-assess their eligibility as an independent director or as a Board committee member. The Board has also formulated specific independence criteria applicable to Board committees to ensure their independence. In order to perform other responsibilities authorized by the Board, the Company shall convene at least one independent director meeting every year without the presence of non-independent directors and executives.



GRI:2-24

Board Committees

Silvercorp has set up the Corporate Governance Committee, Audit Committee, Compensation Committee, and Sustainability Committee under the Board of Directors, which are responsible for proposing motions and reviewing key economic, environmental, and societal topics of the Company. All members perform management and supervision responsibilities on particular ESG issues of the Company accordingly.

Committee	Key Responsibilities	Independence & Activities in Fiscal 2023
Corporate Governance Committee	<ul style="list-style-type: none"> To review the effectiveness of the Company's corporate governance practices annually and propose procedures and policies that the Committee deems appropriate to ensure that the Board operates independently of management. To develop and review, together with Chairman, CEO and others, annual Board targets or improvement priorities. To make recommendations to the Board regarding conflicts of interest of individual directors. To identify, review, and recommend to the Board, for Board selection, all nominees for appointment, election or reelection as directors. 	<ul style="list-style-type: none"> Consists of three independent directors. 100% independent. In Fiscal 2023, the committee held one meeting in total, with an attendance rate of 100%.
Audit Committee	<ul style="list-style-type: none"> To act as a liaison between the Board and the Company's independent auditors and assist the Board in fulfilling its responsibilities with respect to the financial statements and other financial information provided by the Company to its shareholders, the public and others. To review the Company's compliance with legal and regulatory requirements. To confirm the qualification, independence, and performance of auditors. To review the Company's risk management and internal financial accounting controls and manage the information system. 	<ul style="list-style-type: none"> Consists of three independent directors. 100% independent. In Fiscal 2023, the committee held three meetings in total, with an attendance rate of 100%.
Compensation Committee	<ul style="list-style-type: none"> To make recommendations to the Board for determination of the compensation of the Company's CEO. To recommend to the Board for determination the compensation of senior management and executive officers of the Company. To review the compensation and benefits of the directors in their capacity as directors of the Company to ensure that such compensation reflects the responsibilities and risks involved in being a director. To review and make recommendations to the Board as to the general compensation and benefits policies and practices of the Company, including incentive stock options for all employees, consultants, directors, and officers. 	<ul style="list-style-type: none"> Consists of three independent directors. 100% independent. In Fiscal 2023, the committee held one meeting in total, with an attendance rate of 100%.
Sustainability Committee	<ul style="list-style-type: none"> To oversee the policies and management procedures for ESG topics and make recommendations for ESG management of the Company based on regulatory and statutory changes. To oversee the collection and assessment of Company-wide performance metrics on lost time, reclamation, accident reporting, energy use and intensity, ESG crisis management plans, and safety. To oversee annual ESG reporting and review the Company's performance on various ESG topics; identify and monitor current and potential ESG risk events and develop appropriate risk mitigation plans. To review and evaluate management's performance against ESG objectives and metrics recommended by the Committee and approved by the Board. 	<ul style="list-style-type: none"> Consists of one executive director and two independent directors. Independent directors account for the majority with an independence of 67%. In Fiscal 2023, the committee held one meeting in total, with an attendance rate of 100%.



Compliance Management System

Tax Compliance

Silvercorp attaches great importance to tax compliance and is committed to complying with all tax-related laws, regulations, and rules in its operating countries. Covering tax-related matters, including taxation subject, taxation object, tax obligation, invoice issuance, tax location, tax accounting, tax deduction, preferential treatment, and tax declaration. Using the *Tax Collection and Management Law* as the framework, the Company takes into consideration of industry characteristics to strengthen its understanding of tax laws and regulations, standardize the treatment of tax-related matters, and prevent tax-related risks, fully strengthening the prevention, in-process control, and supervision afterwards of tax related matters. The annual tax payment of the Company is disclosed to the public in its annual reports to ensure transparency to its stakeholders. There were no incidents of major tax-related litigation or arbitration cases involving the Company in Fiscal 2023.

Intellectual Property Protection

Silvercorp fully complies with the international rules related to intellectual property rights and the relevant laws and regulations of the countries in which it operates, protects its IP rights in business operations, and strictly prohibits its employees from engaging in activities that infringe upon others' IP rights. The Company's *Employee Handbook* expressly stipulates that employees have the obligation to protect the Company's IP rights. Both Henan Found and Guangdong Found have formulated IP rights management approaches, as well as set up an IP Rights Leading Group respectively with their corporate heads in charge, working together with the R&D Center in carrying out the day-to-day management of IP rights, including but not limited to managing IPR archives, handling IPR-related disputes, and protecting the Company's patents, trademarks, technical know-how, and commercial secrets according to law. Henan Found organized IPR standards implementation in 2022, and passed the standards implementation certification of the *Enterprise IPR Management Specification* and obtained the certificate in August 2022. To further enhance its relevant capabilities, Henan Found contracted an independent audit regarding this issue other than its efforts in internal audit, management review, and employee training. The Company also organized relevant training regarding problems identified to strengthen the risk awareness of intellectual property personnel, updated IPR management reference documents in a timely manner, and established the position of Head of Intellectual Property Department to oversee its intellectual property management and maintenance.

Internal Controls

Silvercorp complies with the requirements of both the Sarbanes-Oxley Act (SOX 404) and the NI 52-109 issued by the Canadian Securities Regulatory Commission, and has established a robust internal control system that covers twelve processes, including capital management, procurement and payment, inventory management and production cost accounting, fixed asset management, construction project management, tunnelling and drilling management, contract management, sales and collection, tax management, financial reporting and disclosure, human resource management, and information system management. The Company's internal control system provides reasonable assurance of its operational effectiveness and efficiency, reliability of financial reporting, and compliance with applicable laws and regulations. Silvercorp's internal control remained effective for Fiscal 2023.

Compliance Culture

The Company continuously optimizes the compliance management system, implementing internal management with the highest standards of corporate governance, and promoting its value chain partners to make joint efforts to improve business ethics. We require all employees to sign the *Employee Handbook* and follow the relevant compliance and business ethics regulations. We actively promote the integration of anti-corruption and anti-bribery considerations into business practices (See Section Integrity and Anti-Corruption, P30, for details), conduct employee compliance awareness training and improve the whistleblowing mechanism, which also is applicable to our contractors (See Section Whistleblowing Mechanism and Whistleblower Protection, P31, for details), to build a robust compliance management mechanism.

In Fiscal 2023, we conducted comprehensive compliance training focusing on seven topics, including contract management requirements, contract review, seal and license management regulations, project and contract approval process, equipment procurement contract application, anti-bribery, and protection of women's and children's rights. A total of 64 compliance training sessions were held, reaching 98 employees, of which management staff accounting for 8%.

Compliance Training	Fiscal 2023			
	Ying Mining District	GC Mine	Administration	Total
Number of compliance training sessions	29	30	5	64
Total participation of compliance training (person-time)	960	774	68	1,802
Participation of management staff in compliance training (person)	51	39	8	98
Average compliance training time (hours)	3.60	3.05	5	3.42
Including: Compliance training time for management staff(hours)	4.50	7.70	40	7.96
Compliance training time for non-management employees(hours)	3.50	2.30	-	3.25

Business Ethics

Silvercorp is well aware that strong business ethics of an enterprise and its employees are the foundation for successful corporate development. The Company strives to optimize its business ethics system internally, and actively call on suppliers and other value chain partners to improve their own business ethics externally.

The Company has formulated and released the *Code of Business Conduct and Ethics* and the *Code of Ethical Business Conduct for Financial Managers*. All employees are required to sign the *Code of Business Conduct and Ethics* and uphold high standards of professional and ethical conduct. The Company strictly prohibits any employee from obtaining any gain from violating laws or regulations or unethical dealings and ensures that its business practices are aligned with the economic and social priorities where it operates.



Key Topics under the *Code of Business Conduct and Ethics*

- Compliance with laws and regulations
- Insider information and securities trading
- Conflict of interest
- Prohibition of using corporate opportunities for profit
- Confidentiality
- Protection and proper use of company assets
- Fair dealing
- Discrimination and harassment
- Safety and health
- Financial statements and record keeping
- Use of email and Internet services
- Political activities and contributions
- Gifts and entertainment
- Use of agents, consultants, and other third parties
- Waiving from the *Code of Business Conduct and Ethics*
- Compliance procedures

Policy Disclosure

To view the *Code of Business Conduct and Ethics* in full, please click on the link or scan the QR Code.

[Code of Business Conduct and Ethics](#)



Financial staff are required to sign the *Code of Ethical Business Conduct for Financial Managers*. Given their vital role in corporate governance, the Company is committed to ensuring that financial managers use their unique capabilities and authorities in a compliant and correct manner to properly balance, protect, and safeguard the interests of the Company and its shareholders as well as other stakeholders.

Key Topics under the *Code of Ethical Business Conduct for Financial Managers*

- Act with honesty and integrity
- Provide complete, fair, accurate, timely, and easy-to-understand information
- Comply with government laws and regulations
- Integrity and responsibility, and prudent judgment
- Confidentiality
- Protection and proper use of company assets
- Report violations in a timely manner

Policy Disclosure

To view the *Code of Ethical Business Conduct for Financial Managers* in full, please click on the link or scan the QR Code.



[Code of Ethical Business Conduct for Financial Managers](#)

Conflicts of Interest

In the *Code of Business Conduct and Ethics*, the Company clearly defines what constitutes a conflict of interest and the circumstances under which it may occur and requires all employees to identify and report all actual or potential conflicts of interest to their supervisor or the General Counsel/Secretary of the Board and take timely compliance measures accordingly. Meanwhile, the Company regularly monitors for conflicts of interest and documents any conflicts identified that used to be misstated, missed, or covered-up, and those who are held accountable will be disciplined accordingly.

Integrity and Anti-Corruption

We are committed to conducting our business in an honest and ethical manner. Our anti-corruption policies are outlined in our *Code of Business Conduct and Ethics* and *Employee Handbook*, including relevant disciplinary actions for violations. We also formulated the *Anti-Corruption Policy* that is applicable to employees, representatives, and contractors alike, which is implemented, monitored, and enforced by the General Counsel/Secretary of the Board. The General Counsel/Secretary of the Board is also responsible for making regular reports on the implementation of the *Anti-Corruption Policy* to the Board, which then performs annual evaluations and reviews to ensure compliance with relevant anti-corruption laws.

Regarding the mining industry, corruption incidents often happen in supplier procurement, government bidding, and stealing of raw materials, etc. We take a proactive approach to preventing corruption. Besides requiring employees to sign relevant commitments on business ethics and anti-corruption as stipulated in the *Employee Handbook*, we also actively carry out employee training on integrity and anti-corruption to ensure that employees are fully aware of the consequences of violations. In Fiscal 2023, we did not have any material violations of our *Code of Business Conduct and Ethics* and *Anti-Corruption Policy*.

Key Topics under the *Anti-Corruption Policy*

- Bribery
- Kickbacks
- Extortion
- Excessive gifts, hospitality, and other
- Political contributions
- Charitable contributions
- Willful blindness

Policy Disclosure

To view the *Anti-Corruption Policy* in full, please click on the link or scan the QR Code.



[Anti-Corruption Policy](#)





Disciplinary Actions for Corruption

Whistleblowing Obligations

Solicitation of Improper Payments

All personnel shall promptly report any demand, request, suggestion, expectation, or invitation by a public official or any other person for any improper payment of money or anything of value to the General Counsel/Secretary of the Board.

Knowledge or Suspected Bribery

All personnel are required to report any information that comes to their attention in relation to any actual or suspected improper payments made, offered, or promised by anyone on behalf of the Company to the General Counsel/Secretary of the Board.

Personnel who raise genuine concerns will not be subject to any retribution or disciplinary action.

Consequences of Non-compliance

Failure to comply with this *Anti-Corruption Policy* may result in internal disciplinary action or termination of employment. In addition, a violation of this *Anti-Corruption Policy* may constitute a criminal offence and be referred to the relevant government authorities for further action.

Anti-Corruption Training

The Company continuously strengthens its anti-corruption training and education and has established a comprehensive anti-corruption training statistical mechanism, whose data will be used to monitor the implementation of anti-corruption training of the Company and its subsidiaries and further optimize the Company's anti-corruption system. In Fiscal 2023, the Company's anti-corruption training sessions reached a total participation of 46 person-times, with an average training time of two hours per person.

Whistleblowing Mechanism and Whistleblower Protection

Silvercorp values a sound whistleblower mechanism and continuously works toward improving its whistleblower protection system. The Company revised its *Whistleblower Policy* in accordance with Canadian securities regulatory requirements to encourage employees, external consultants, and other external stakeholders to report illegal and improper conduct of the Company, including accounting matters, violations of the Company's *Employee Handbook* or the *Code of Business Conduct and Ethics* by employees, contractors, or managers, and safety, environmental and community-related matters. Whistleblowers may report these actions directly to Company management, or by email or phone, either anonymously or using their real name.

Policy Disclosure

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

[Whistleblower Policy](#)



Reporting Channels

Reporting by letter or email

The recipient of the letter may be the Company's management or member of the Board. Emails can be addressed to: whistleblower@silvercorp.cn (Chinese), or whistleblower@silvercorp.ca (English)

Handling of Grievances

The Company investigates, collects evidence, and assesses reported matters in a timely manner, promptly addressing any issues with the Board's direction and communicating responses to the whistleblower where appropriate.

The Chair of the Audit Committee or Chairman of the Board will weigh the relevance of the reported matters to this Policy upon receipt of the grievance and communicate with the whistleblower at the earliest possible time. Matters related to accounting will be forwarded to the appropriate member of the Audit Committee and handled with complete confidentiality and extreme prudence regarding the access to this information. Matters not related to accounting will be handled by relevant members of the Board or persons authorized by the Board and Chairman of the Board.

Whistleblower Protection

Whistleblowers do not need to seek permission from or notify the Company and that no whistleblower will be considered in violation of the whistleblower's agreement with the Company. The Company protects anyone who reports the above-mentioned conduct from threats, suspension, transfer, dismissal, or any other disciplinary measures.

Reporting by phone

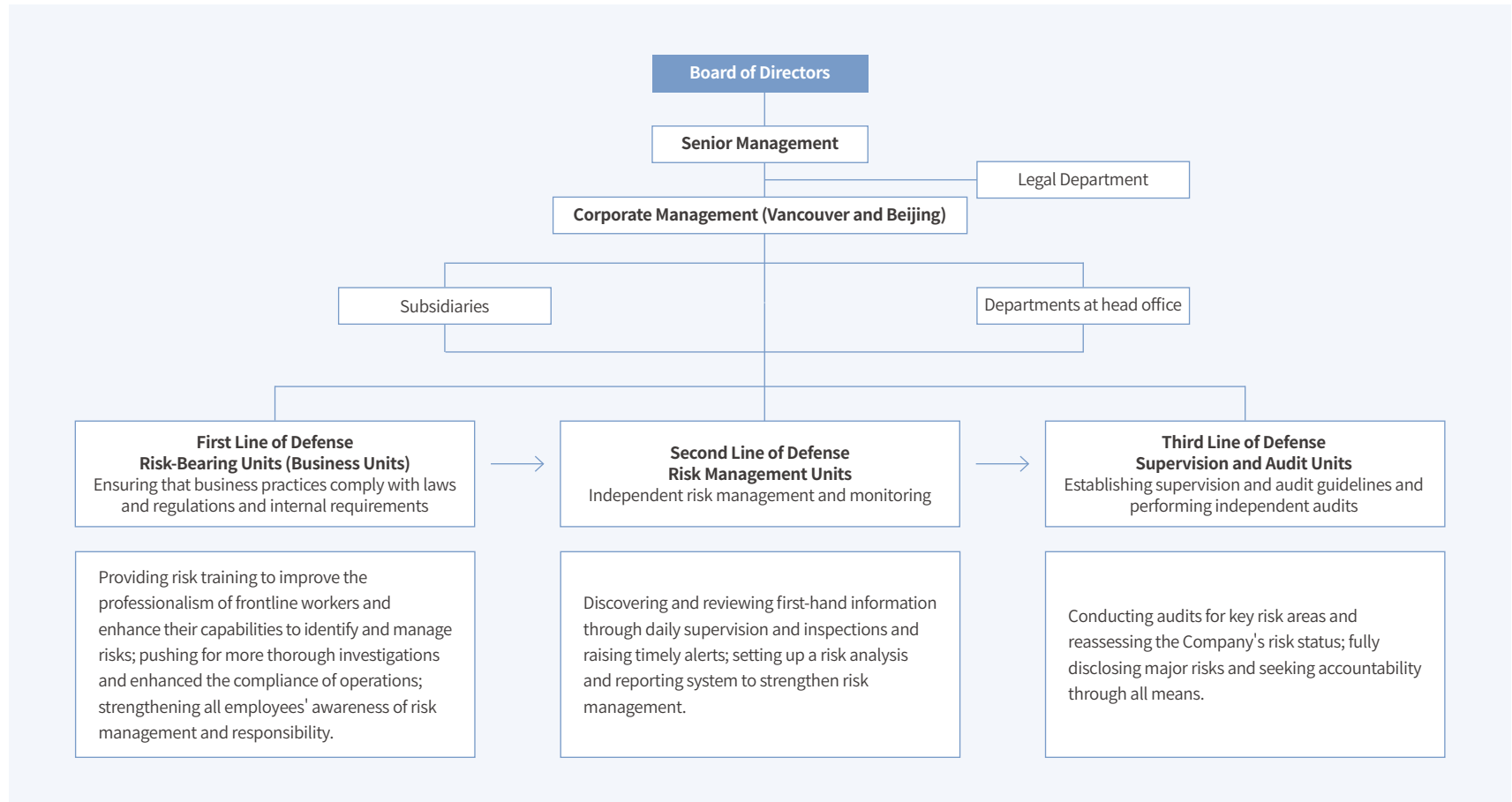
Whistleblowers may call: 1-844-669-9397 (Canada), 86-18614269569 (China), or call the Company's CEO or Chairman directly (numbers are listed in the Company's directory).

Risk Management

Risk Management Line of Defense

Silvercorp has established robust risk management and mitigation procedures and conducts annual risk assessments to identify the key risks associated with our business and operations. The Company perform day-to-day risk monitoring with quarterly monitoring of key risks, special inspections, and internal audits, and routinely evaluate

its performance to ensure the effectiveness of the risk management mechanisms to continuously optimize the decision- making process and improve our overall risk management. The Company ensures effective risk management by using the Three Lines of Defense model the represents global best risk management practices.



Emergency Response Management System

In order to respond effectively to emergencies, improve our capabilities to cope with extreme events and public crises, and minimize injuries and property losses, we have built and implemented a sound emergency management system. This includes emergency plans formulated to ensure production and operation safety in the event of environmental accidents, flood, or other natural disasters, as well as regular emergency drills and reviews of emergency plans carried out by the Safety Department, the Environmental Protection Department, the processing plant, and other key departments.

For more information on our safety emergency drills, please refer to Section Occupational Health and Safety Capacity Building (P70).

For more information on our TMF emergency plans, please refer to Section Response Measures (P60).

Risk Identification

Silvercorp fully explains the risk factors facing the Company in the Company's Annual Information Form and their potential significant adverse impact on its business, operations, and/or financial status in the future, which are outlined in Section 4.4 RISK FACTORS (P26-P44) in the *Fiscal 2023 Annual Information Form* of the Company that can be accessed through the link and QR code below.




To view the *Fiscal 2023 Annual Information Form* in full, please click on the link or scan the QR Code.
[Fiscal 2023 Annual Information Form](#)






Emerging Risk Management

In order to strengthen the management of and response of emerging risks, Silvercorp has established a dedicated identification and management process for emerging risks. The Company has designed risk evaluation forms based on relevant documents

published both home and abroad to proactively identify and analyze the various emerging risks and develop corresponding mitigation strategies.

Types of Risks	Potential Impacts	Responses
 <p>Public Health Risk</p>	<p>Silvercorp's business, operations, and financial conditions have the potential to be materially and adversely affected by the COVID-19 pandemic or other health crises, for such crises may lead to travel restrictions, temporary business closures, quarantine, fluctuations in global stock markets, and a general reduction in consumer activity. This can lead to delays and disruptions in business operations, supply chains, and project development, resulting in reduced personnel mobility and labor shortages before triggering business stoppages.</p>	<ul style="list-style-type: none"> • Setting up the Leading Group for Epidemic Prevention and Control; quickly launching an emergency response plan for epidemic control; tracking the development of COVID-19; and instituting a notification mechanism and related protective measures to mitigate the impacts. • Formulating a business continuity plan; adjusting production schedules as needed; and resuming work and production in an orderly manner. • Communicating closely with partners to ensure stable supplies along the upstream and downstream production chains.
 <p>Environmental Protection Risk</p>	<p>The Chinese government has intensified environmental legislation in recent years, setting stricter standards and enforcing compliance with requirements for air pollutants, solid waste, natural resources, biodiversity, and land reclamation and restoration, as well as imposing stricter environmental assessments on proposed projects. These measures have increased the potential liability of companies and their officers, directors, and employees. Increased expenses in environmental protection and major changes or delays in anticipated activities will be expected.</p>	<ul style="list-style-type: none"> • Increasing investment in environmental protection; ensuring compliance with requirements of local environmental protection agencies; improving environmental compliance management. • Carrying out reclamation activities; promoting ecological restoration in mining sites by planting trees and grass and maintaining biodiversity. Implementing the ESG management system and working toward full integration of ESG management into daily production and management processes. • Developing a biodiversity management system and actively carrying out biodiversity conservation actions, identifying biodiversity risks in the preparation of the EIA process of all new projects. Building animal protection facilities in mining sites where they are needed, and rationalizing greening options to prevent the invasion of alien species.
 <p>Permit and License Risk</p>	<p>All Chinese operations of Silvercorp are owned through subsidiaries that are joint ventures. All mining and exploration projects require government approval and permits due to their direct effect on the environment, society, land and water use, and the local community; operations are therefore subject to government annual inspections, and failing to pass the inspections may lead to fines and stoppages.</p>	<ul style="list-style-type: none"> • Actively carrying out deep exploration and using digital exploration technology to fully tap the resource potential of existing mining sites; Backfilling tunnels to maximize land use and reduce the risk of disruption to production and operations caused by failure to obtain mining licenses as scheduled. • Continuously carrying out acquisition and exploration of mining projects to ensure the Company's access to new mineral reserves and resources. • Working with the government on the annual review of mining and exploration permits to ensure compliance with relevant laws, regulations, and rules.

Types of Risks	Potential Impacts	Responses
 <p>Human Resources Risk</p>	<p>Our mines utilize selective underground mining methods, which can be labor intensive. With the transformation of China's economic and social structure in recent years, miners as a group have been aging and decreasing dramatically in number, putting a strain on the Company's labor supply. Adjustment to the compensation strategy is expected to trigger further increases in labor costs.</p>	<ul style="list-style-type: none"> • Regularly reviewing the Company's human resources strategy, assessing the supply and demand of human resources, and maintaining a solid talent reserve for key positions. • Actively collaborating with universities and engaging in joint training programs between universities and enterprises, establishing a "fast track" for promising students to secure employment opportunities with the Company. • Promoting the application of the Eblog App and using high-tech device to achieve automated and intelligent mining.
 <p>Cybersecurity Risk</p>	<p>Silvercorp has undergone comprehensive digital transformation, which also leads to greater exposure to cybersecurity risks. The Company has not experienced any major cybersecurity incidents. If any major cybersecurity incidents occur (such as unauthorized access to privileged information, destruction or disabling of data, or computer virus intrusion), the Company could suffer financial losses, business interruptions, or loss of geological data that would undermine its prospecting and production capacity.</p>	<ul style="list-style-type: none"> • Optimizing the information security management system with the planned establishment of the Information Security Management Committee. • Enhancing preparedness with adequate technical personnel and security software and carrying out regular simulation exercises to improve information security. • Desensitizing critical data to reduce potential losses due to accidental data leakage.
 <p>Climate Change Risk</p>	<p>Climate change risks directly affect the production and operation of mining enterprises in the form of acute risks such as heavy rainfalls, mudslides, and earthquakes that can cause damage to roads and buildings, human casualties, leakage from TMFs, and other severe impacts, leading to damage to the Company's image, increased safety risks, asset impairment, and other consequences.</p>	<ul style="list-style-type: none"> • Strengthening monitoring of energy consumption and emissions data, and improving energy efficiency and reducing greenhouse gas emissions through energy efficiency analysis and energy-saving transformation. • Intensifying response to flood disaster risks in flood season, strengthening emergency drills, and ensuring the safety of TMFs, personnel, and other fixed assets. • Making gradual transition to clean energy equipment, actively building photovoltaic project in mining sites, using solar energy to optimize energy structure, reduce greenhouse gas emissions, and ease the mitigate risks arising from production and operation. • Providing high-quality silver for China-made solar panels, promoting the development of green energy in China.





Innovation and R&D

Silvercorp believes that innovation is the soul of corporate development, and pursues development driven by technology and innovation. The Company offers the right organizational structure and management so that our people can thrive as the key drivers of innovation. The Company also has well-established incentive and appraisal systems in place to foster and stimulate innovation both internally and externally.

Patent Applications

In Fiscal 2023, Silvercorp invested a total of \$7.8 million in R&D and obtained 19 new patents. As of March 31, 2023, The Company has obtained 92 patents cumulatively, including 86 new utility patents and six invention patents. Relevant technologies have been applied to the Company's mining and processing of high-grade lead and zinc ores to produce a technically superior quality product.

Incentive System for Innovation

The Company has implemented an incentive-based innovation management mechanism, which is designed to stimulate research personnel's initiative, enthusiasm, and potential for research and development and promote the commercialization of R&D achievements, helping the Company advance in technology and management and stay competitive in the market. As of March 31, 2023, Silvercorp has formulated a series of policies on incentives for innovations, such as the *Incentive Management and Incentive Measures for R&D & Innovations*, the *Policy on the Organization, Implementation, and Reward for Commercialization of Technological Achievements*, the *R&D Personnel Performance Appraisal and Reward System*, and established a complete incentive management system for innovation led by the general managers of our subsidiaries and implemented by the Production Technology Department along with an evaluation committee responsible for evaluating and appraising innovation achievements.



A R&D staff is carrying out research.

Incentives for R&D Personnel

The Company has established a point-based promotion system, setting promotion standards and requirements based on the KPIs of each position. R&D personnel are required to submit monthly and annual *Lists of Value-creating Projects*, which comprehensively evaluate the progress and achievements of their research and innovation work. Extra points are also rewarded to contributions such as proposals for improvement or rationalization suggestions.

Commercialization of R&D Achievements

The Company encourages the commercialization of R&D achievements by those who have made them, and reward them with part of the benefits obtained. Those who make the achievements or undertake their commercialization are both rewarded accordingly. For example, if a technology achievement is transferred or licensed to others for implementation, who developed it can receive a bonus as a percentage of the net income it has brought in.

Optimize R&D Team

Silvercorp continuously strengthens its R&D team by both attracting new talents and improving the professional capabilities of existing talents, attracting high-level R&D talents through internal referrals, open recruitment, campus recruitment, and rehiring retired experts. The Company also participates in joint programs with universities and research institutes to cultivate promising new graduates or technical talents and develop a well-structured echelon of high-quality and innovative technological talent. The Company added nine R&D personnel in Fiscal 2023.

R&D Talent	Fiscal 2023		
	Ying Mining District	GC Mine	Total
Number of R&D staff	124	47	171
Number of R&D staff newly hired during the year	2	7	9

R&D investment

R&D Investment	Fiscal 2023		
	Ying Mining District	GC Mine	Total
Total R&D investment (millions \$)	6.07	1.70	7.77
Percentage of R&D investment in operating income (%)	-	-	3.75

In Fiscal 2023, Henan Found invested \$0.69 million to build a new R&D Center to support its technological research and long-term development. With both R&D facilities and catering, accommodation, and other supporting facilities, the new R&D Center will bring significant improvement to the working and living conditions of the Company.

Henan Found's total R&D in Fiscal 2023 was \$6.07 million, approved as Henan Engineering Research Center; Guangdong Found's total R&D in Fiscal 2023 was \$1.70 million and was approved as Yunfu Engineering Research Center.

Case: Henan Found Set up the Engineering Technology Research Center for Exploration, Development, and Utilization of Extremely-thin Vein Mineral Resources

Henan Found has long been committed to the safe and efficient exploration and mining of various types of underground extremely thin vein non-ferrous and precious metal mines through the use of diversified advanced technologies. In western Henan Province, ore veins are usually very thin and have great variation and high grade, which often difficult to explore. Guided by economic geology, Henan Found innovated on the mineralization rate-based prospecting theory and developed a series of effective approaches for mining and processing ore to maximize the utilization of mineral resources. In 2021, Henan Found systematically summarized the exploration, development, and utilization technologies of extremely thin vein minerals, and applied to establish a Henan Provincial Engineering Research Center to the Henan Provincial Department of Science and Technology, which successfully passed the expert review organized by the Henan Provincial Department of Science and Technology in January 2022.

授予：河南发恩德矿业有限公司

河南省薄脉型矿产资源勘查 开发利用工程技术研究中心

河南省科学技术厅
二〇二二年一月

Henan Found set up the Engineering Technology Research Center for Exploration, Development, and Utilization of Extremely-thin Vein Mineral Resources.

Promote Industry-University-Research Collaboration

With a focus on key industry-specific technologies and challenges, Silvercorp actively reaches out to universities and research institutions to build industry-university-research collaboration platforms and explore new models of collaboration. The complementary strengths of each party can thus be further leveraged to utilize technological resources and promote the commercialization of technological achievements.

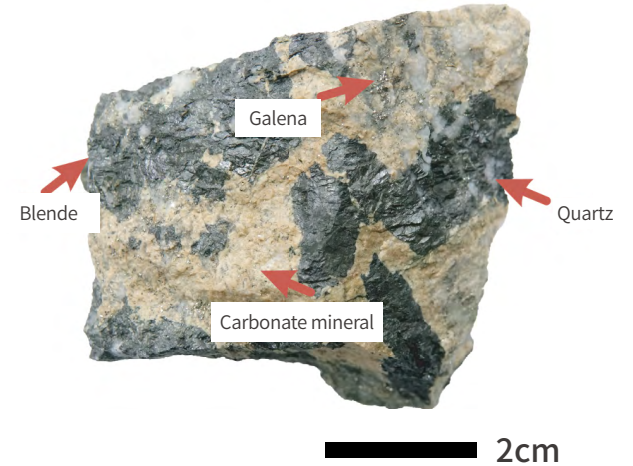
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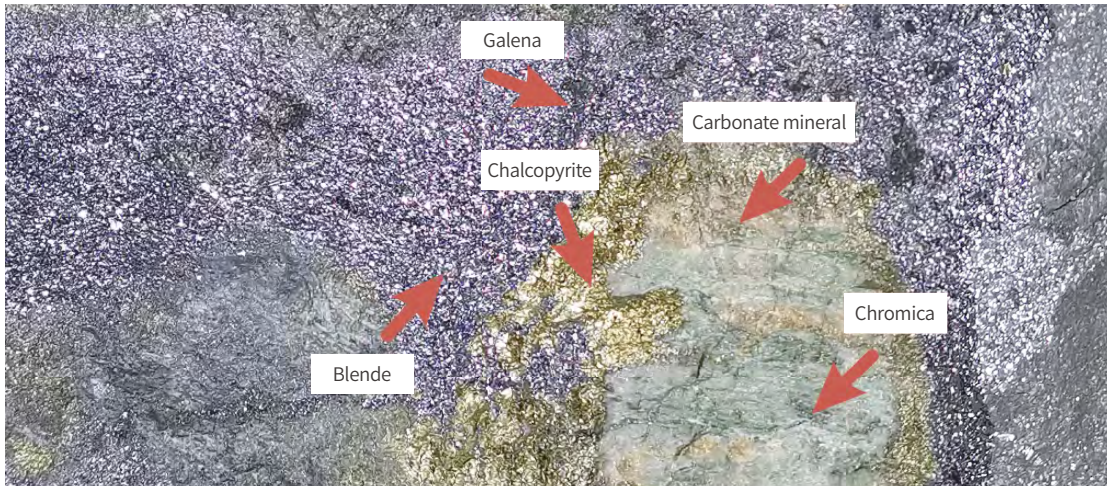
In Fiscal 2023, Henan Found actively leverage external support regarding its prospecting operations and cooperated with China University of Geosciences (Beijing), Central South University, and Jilin University and carried out a number of joint research projects. Including the Geochemical Exploration Project in LM Mine Site of Henan Found, the Research and Exploration of Silver and Gold Polymetallic Mineralization Patterns in SGX-HZG-TLP Mines in Western Henan Province, the Research on Mineralization Patterns and Prospecting Direction in HPG-DCG Gold and Silver Polymetallic deposits in Henan Province, and the Henan Found LMW Electromagnetic Exploration Experiment.

Guangdong Found

In Fiscal 2023, Guangdong Found and Jiangxi University of Science and Technology continued to cooperate on the Research on Mineralization Patterns and Prospecting Direction in GC Mine. The main purpose of this joint research cooperation is to further identify the origin and metallogenic patterns of ore deposits in the mining area to provide better guidance and improve the efficiency of the exploration operations of the Company. In October 2022, Guangdong Found completed the first stage of the above-mentioned projects, commissioned the First Geological Brigade of Henan Nonferrous Metals Geology and Mineral Resources Bureau to develop the *Verification Report on Lead and Zinc Mineral Resources in GC Mine, Guangdong Province* to ensure the sustainable management of the Company's resource reserves, and initiated the joint Geophysical Exploration in GC Mine in cooperation with the First Geological Exploration Department of China Metallurgical Geology Bureau.



Location: Shagou Mining Area, S2W-100-12ASYM, 125m
Features: Galena produces fine grain, which develops later than carbonate minerals and quartz of lead-zinc ore

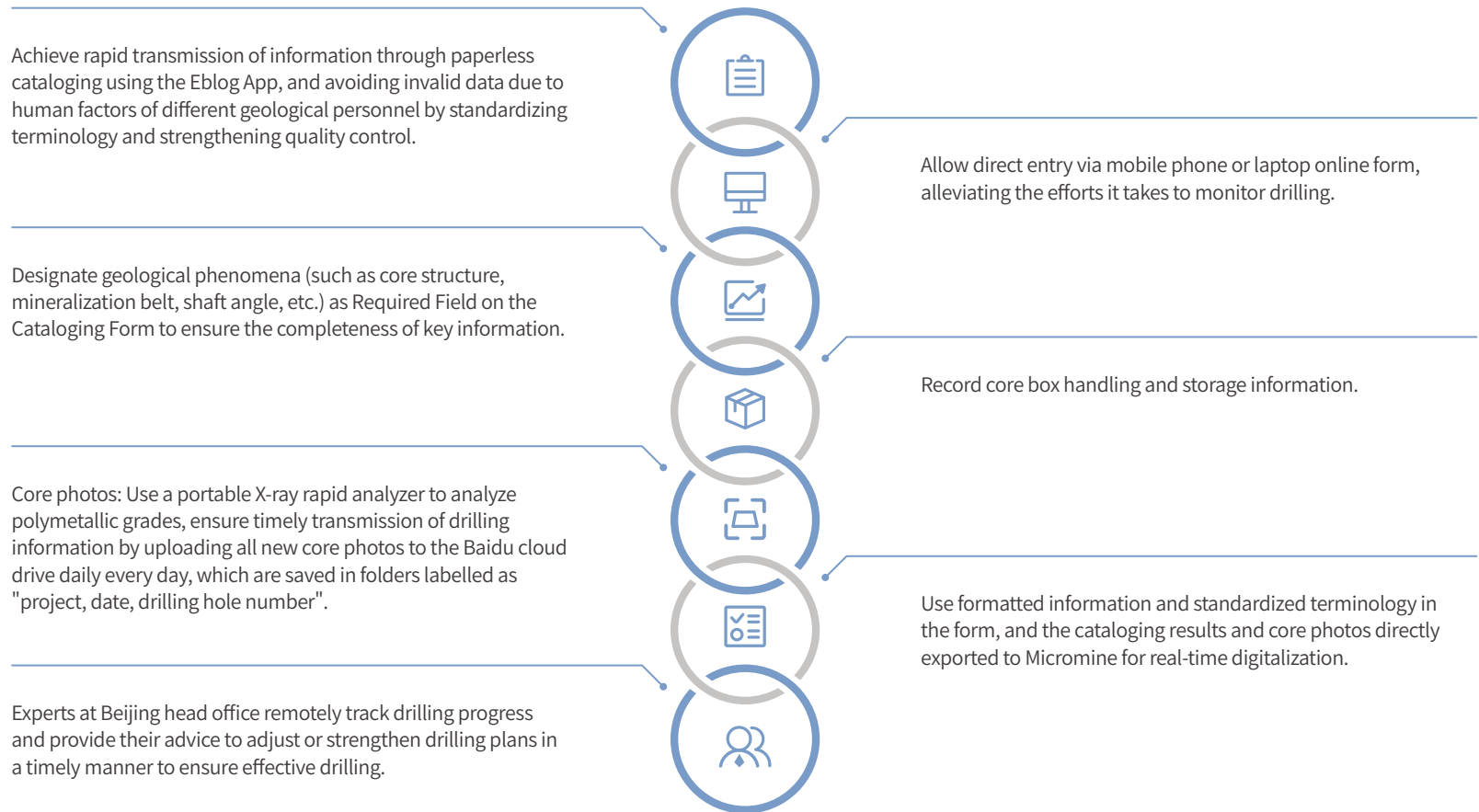


Location: Shagou Mining Area, CM102-S32-520-S6-SYM
Features: Chalcopyrite and galena are locally developed in the vein

Digitalization of Mining

The digitalization of mining is an important step in achieving fine management of mining operations and a useful way to implement fine management of mine production, safety, and environmental protection. Silvercorp studied the operating characteristics of mining enterprises and developed the Enterprise Blog Refined Management System (the "Eblog App") to explore ways to digitalize and significantly upgrade the traditional production safety management mode of mining enterprises in China to achieve "refined, standardized, and intelligent" management of the whole mining process of exploration, development, supply, and production.

Through its Beijing Management Center, Silvercorp manages multiple production exploration and mineral exploration projects in several countries. Internet connected cloud services are used to improve the transmission efficiency of front-line exploration information, realizing rapid, accurate, complete, and standardized information transmission across all aspects of the exploration process, which allows the Company to fully utilize the wisdom of experts at its head office to adjust drilling strategies in a timely manner.



Comprehensive ESG Management through Eblog App

Through the comprehensive application of the Eblog App, Henan Found and Guangdong Found have realized the digitalized management of key ESG issues for mining enterprises, including occupational safety and health, environmental protection, land reclamation, safety training, contractor management, water management, air pollutant control, and TMF management, etc.

Ensuring Information Security

In the digital era, stringent information security protection is essential to safeguarding the rights and interests of the Company and its stakeholders. The Company has formulated and strictly implements the *Computer Information Network Management System*, which lays out the requirements for the use and protection of computer information by employees on various aspects such as software, hardware, network, central computer room, public equipment, monitoring and surveillance equipment, etc. Among them, strict regulations are made for the standardized use of work software, storage and backup of key data, setting of computer security passwords, and other important information security matters.

Environmental Protection

- Environmental Management System 41 ▶
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- **0** incident
TMF environmental accidents or major environmental accidents
- **49.42%**
Comprehensive utilization rate of waste rock
- **\$2.9** million
Total environmental protection investment
- **13.11%**
Comprehensive utilization rate of tailings
- **100%**
Coverage of ISO14001 and ISO50001 certifications



ENVIRONMENTAL



Environmental Management System

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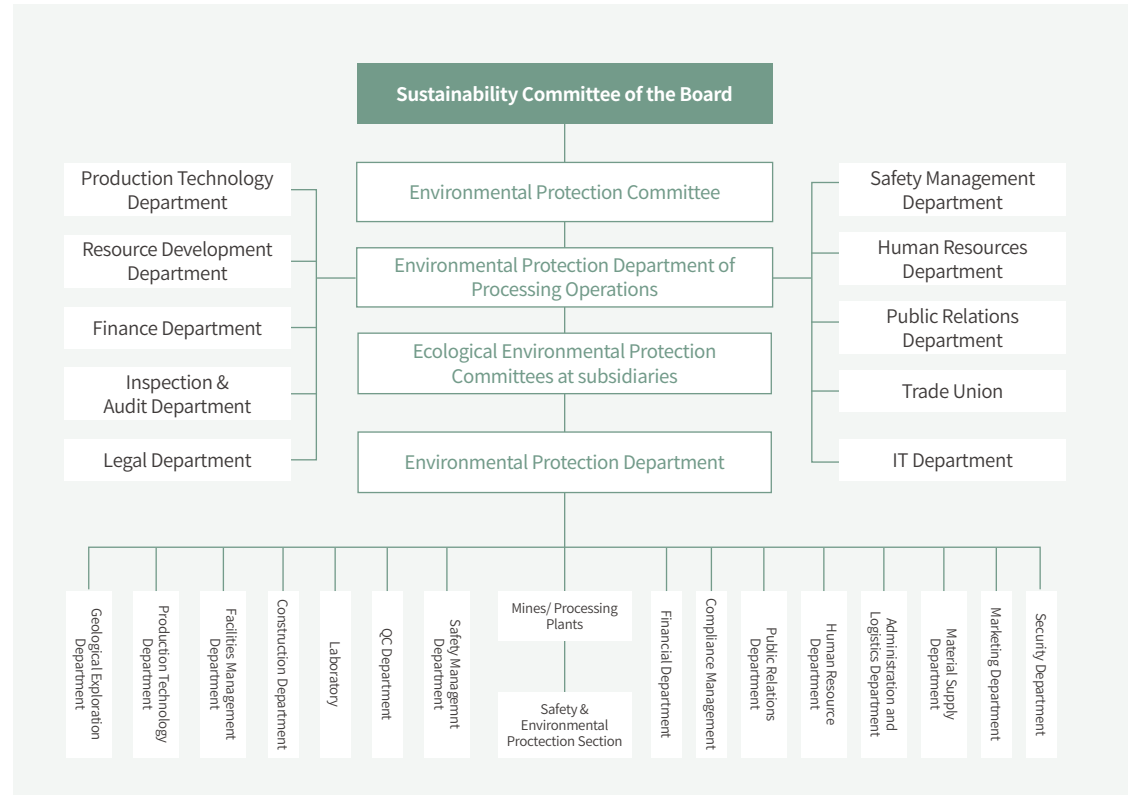
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Organizational Structure of Environmental Management

Silvercorp attaches great importance to the sustainable development of the mining industry and society. Adhering to its business philosophy of "Safe, Efficient, Green, and Harmonious" and the ecological management concept of "Lucid waters and lush mountains are invaluable assets". The Company has been focusing on environmental protection since its inception with continuous investments in green development. In recent years, the Company has continuously optimized its green development management capabilities and performance, reduced its environmental impact, and constantly explored new paths for green development to promote the high-quality and green transformation of the Company.

The Company has established a sound environmental management system and incorporated environmental protection into Board-level supervision. At the Board level, we established the Sustainability Committee, chaired by Marina Katusa, Independent Director, for the management and supervision of the environmental protection issues of the Company, including carbon reduction and climate actions, water resource management, waste management, and biodiversity, etc. At the management level, we established the Environmental Protection Committee, chaired by President of Silvercorp China, Mr. Lichang Peng, with the Environmental Protection Department of Processing Operations as the implementation unit, and supported by other departments at the Beijing Management Center. At the implementation level, all of our subsidiaries have set up an Ecological Environmental Protection Committee, with the Environmental Protection Department as the implementation unit, and the Safety and Environmental Protection Division of the mines and processing plants ensure the implementation of specific tasks. Both Henan Found and Guangdong Found first passed the ISO14001 environmental management system certification in 2021. In Fiscal 2023, both Henan Found and Guangdong Found have passed the annual inspection of the environmental management system.



Systems and Policies

The Company is committed to following the environmental protection laws and regulations of government authorities and continuously improves its internal environmental management practices. We have established and strictly implement the *Environmental Protection Responsibility System*, the *Environmental Protection Management System*, and other relevant policies, and carefully review technical documents such as the environmental impact assessment report and design of new construction, refurbishing, and expansion projects. We require that pollution mitigation facilities are designed, constructed, and implemented for all projects and that they shall meet the requirements of corresponding environmental impact assessments and shall be dismantled without authorization or left unused.

In Fiscal 2023, the Company compiled the *Silvercorp Environmental Protection Refined Management and Digital Transformation Handbook*, with the Environmental Protection Department of the processing plants as the project lead, laying the

system foundation for centralized environmental management across the group. The Handbook stipulates detailed management regulations on various dimensions of ecological and environmental protection of mine, including surface water pollution prevention, groundwater pollution prevention, soil pollution prevention, mine geological environment protection and land reclamation, green mine construction, biodiversity protection, and climate response. The Handbook further clarifies the scope and responsibilities of environmental protection management items, marking great progress with the ecological environment protection of the Company. In Fiscal 2023, the Company also released the *Environmental Protection Policy* to the public, communicating our environmental protection philosophy and objectives to our stakeholders.

To achieve centralized management of our environmental protection efforts, we first centralized the process of setting environmental protection targets for our subsidiaries, formulating environmental protection

targets from three aspects: ecological protection, pollution control, and environmental protection management, which will be assessed by the head office.

In Fiscal 2023, we established an ESG performance appraisal system, which includes key environmental indicators such as greenhouse gas emission intensity, the comprehensive utilization rate of tailings, the comprehensive utilization rate of waste rock, and new water withdrawal intensity. These indicators are linked to the performance appraisal of various management levels to further ensure the accountability of environmental management responsibilities.

Policy Disclosure

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

[Environmental Protection Policy](#)



» Silvercorp's Environmental Protection Targets:

To establish a robust environmental management system, achieve remarkable results in pollution control and ecological environment protection, effectively ensure environmental safety, continuously improve environmental quality, and make new progress in the construction of ecological mines.

- Ore processing wastewater to the outside **0**;
- Compliance discharge rate of mine water inflow **100%**;
- Safe disposal of hazardous wastes **100%**;
- Compliance rate of environmental monitoring results **100%**;
- Dust control compliance rate **100%**;
- Comprehensive utilization rate of waste rock \geq **95%**.



- Operating rate of environmental protection facilities \geq **95%**;
- Reclamation rate of restorable land **100%**;
- The implementation rate of a construction projectsthe three simultaneous requirements (pollution mitigation facilities must be designed, constructed, and implemented simultaneously), and the project environmental protection acceptance rates of trial production and completion all reached **100%**.

Green Mine Construction

In Fiscal 2023, the Company continued the investment and efforts to build green mines. Henan Found invested \$4.3 million to promote the construction of green mines, including road hardening, enclosing stockpile areas with structures, building employee dormitories, carrying out environmental protection projects, and land reclamation, aiming at enhancing the overall planning for green mine construction. The overall green mine planning for the SGX-HZG silver-lead-zinc mine, the HPG silver-lead mine, the TLP-LM silver-lead mine, the TLP-LM silver-lead mine, Dongcaogou gold-silver mine, and the processing plant have been completed and will be implemented subsequently. Guangdong Found invested over \$1.5 million to build the XRT Intelligent Pre-Selection System at the processing plant and the Automated Tunnel Drainage System, which greatly improves the production efficiency of the mines. In addition, Guangdong Found has completed the green mine self-evaluation and developed relevant rectification plans based on the problems identified. With three rectification items completed, the company's self-evaluation score was raised to 96 points.



November, 2015

Ying Mining District, Henan Province, China – SGX-HZG silver-lead-zinc mine was selected into **the National Green Mine List**

December, 2020

Ying Mining District, Henan Province, China – TLP-LM silver-lead mine was selected into **the National Green Mine List**

December, 2020

Ying Mining District, Henan Province, China – HPG silver-lead mine was selected into **the National Green Mine List**

December, 2020

GC lead-zinc mine, Guangdong Province, China was selected into **the National Green Mine List**

December, 2021

Ying Mining District, Henan Province, China – DCG gold-silver mine was selected into **the Provincial-level Green Mine List of Henan Province**

March 2023

Ying Mining District, Henan Province, China – DCG gold-silver mine **passed the third-party inspection and evaluation.**

» Green Mine Construction Work Plan

- 1 To continuously invest in infrastructure, focus on daily environmental protection management, and improve the effectiveness of green mine construction;
- 2 To improve the reclamation quality of mines and build beautiful green mines;
- 3 To carry out regular evaluations of green mine construction results to ensure compliance;
- 4 To focus on reclamation of slopes in mines.



Environmental Protection Actions

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Actions in Fiscal 2023

Environmental Investment

In Fiscal 2023, Silvercorp invested about \$2.9 million in environmental protection, an increase of 49% year-on-year. Of which, about \$2.7 million was invested in the Ying Mining District, Henan Province, and about \$214,555 was invested in the GC Mine, Guangdong Province.

Environmental Awareness Raising

In June 2022, Henan Found launched the "June 5th" World Environment Day community environmental awareness raising event with the theme of "Building a Clean and Beautiful World Together", carrying out environmental education and knowledge sharing activities in Xiyu Township Primary School.

Guangdong Found organized volunteers to help clean up the surrounding villages on "June 5th" World Environment Day, practicing its commitment that "everyone is responsible for protecting the environment".



Henan Found carrying out environmental awareness raising event in schools

Environmental Training

In Fiscal 2023, the Company continuously improved the management of environmental protection training. In the section on environmental training of the *Silvercorp Environmental Protection Refined Management and Digital Transformation Handbook*, the Company lays out detailed requirements on the management approaches and work flow of environmental protection training to ensure standardized management of environmental protection training. In Fiscal 2023, the Company carried out environmental protection training covering a total of 1,504 person-times, an increase of 35% year-on-year, and invested about \$10,801 in dedicated funding for environmental protection training, an increase of 21% year-on-year.

In October 2022, the *Yellow River Protection Law of the People's Republic of China* was formally approved, providing new requirements for the protection of the ecological environment of the Yellow River basin. Luoyang City, where Henan Found is located. Henan Found responded quickly and organized employee trainings and awareness raising activities on the *Yellow River Protection Law*, further enhancing the awareness of environmental protection laws and regulations among employees and calling for individuals to take action to protect the Mother River of China.

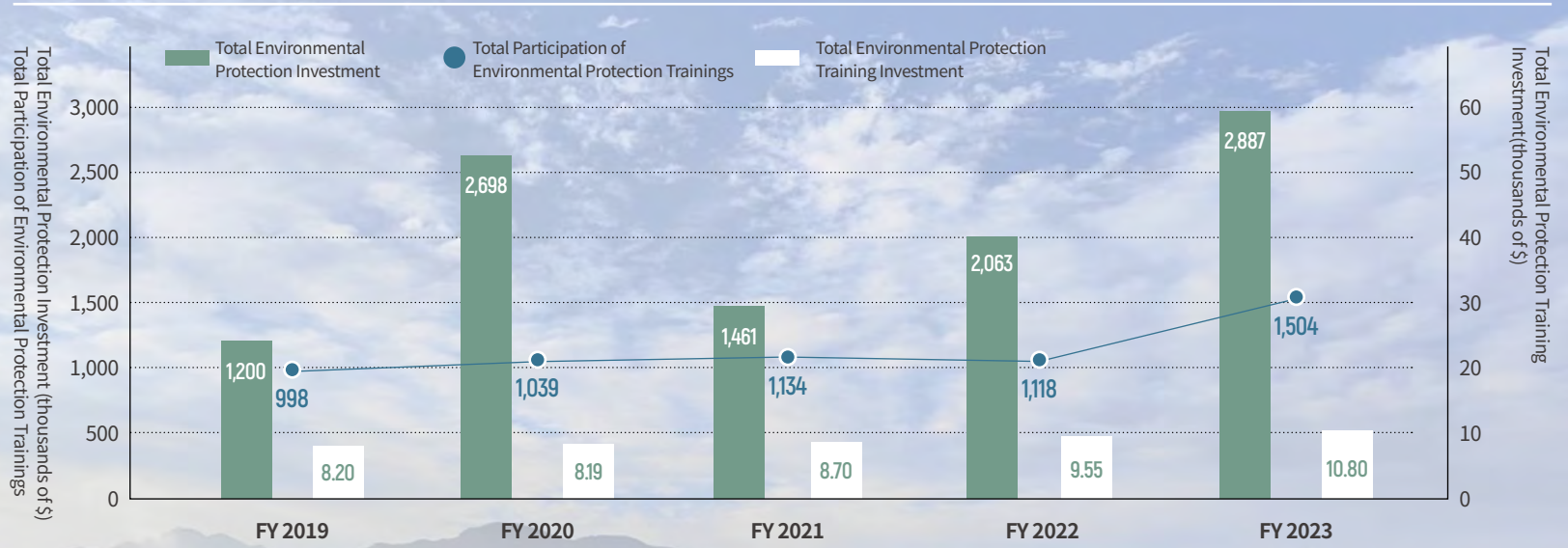


Henan Found carried out the *Yellow River Protection Law* awareness raising activity

Environmental Compliance

In Fiscal 2023, there were no incidents of major environmental protection violations in any of our mines in China.

Environmental Protection Investment in Recent Years



Water Resource Management

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Water resource shortage is increasingly becoming a pressing global issue. It is imperative for enterprises to realize effective management of water resources. Effective water resources management not only helps us reduce the cost of water resources in our operations and the potential risk of stricter water resources policies, but also helps protect local communities.

Silvercorp actively abides by the relevant laws and regulations where it operates, including the *Water Law of the People's Republic of China*, the *Water Pollution Prevention Law of the People's Republic of China*, the *Environmental Protection Law of the People's Republic of China*, the *Yellow River Protection Law of the People's Republic of China*, and the relevant regulations of Henan Province and Guangdong Province on water resource management. The Company also continuously optimizes its water resource management system internally. The Sustainability Committee of the Board oversees the formulation of the Company's water resources management strategy and the relevant key performance results. The Chairman of the Company, Dr. Rui Feng, is responsible for supervising and guiding the ESG Management Center to formulate the annual water resources management work plan. Mr. Lichang Peng, President of Silvercorp China, chairs the ESG Management Center oversees the formulation of specific water resource management work plans for the subsidiaries and supervise their implementation with the support of the Environmental Protection Department of Processing Operations of the Beijing head office. Water resource management at the subsidiary level follows the tiered governance structure of "General Manager – Ecological Environmental Protection Committee – Environmental Protection Department". In Fiscal 2023, there were no non-compliance incident related to water quality permits, standards, and regulations at any of our operations.

In Fiscal 2023, Henan Found launched the application for water-saving enterprise title and passed the expert review organized by the Luoning County water conservation authority. Guangdong Found removed silt from the backwater pool of the tailings dry yard to effectively reduce the water level of the backwater, mitigate environmental risks and reduce the energy consumption of the backwater pump.



Carry out water sample testing

Improving Water Efficiency

Silvercorp's water sources are fresh water, including the reuse of mine water inflow and the withdrawal of new water. In Fiscal 2023, the Company used a total of 3,696,861 cubic meters of water, of which new water withdrawal stood at 698,805 cubic meters, and reused mine water inflow stood at 2,998,056 cubic meters, fresh water withdrawal intensity was 17,859 m³/million dollar revenue. The Company strives to optimize its water consumption structure by replacing new water withdrawal with mine water inflow and recycled wastewater from processing plants to effectively improve water efficiency. Water recycling and utilization rate increased from 83.52% in Fiscal 2022 to 84.85%, an increase of 5.63% compared with 2020.

» Silvercorp's Water Resource Management Targets

Treat domestic sewage and mine water inflow to meet reuse standards, with the remaining discharged.

Reuse treated mine water inflow in mining production according to actual production conditions.

No ore processing wastewater discharge to the outside. We are targeting an 8% increase in water recycling and utilization rate from the 2020 baseline by 2030.

Reduce fresh water withdrawal intensity. We are targeting a 10% reduction in fresh water withdrawal intensity from the 2020 baseline by 2030.

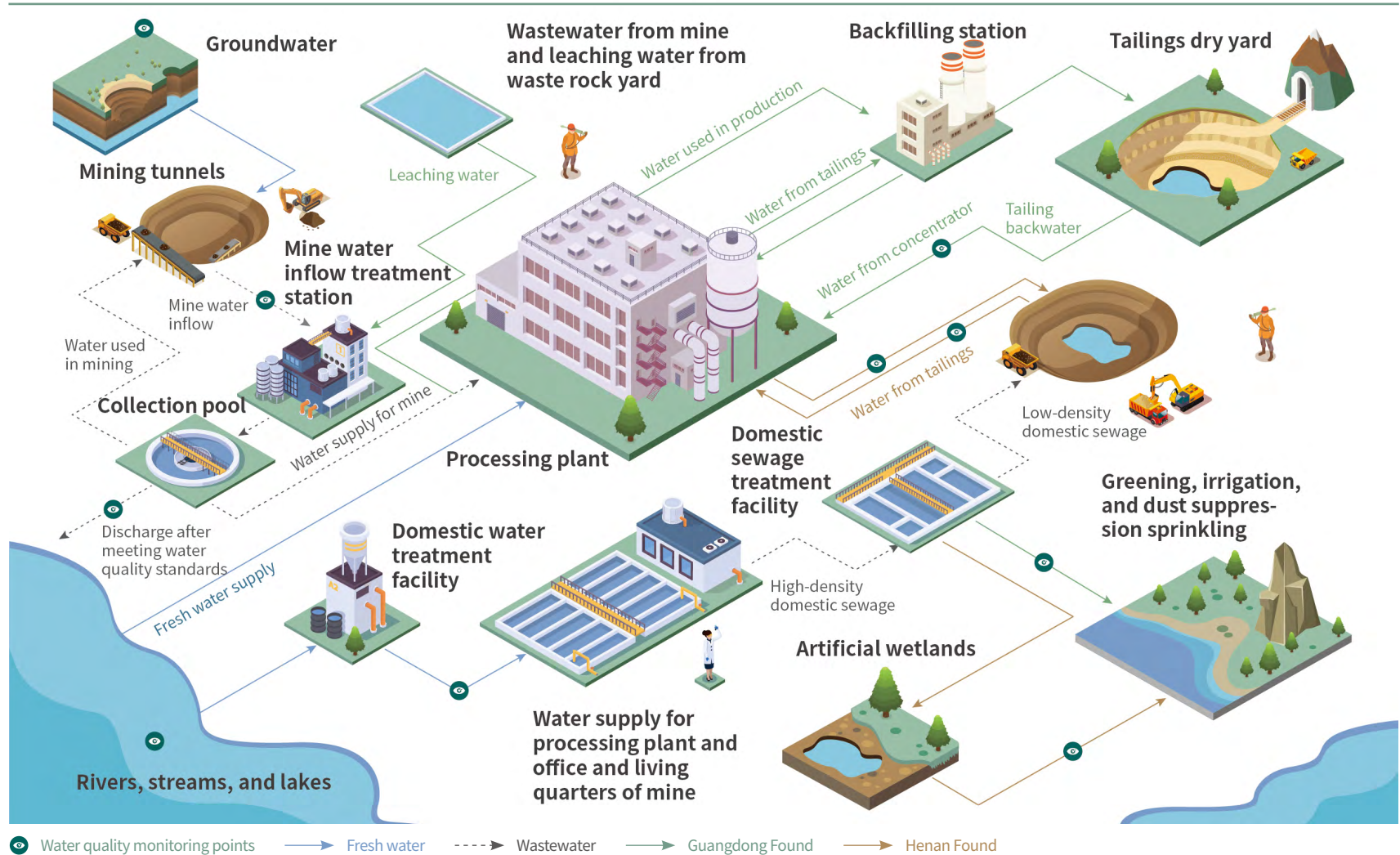


Water Recycle System

The diagram below illustrates Silvercorp's water resource recycling. Mine water inflow is treated at the collection pool before being reused in mining operations, processing plants, TMFs, or for domestic purposes. The unused amount will be treated to meet discharge standards and then discharged into local rivers, streams, lakes, or artificial wetlands, where they can still be reused for greening, irrigation, and dust suppression sprinkling purposes.

In addition, the Company has setup up water quality monitoring points at all water recycle points, including groundwater withdrawal, mine water inflow treatment and discharge, local rivers and lakes, TMFs and TMF backwater pools, domestic sewage treatment and discharge, and artificial wetlands. Water quality is monitored over the entire water recycling process to minimize environmental risks.

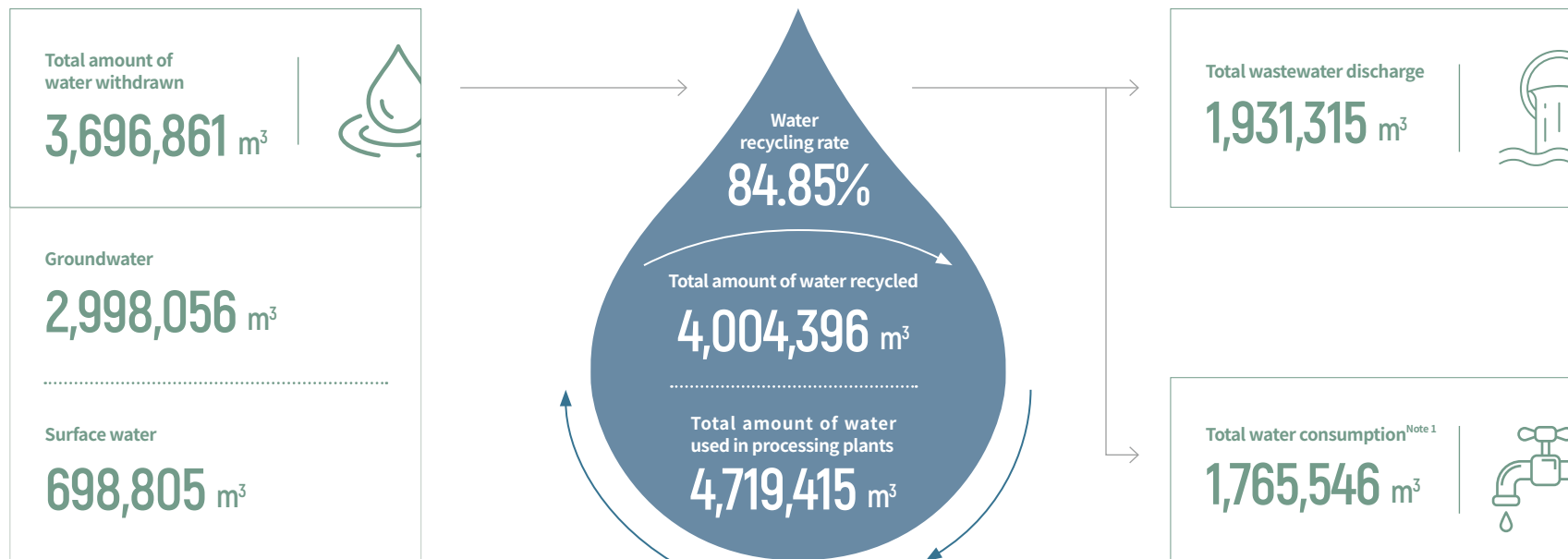
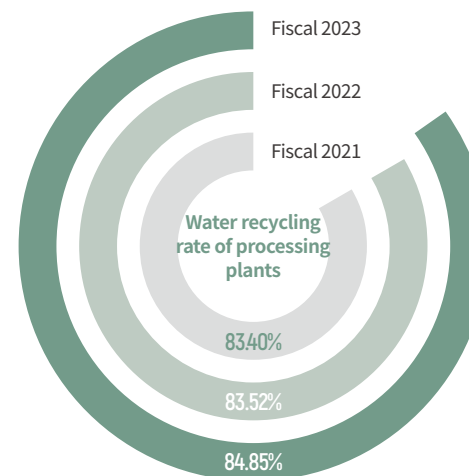
Water Recycle Diagram



Fresh water intensity (m³/million dollar revenue)



Unit fresh water consumption of processing (m³/tonne)



Note 1: Total water consumption includes water for office and domestic uses in mines, water supplied to local communities, water used in mining operations, water used in greening and dust suppression, and water used for water replenishment in the processing plant.



Case: Henan Found Upgraded Mine Water Inflow Management Facilities

In Fiscal 2023, Henan Found completed the automation transformation of the mine water inflow pumping station of the Shagou Mine, resulting in higher reuse of mine water inflow and reduction in new water withdrawal, and the chemical application system of the mine water inflow treatment facility of the mine, realizing more precision chemical application and better treatment results. The discharge outlet was also upgraded and standardized to ensure better wastewater discharge standard compliance rate. In Fiscal 2022, the average comprehensive utilization rate of mine water intake of Shagou Mine reached 33.7%, which is expected to be improved to 60% in the next fiscal year.

Water Pollution Prevention and Control

Silvercorp strictly implements water pollution prevention and control measures, and encourages all subsidiaries to build wastewater treatment facilities with in-depth or moderate treatment capabilities to further, improve its wastewater treatment and reuse performance and ensure all wastewater is properly treated and meet the relevant standards before being discharged.

The wastewater generated by our operations mainly consists of ore processing wastewater, domestic sewage, and mining wastewater. All ore processing wastewater is collected and completely reused in the ore processing system. While domestic sewage is treated centrally and used for greening water in the mining area and the surrounding forestland with no external discharge. Mine water inflow first goes through chemical precipitation treatment to meet the requirements of the *Environmental Quality Standards for Surface Water*, then the treated water is mainly used in underground mining or for ore processing, and the amount discharged is all properly treated to meet compliance requirements. Rainwater is collected and directly discharged into rivers without mixing with process water and causing pollution. In Fiscal 2023, Guangdong Found conducted desilting operations in the backwater pool of the tailings dry yard, which increased the effective capacity and reduced the water level of the backwater pool, effectively reducing the risk of process wastewater discharge.

Evaluating Water Stress

Silvercorp carried out a baseline water stress evaluation using the Aqueduct™ Water Risk Atlas Tool developed by the World Resources Institute (WRI). Evaluation results show that all of the Company's water withdrawal is fresh water, and 86% of the operating areas (Ying Mining District) are in high water risk areas. The location of the Ying Mining District experiences high/very high-water stress according to Chinese standards and global standards respectively.

In Fiscal 2023, Henan Found specified its targets to address water pressure: to install automatic control equipment at backwater pump stations, and strive to reuse over 60% of mine water inflow and no discharge of ore processing wastewater to the outside, to reduce the new water withdrawal intensity. All of our mines continuously improved water recycling and reuse rate through measures such as process optimization to reduce new water withdrawal intensity. In Fiscal 2023, our new water withdrawal intensity was reduced to 3,376 cubic meters per million dollar revenue.



An Silvercorp technician testing water samples.

	Water Stress by Global Standards	Water Stress by Chinese Standards	Percentage of Fresh Water Withdrawn (%) ¹	Percentage of Fresh Water Consumed (%) ²
Ying Mining District	Very high (>80%)	High (40-80%)	79.87%	88.93%
GC Mine	Low to Medium (10-20%)	Low to Medium (10-20%)	20.13%	11.07%

Note 1: In our water recycling graph, all water withdrawn is fresh water. The percentage of fresh water withdrawn is calculated from the total fresh water withdrawn from all operations.

Note 2: In our water recycling graph, all water consumed is fresh water. The percentage of fresh water consumed is calculated from the total fresh water consumed from all operations.

Waste Management

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The waste generated in mining operations includes both hazardous waste and non-hazardous waste. In Fiscal 2023, the Company compiled the *Environmental Protection Refined Management* and *Digital Transformation Handbook*. In the Solid Waste Prevention and Control section, the Handbook specifies the detailed requirements for waste management, including detailed requirements on the storage, transportation, and treatment of waste in three categories: non-hazardous waste, hazardous waste, and domestic waste.

The hazardous waste generated by the Company mainly includes waste engine oil and waste batteries, which are 100% transferred to and disposed of by qualified third-parties contracted by the Company. The non-hazardous waste generated in our operations mainly includes tailings and waste rock. In accordance with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *National Hazardous Waste List*, the *Pollution Control Standards for General Industrial Solid Waste Storage and Landfill(GB18599-2020)* and the *Pollution Control Standards for Hazardous Waste Storage(GB18597-2001)*, the Company has formulated the *Solid Waste Management Policy* to manage its solid waste based on the principle of "maximizing comprehensive utilization". Regarding waste rock management, waste rock not recycled or used as backfill is disposed of by contracted third-parties. Henan Found contracted its subsidiary, Luoyang Hongfa Building Material Aggregate Co., Ltd., to process the waste rock into construction materials for sale. Guangdong Found contracted a local company for the transportation and disposal of waste rock from the mining shafts, which is also processed into construction materials to further increase the utilization rate of waste rock. In Fiscal 2023, the Company's utilization rate of waste rock for backfill was 49.42%, which had decreased slightly from the previous year mainly due to both the higher volume of waste rock from the higher

production volume of the year and the lower than usual sales of construction material caused by the slowdown of China's real estate market. Regarding tailings management, the Company has built TMFs, tailings dry storage yards, and backfill stations to store dry tailings generated in ore processing, part of which is backfilled into mining tunnels to improve the comprehensive utilization rate of tailings. In Fiscal 2023, the Company's utilization rate of tailings as backfill was 13.11%, an increase of nearly two percentage points from that of Fiscal 2022.

For the domestic waste generated by the employees' living and working in the mining area, we signed the *Agreement on Domestic Waste Transfer and Disposal* with qualified third parties approved by the government

where we operate for centralized collection and disposal. Domestic waste generated by our contractor's working crews is also help reduce cost and ensure better environmental sanitation management of the mines.

During the mining process, silt is generated from in-tunnel drilling operations. The Company adheres to green construction principles and uses silt for backfilling as well. Instead of the traditional backfilling method of transporting to the surface and backfill, we directly bagged the silt for backfilling where it is generated, which not only ensures better conditions in production tunnels but also reduces the emissions from the transportation process.

Waste Discharge and Disposal	Fiscal 2023		
	Ying Mining District	GC Mine	Total
Hazardous waste (tonnes)	26.03	1.81	27.84
Including: Waste engine oil (tonnes)	4.65	1.81	6.46
Waste batteries (tonnes)	21.38	0	21.38
Non-hazardous waste (tonnes)	1,424,120	119,724	1,543,844
Including: Tailings not used as backfill (tonnes)	714,016	119,574	833,590
Waste rock not recycled or used as backfill (tonnes)	709,686	0	709,686
Other non-hazardous waste (tonnes)	418	150	568
Domestic waste to landfill (tonnes)	688	52	740



Case: Guangdong Found's Intelligent Waste Rock Screening Pilot Project Yielded Good Results

The production process in the GC Mine has challenges due to a high rate of waste rock mixing and a poor recovery grade because the majority of the ore deposits there are quite thin. To prevent waste rock from entering the processing stage and affecting production efficiency. The processes once had workers manually pre-sorting at the ore storage. However, it is difficult to manually screen most small and medium-sized waste rock and manual screening may also result in significant metal loss.

To solve this problem, Guangdong Found launched the intelligent waste rock screening pilot project in Fiscal 2023. In March 2023, the XRT intelligent pre-screening system started operating. Using digitally controlled equipment to screen waste rock, the XRT pre-screening technology greatly improves the separation rate of ore and waste rock, which reduces the amount of waste rock entering the processing process, resulting in both lower usage of processing chemicals and lower energy consumption, as well as

a lower amount of tailings from the processing plant which improves service life at the tailings dry yard. In addition to the savings in natural resources, the system also saves on labor costs, effectively reducing the number of workers needed in mining operations by about 40%, reducing operating risks, improving work efficiency, and saving mining costs by more than over \$1 million per year.



The XRT Intelligent Pre-screening System

Dust Control

Silvercorp strictly implements the requirements of relevant policies, regulations and standards on air pollution prevention and control, monitors air pollutants emissions and strives to improve the treatment of air pollution and ensure compliance with emissions requirements. The Company contracts qualified inspection agencies to monitor its air quality regularly and has increased the frequency of monitoring recently.

The Company has formulated the *Company Dust Prevention and Control Implementation Plan*. Focusing on controlling from the source and comprehensive utilization, the Company has developed a targeted plan for dust prevention and treatment that includes measures such as keeping dust-producing processes and equipment enclosed to control dust at the source, upgrading dust control measures in production and transportation operations, and strengthening and modernizing dust control systems and capabilities. The Company also strives to utilize dust where possible. Dust produced by the ore crushing system is collected and mixed with water to become pulp, which is then pumped to the flotation workshop. In Fiscal 2023, the Company compiled the *Environmental Protection Refined Management and Digital Transformation Handbook*,

specifying the different management approaches and control measures for different air pollutants and calling for stronger capabilities to prevent and treat air pollution. Guangdong Found has revised the *Air Pollution Prevention and Control Management Policy* to further strengthen the management of dust control. In addition, Guangdong Found added fog cannons in different locations of the mines to reduce dust.



Using fog cannons to reduce dust

Sources of Dust	Dust Control Approach
Waste rock yard	<ul style="list-style-type: none"> Reducing dust with dust nets and fog cannons.
Transportation roads	<ul style="list-style-type: none"> Conducting regularly clean up along the transportation route, covering up the trunk of the transportation vehicles, and automatically cleaning vehicles entering and exiting our plants.
Ore stockpiles	<ul style="list-style-type: none"> Paving the ore storage facilities with hardened surfaces and using fog cannon for dust suppression; and using sealed ore storage facilities and artificial fog systems to reduce dust in the processing plants.
Industrial site	<ul style="list-style-type: none"> Using wet dust removal equipment and bag filters in the processing plant; installing dust collection equipment and water sprinkling system at dust production points. Sealing up the top space of sifting workshop and ore concentrate storage, collecting air with particulate waste using airtight exhaust, and using bag filters to remove the particulate waste.

Actions in Fiscal 2023

Ying Mining District

- Upgraded roads in mining areas to hardened surface;
- Built a sealed structure over the ore stockpiling areas with artificial fog system, deployed fog cannons in unloading points for materials (ore, waste rock), and installed vehicle cleaning device at the entrance to of mines and processing plants;
- Carried out regular road cleaning, sprinkling and dust suppression.

GC Mine

- Arranged sprinkler vehicles to sprinkle water for dust suppression along the roads under certain weather conditions in mines to reduce dust;
- Conducted regular maintenance of road sprinkling system to ensure stable operation;
- Deployed fog cannons at the unloading points of temporary ore storage sites and waste rock storage sites to improve dust control.



Air Pollutant Management

The Company actively carries out flue gas control and strives to reduce the amount of flue gas generated in its production and operation activities. The Company had decommissioned all coal-fired boilers and replaced them with electric boilers, thus eliminating the emission of sulfur oxides.

Silvercorp manages its air pollutant emissions in an accordance with the requirements of the *Comprehensive Standards for Emission of Atmospheric Pollutants* (GB16297-1996) and the *Standard for Emission Limit of Atmospheric Pollutants* (DB44/27-2001). The Company requires all mines to monitor both unorganized and organized waste gas generated in the mining production process at least quarterly and has formulated a *Waste Gas Monitoring List* with different alert levels set for mines in different geographical locations. The Company also specifies the relevant standards and responsibilities regarding air pollutants in the newly compiled *Environmental Protection Refined Management and Digital Transformation Handbook*.



Dust collection facility



Air Pollutant Emissions

Sulfur oxides (SO _x)		(tonnes) ^{Note 1}	Nitrous oxides (NO _x)		(tonnes) ^{Note 2}
Fiscal 2023	0		Fiscal 2023	614.48 ^{Note 3}	
Fiscal 2022	0		Fiscal 2022	500.07	
Fiscal 2021	0		Fiscal 2021	464.06	

Ammonia nitrogen compounds		(tonnes)
Fiscal 2023	0.474	
Fiscal 2022	0.526	
Fiscal 2021	0.53	

Note 1: Coal-fired boilers have been completely decommissioned in our mines so there are no sulfide emissions.
 Note 2: Contains nitrogen oxides generated by the explosion of dynamite and combustion of diesel and gasoline.
 Note 3: The amount of nitrogen oxide generated this year is relatively high, which is mainly due to an increase in dynamite (ammonium nitrate) used to increase production output of Henan Found.

Biodiversity Management

Silvercorp actively carries biodiversity protection to reduce non-compliance costs, avoid potential penalties, facilitate the efforts to obtain mining licenses, and protect the Company's reputation. The Company abides by relevant environmental protection laws and regulations, such as the *Technical Specifications for Mine Ecological Environment Protection and Restoration Management* issued by the Ministry of Ecology and Environment of China, strictly conducts environmental impact assessments in accordance with the law before entering any project, identifies ecologically sensitive areas, avoids areas prohibited for development due to the ecological red line, and takes appropriate biodiversity protection measures along the whole life cycle of mining operations to minimize or eliminate our environmental impact. Silvercorp is committed to refraining from exploration and mining in World Heritage sites and any area prohibited for development due to the ecological red line, and respecting all internationally required legitimate protected areas, including protected areas in categories Ia, Ib, II, III, IV, V, or VI as defined by the International Union for Conservation of Nature (IUCN).



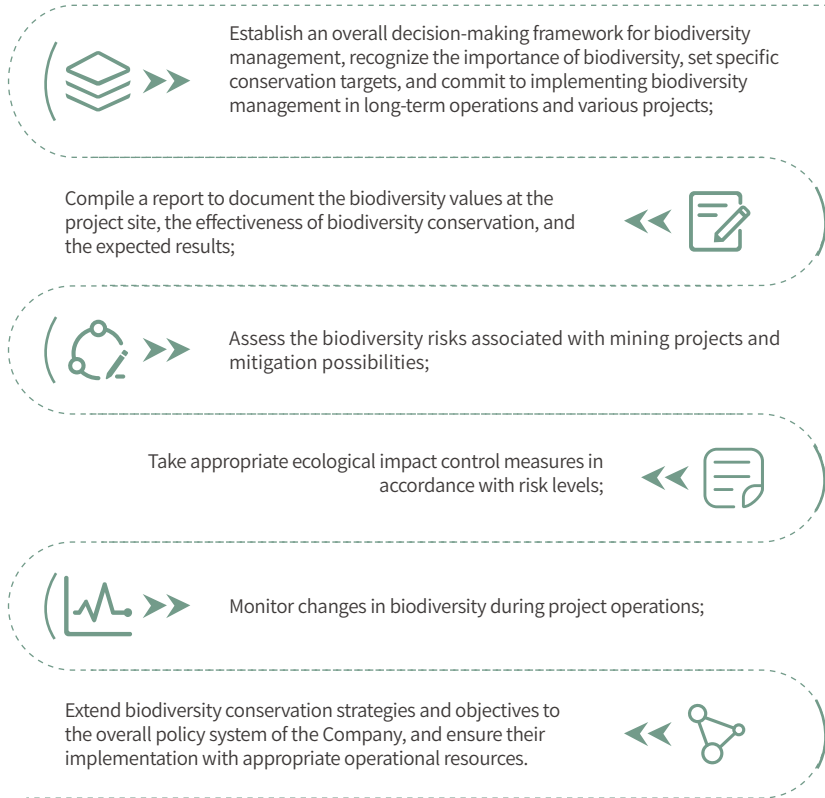
Well preserved biodiversity and ecological environment in our mining areas

Our Biodiversity Commitments

- We will take the initiative to identify ecologically sensitive areas, refrain from exploration and mining in World Heritage sites and any area prohibited for development due to the ecological red line, and respect all internationally required legal protected areas, including protected areas in categories Ia, Ib, II, III, IV, V, or VI as defined by the International Union for Conservation of Nature (IUCN).
- We will conduct biodiversity conservation training annually to foster awareness of biodiversity conservation among frontline workers.
- We will actively take measures to mitigate the negative ecological impact of our production operations.
- We will actively promote our value chain partners to fulfill these commitments.



Implementation Process of Biodiversity Management System



Our Biodiversity Initiatives

- **Improving biodiversity management system**

We strictly abide by the Wildlife *Protection Law of the People's Republic of China*, the *Regulations of the People's Republic of China on Nature Reserves*, the *Convention on Biological Diversity*, and relevant laws and regulations. We continuously optimize our management systems, and guide our mines and operations to pay attention to ecological protection.
- **Avoid damages to biodiversity**

We strictly forbid any exploration, mining, and construction activities in nature reserves and areas within the ecological red line. We take active measures to protect the biodiversity in our mining areas through either on-site protection or relocation and protection.
- **Conduct regular ecological monitoring**

We carry out ecological monitoring around our mines and operations on a quarterly basis to understand the ecological situation in the mining areas and collect baseline information needed for improving the protection mechanism.
- **Implement biodiversity compensation**

We plan to protect local precious plants by building botanical gardens, nature reserves, or wetland protected areas. We also strive to grow ecological compensation forests to offset and compensate for the damages to forest.
- **Raising awareness of biodiversity**

We carry out relevant awareness raising activities on key dates such as the International Day of Biodiversity and the World Environment Day, as well as a variety of other biodiversity education programs and activities from time to time.

In Fiscal 2023, the Company had no incident of biodiversity damage. As of March 31, 2023, none of our mines are situated in protected areas or within or near the habitat of endangered species.

In Fiscal 2023, Henan Found carried out biodiversity risk identification during the environmental impact assessment process for its No.3 Processing Plant and the Shimengou TMF. Guangdong Found also made efforts to protect biodiversity, such as setting up guardrails and protective nets round pools to prevent wild animals from falling in. The Company also uses a diverse mixture of trees and shrubs of local species for mining area reclamation to ensure plant diversity and prevent the invasion of alien species.

Acid Rock Drainage

Acid rock drainage may pollute water sources and cause biodiversity damage around mining areas. In Fiscal 2023, the Company implemented the identification and monitoring of acid rock drainage risks in accordance with the *Global Acid Rock Drainage Guidelines*, and identified that there were such risks in GC Mine, Guangdong Province. We actively monitor the risks and have formulated risk mitigation measures to prevent risk events from happening.

The Company also attaches great importance to environmental monitoring in mining areas, and

regularly tests groundwater and soil in mining areas to ensure compliance with relevant standards. In the *Environmental Protection Refined Management and Digital Transformation Handbook* compiled in Fiscal 2023, there are a series of requirements for the locations, approaches, frequency, and implementation standards and monitoring factors for monitoring water, soil, emissions, and noise, laying out a robust environmental monitoring management system that ensures the effective implementation of various environmental monitoring activities.



Acid rock drainage risk monitoring spots of GC Mine

Reclamation and Ecological Environment Restoration

Reclamation and Ecological Restoration

Silvercorp carries out reclamation and ecological restoration in strict accordance with the *Mine Geological Environment Restoration and Mitigation Plan*. Henan Found and Guangdong Found formulate their *Ecological Environmental Protection Work Plan* every year, drawing out the overall plan and dedicated funding request for vegetation restoration for the next year for the head office for centralized approval. The effective implementation of these plans help mitigate the interference caused by our operations to the ecological environment.

The Company continues to optimize the management of land reclamation and ecological restoration, and update ecological protection targets based on actual conditions to make the targets more feasible, so as to minimize

the impact on the local ecological environment with its production activities. The Ecological Restoration section of the *Environmental Protection Refined Management and Digital Transformation Handbook* specifies the requirements for a variety of ecological and environmental restoration activities, including mining area greening and seedling conservation, ecological restoration engineering management, and ecological restoration management of TMFs, etc. In early 2022, the Company set the annual land reclamation target of 6.62 hectares, which had been successfully completed as planned. In Fiscal 2023, Silvercorp completed the reclamation of 9.98 hectares in total.

In Fiscal 2023, the Company implemented environmental protection and land reclamation

tasks of mining areas concurrently with production. The Company also drafted a summary report of its environmental protection and land reclamation efforts in recent years, and organized third-party evaluation of the report. Henan Found formulated reclamation and ecological restoration management policies, such as the *Land Reclamation Plan* and the *Soil and Water Conservation Plan* for the construction of the new Shimengou TMF to ensure better environmental management. In addition, the Henan processing plant stopped using sodium carbonate and reduced the use of zinc sulfate, which further reduced the run-off of ore processing chemicals agents and their impact on the environment, effectively preventing soil acidification and ensuring better growth conditions for plants in the mining area.



Reclamation Methods

- For geological hazards such as collapse sites and landslide sites, we mainly focus on protection which includes slope cutting and levelling, then strengthening through shotcrete-bolt support or a retaining wall.
- For dam surfaces of dry stack TMFs and slopes of waste rock yards, we stack them in a step-like manner, build drainage facilities, level the ground and backfill with topsoil, then plant shrubs, grass, and plants to restore the greenery.
- For slopes next to roads and buildings, as well as those with drainage facilities built at the foot of the slope, we plant climbing plants at the foot of the slope or use a seeder to sow grass seeds.



61,178
saplings planted



2,387
kg of grass seeds sown



Sowing grass seeds in spring time

Mining Area	Regreening Results
Ying Mining District	<ul style="list-style-type: none"> • Planted a total of 53,418 saplings of 23 varieties • Sowed a total of 2,237kg of grass seeds of seven varieties
GC Mine	<ul style="list-style-type: none"> • Planted a total of 7,760 saplings of eleven varieties • Sowed a total of 150kg of grass seeds of eight varieties

Land Reclamation ^{Note1}	2022		
	Ying Mining District	GC Mine	Total
Area with ecological disturbance but not yet reclaimed (ha) (Beginning of Year)	76.62	40.90	117.52
Area with newly caused ecological disturbance during the year (ha)	8.27	0	8.27
Area reclaimed in full year (ha)	5.26	1.36	6.62
Area with ecological disturbance but not yet reclaimed (ha) (End of Year)	79.63	39.54	119.17
Investment in land reclamation and environmental mitigation (millions of \$)	0.39	0.13	0.52

Note1: Data calculated based on the *Land Reclamation Plan and Ecological Restoration Plan*, which is based on calendar year, not fiscal year.



Addressing Climate Change

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Climate Change Risks and Responses

Silvercorp believes that climate change not only matters to energy conservation and emissions reduction, but also matters to the development of humanity. The Company attaches great importance to addressing climate risks, continuously formulating and optimizing climate risk response policies, and formulating and ensuring the effective implementation of emergency management systems and plans.

Based on recommendations by the *Task Force on Climate-related Financial Disclosures (TCFD)*, the Company has identified its key climate-related risks, and is committed to developing an ESG-based action plan/framework to address the outlined climate risks.

In accordance with the goals and principles of the *United Nations Framework Convention on Climate Change* and the *Paris Agreement* and with the ultimate goal of limiting the average temperature increase to within 1.5 degrees Celsius above the pre-industrial level, we consistently improve our GHG emission management mechanism internally, committing to reducing GHG emissions and have set a goal of reducing GHG intensity by 20% by 2030 compared to 2020. Externally, we provide mineral materials to support the global energy transition business and are committed to contributing to Silvercorp's efforts to compact global warming.



Henan Found installing photovoltaic power generation facilities

▶ Physical Risks

Type	Climate Related Risks and Impacts
Short-term Risk	The increased frequency of extreme weather events, such as torrential rains, floods, and typhoons, can lead to the interruption of operations or even the closure of mines, the washing out of roads, and dam failures due to rising water levels in TMFs. This could cause the Company's production capacity to decline, injure employees/ contractors or result in environmental problems.
Long-term Risk	Changes in precipitation and extreme fluctuations in weather patterns can lead to higher infrastructure costs (e.g., extended construction periods, damage to equipment) and higher insurance costs for equipment and personnel.

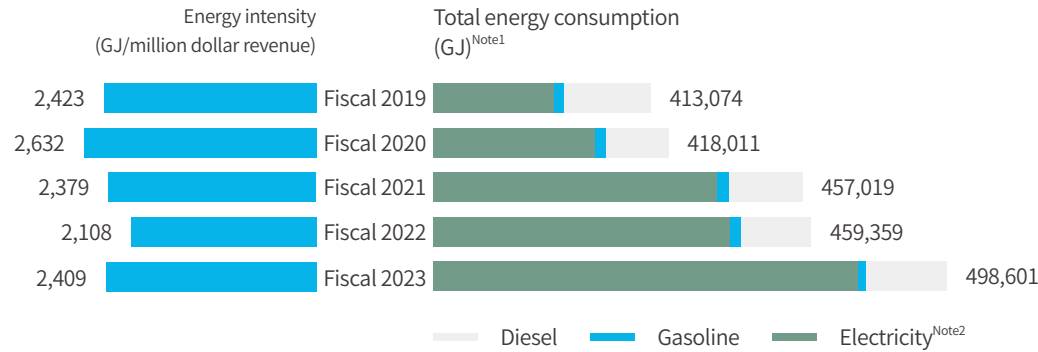
▶ Transition Risks

Type	Climate Related Risks and Impacts
Policy and Law Risk	China will introduce a quota system for carbon emissions, which could increase compliance costs if the Company is included in the national carbon trading market as key emitters.
Reputation Risk	Stakeholders are paying more attention to the Company's response to climate change, natural resource consumption, etc., and unmet expectations may have a negative impact on the Company's reputation.
Market Risk	If downstream customers investigate the carbon emission intensity of unit products, it will increase the uncertainty of the Company's business sales and cause corresponding market risks.

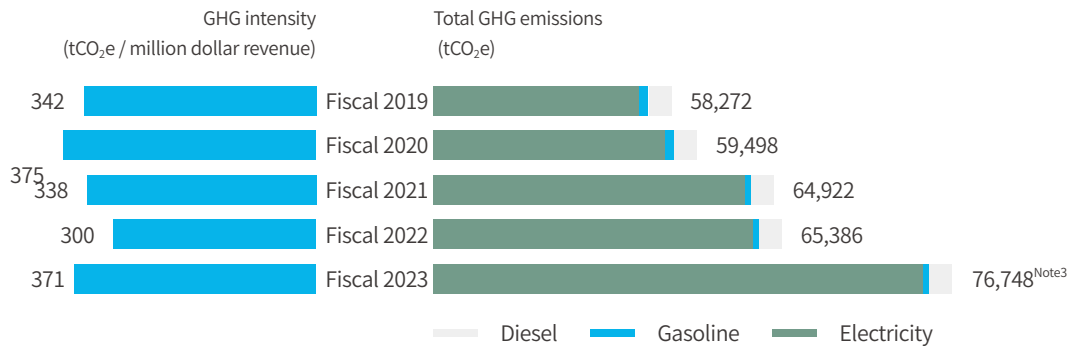
Energy Consumption and Greenhouse Gas Emission Management

The Company continuously strives to optimize its energy structure through a focus on energy efficiency and the circular utilization of resources, seeking to lower energy consumption and emissions and reduce production and operation costs. In addition to phasing out the use of coal, the Company actively explores and carries out pilot projects on new energy utilization, adopts new energy equipment in lighting, transportation, heating, and cooling to improve energy efficiency. In Fiscal 2023, Silvercorp's energy intensity was 2,409 GJ/million dollar revenue; its greenhouse gas emissions intensity was 371 tonnes CO₂-eq/million dollar revenue. Both its annual energy consumption and GHG emissions intensity indicators increased slightly due to the impact of COVID-19 on production and sales.

In Fiscal 2023, Henan Found implemented the photovoltaic power generation project, building a total of 180 KW of installed generation capacity at its processing plant. The project started operating in December 2022. With an estimated annual generation capacity of 190,000 KWh per year, this project is expected to help save 76 tonnes of standard coal, reduce carbon dioxide emissions by 189 tonnes, and reduce sulfur dioxide emissions by 5.7 tonnes annually.

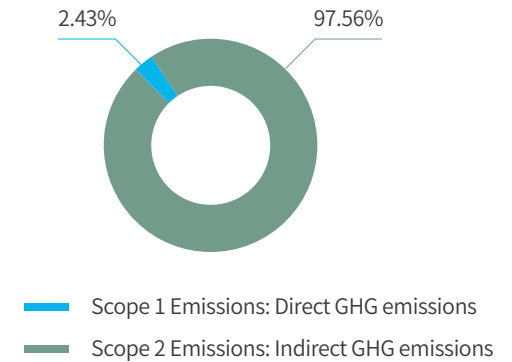


Energy Intensity



GHG Emissions Intensity

Total GHG emissions in Fiscal 2023



Note1: All mining operations of Silvercorp do not use coal or LPG.

Note 2: Electricity used by the Company's mining operations is purchased from the State Grid and the Southern Grid.

Note 3: The increase of greenhouse gas emission data in Fiscal 2023 is mainly due to the adjustment of the conversion coefficient. In accordance with the *Notice on Enterprises Greenhouse Gas Emissions Reporting Management for the Power Generation Industry(2023-2025)*, both mines used a new electricity-carbon emissions conversion coefficient, which is 0.5703tCO₂/MWh (The coefficients used to be 0.5271 for GC Mines and 0.5257 for Ying Mining Districts), for GHG emissions calculation this fiscal year. The new conversion coefficient is slightly higher than the one used in previous years, and led to an increase of 11,176 tonnes CO₂-eq in the Scope 2 emissions data, which the Scope 1 emissions data virtually unaffected.



Risks and Challenges of TMFs

TMFs are usually man-made sources of mudslides with high potential energy, and the collapse or breach of a TMF can be catastrophic for nearby populations, infrastructure, and the environment. Silvercorp places a heightened focus on the safety and environmental risks of its TMFs and puts safety of the people above everything else. The Company actively works with the government and regulators to monitor and check for hazards at TMFs to ensure top-tier safety management.

<p>Flooding</p>	<p>During the flood season, heavy rains may pour into the TMF, which, when coupled with inadequate drainage facilities, could cause flooding and then the collapse of the TMF.</p>
<p>Landslides</p>	<p>A landslide begins with a small crack in the TMF, which slowly grows before finally causing a landslide and dam failure.</p>
<p>Seepage failures</p>	<p>Ongoing seepage can accelerate the formation of TMF dry beaches and the solidification of tailings, making the dam more stable and safer. However, in the case of a poorly designed or constructed dam body or an aging drainage system, the infiltration line of the dam body may become high enough to cause a dam collapse.</p>
<p>Piping</p>	<p>As the water level rises, the gushing water also carries with it more sand and soil. If the sand layer under the dam is hollowed out, it will cause the dam to suddenly fall and even collapse.</p>
<p>Cracking in dam body</p>	<p>Partial collapse or cracking in the dam body resulting from insufficient bearing capacity, improper design of the dam slope, or undesirable cross-sectional size can cause cracks to develop in the dam body and become a channel for concentrated leakage.</p>

Response Measures

Silvercorp strictly follows the *Global Industry Standard on Tailings Management* and the *Tailings Pond Safety Regulations (GB39496-2020)*, and in doing so ensures that its tailings discharge and dam construction are carried out in accordance with relevant design requirements, operation plans, and technical specifications, ensuring effective water level control, flood control, and seepage control. In addition, we have a monitoring system in place to monitor the main technical data of the TMFs in real time and carry out regular inspections for safety hazards. We have also developed a sound emergency management system to ensure the safe and stable operations of TMFs.

The Company intends to explore the efficient management of TMFs with tailings backfilling, striving to continuously increase its tailings backfilling rates and reduce the tailings disposal rate in the next three years. Meanwhile, the Company plans to achieve a 100% comprehensive utilization rate of tailings with technological innovation by the end of 2026, realizing "zero-tailing" mines.



TMF dam slope after reclamation

Systems and Policies

We continuously optimize our TMF management system. In Fiscal 2022, we revised and optimized the following systems and polices:

- *The Safety Management Policy for Control and Seepage Drainage Facilities*
- *The Safety Management Policy for Flood Control Measures and Flood Drainage Facilities*
- *The Safety Management Policy for Tailings Transportation, Dam Building, and Discharge*

Emergency Planning

We have developed emergency plans to enhance the response and preparedness for emergencies and disasters at the TMFs, including the *Comprehensive Emergency Plan for Production Safety Accidents in Dry Stack TMF*, the *Special Emergency Plan for Production Safety Accidents in Dry Stack TMF*, the *On-site Rescue Plan for Dry Stack TMF*, and the *Emergency Rescue Plan for Production Safety Accidents*.

Guangdong Found stipulated a number of TMF management policies, including the *Safety Management Policy for Dry Stack TMF*, the *Safety Inspection Policy for Dry Stack TMF*, and the *Management Policy on 24-hour Monitoring, Inspection and Shift Management for Dry Stack TMF*.

● Online Monitoring

An online monitoring system has been set up in the two major mining areas to support scientific decision-making through real-time monitoring of the safety status at the TMFs and enabling predictions and early warning.

GC Mine: Obtains critical real-time data from the online monitoring system in the dry stack tailings area, such as the infiltration line, the internal displacement, the surface displacement, and the precipitation. The data is synchronized to the Sky Eye and Earth Eye Safety Risk Early Warning and Prediction System for non-coal mine TMFs of the Department of Emergency Management of Guangdong Province, subject to government supervision.

Ying Mining District: The online TMF monitoring system and the key operational data are integrated into the Emergency Management System of Luoyang City, Henan Province and will be connected to the national monitoring platform as required in the future.

● Inspection and Evaluation

We have established a multi-level TMF safety evaluation mechanism for ensuring the stability of the TMF dams, reviewing TMF emergency plans and conducting a TMF safety evaluation every three years, and conducting a dam stability analysis when the tailings dam reaches specified height (which is 1/2 to 2/3 of the final design height for Grade III or lower TMFs and 1/3 to 1/2 of the final design height for Grade I and Grade II TMFs).

We also perform flood routing and a dam stability assessment every year before raining season or other extreme weather events, producing a TMF on-site inspection report and inspecting the relevant flood control facilities.

● Responsibility Management

We have designated personnel for production safety, with each subsidiary appointing a safety engineer with more than ten years of experience responsible for identifying, preventing, and managing TMF risks.

● Public Disclosure

Silvercorp is committed to transparency through disclosure of TMF management in annual sustainability report and via corporate website and news releases.

● Accident Reporting

We have established an open and transparent channel for reporting safety accidents while ensuring strict confidentiality of the identity information of whistleblowers.

We use the Eblog App to facilitate information-based monitoring and problem solving regarding TMFs.



Emergency Plans

Silvercorp strictly abides by the requirements of relevant laws and regulations regarding TMF management, and has established a sound TMF emergency management system and formulated targeted emergency response plans for common TMF hazards, including Comprehensive Emergency Plans for Safety Accidents in Tailings Dry Storage Yard, Special Emergency Plans for Accidents in Tailings Dry Storage Yard, On-site Disposal Plans for Tailings Dry Storage Yard, etc. The emergency plans manage TMF

safety hazards comprehensively from four aspects: accident risk analysis, emergency command bodies and responsibilities, disposal procedures, and disposal measures. In addition, the Company has installed a TMF safety monitoring system in compliance with laws and regulations to ensure real-time monitoring and surveillance of key TMF technical indicators. We also regularly carry out hazard screening inspections to ensure the safe and stable operation of TMFs.

<p>Seepage treatment</p>	<p>Follow the principle of "stop inflow, and drain outflow" to treat seepage, seal leaks upstream of the dam to prevent seepage, and use filtration and seepage measures to allow the seepage water to be quickly and safely discharged without taking away soil particles, so as to stabilize the situation.</p>
<p>Clogged or damaged drainage facilities</p>	<p>When the entrance of the drainage facility is blocked, personnel should be sent to remove the debris at the entrance and stay there to ensure it works properly. In the event of a collapsed drainage well, first, clean up the entrance immediately and identify the cause, then repair the well once drainage is restored. For poor drainage caused by the collapse of the drainage tunnel, if the incoming flow upstream is not strong, shut down to reduce the amount of water entering the reservoir and repair the collapsed tunnel; if the collapse is severe, first make proper evacuation arrangements of the people in the downstream area according to the situation, then take measures to control the dam's drainage.</p>
<p>Crack treatment</p>	<p>Sliding cracks should be treated in combination with the strengthening of the dam slope. Non-sliding cracks. For non-sliding cracks, shallow cracks or cracks in an anti-seepage section can be treated through excavation and backfill; cracks in the dam body or deep surface cracks can be treated with grouting. A combination of excavation and backfill and grouting can be used to treat medium depth cracks due to high water levels or excavation difficulties.</p>
<p>Landslide treatment</p>	<p>When signs of a landslide are found, or a landslide is about to happen but has not yet collapsed, effective measures should be taken immediately to prevent further deterioration. Once a landslide occurs, reliable treatment measures should be taken to restore and reinforce the dam slope and improve the anti-collapse capability. Ensure construction safety during disposal.</p> <p>The basic principle of landslide treatment is to reduce load at the upper part and add weight at the lower part, i.e. to cut the slope at the main crack site and to put the weight at the foot of the dam. Minimize the reservoir water level, and open ditches along the sliding body and the nearby slope to guide seepage so that the seepage water can drain quickly. If the sliding crack reaches the foot of the slope, put weight on first. When treating backwater slope landslides caused by leakage from the earth dam, the water-facing slope shall be treated simultaneously by dumping soil on the slope to prevent seepage.</p> <p>Before landslide treatment, the area shall be covered with waterproof materials such as plastic film, to prevent rain water from seeping into cracks. Intercepting ditches shall also be dug above the crack to divert water from the top of the dam.</p>





<p>Anti-overflow measures</p>	<p>Danger may occur when the drainage facilities have been fully used but the water level continues to rise. Measures should be taken to build sub-dams promptly to increase the water retaining height. In the case that the top of the dam is not wide enough and the soil quality is poor, an ad-hoc sub-dam can be built with earth bags. In particularly urgent situations, extraordinary measures can be taken to lower the water level.</p>
<p>Flood prevention measures</p>	<p>In the event of a flood, first stop the discharge of tailings to the TMF and increase the flow of flood discharge. If necessary, use mechanical force drainage or other measures to lower the water level in the TMF as much as possible. Mechanical equipment and vehicles can be stacked on the dam to increase dam stability. Increase the discharge of the energy dissipation pool in front of the dam to prevent rising water level from affecting dam stability through soaking the food of the dam slope. Plug, fill and compact cracks and pits to prevent further damage to the dam.</p> <p>If the hazard expands and a dam collapse may occur, promptly notify people to prepare for evacuation and actively cooperate with local government authorities to organize people to evacuate and take shelter following the emergency plan of the government.</p>
<p>Measures to prevent dam collapse</p>	<p>When a hazard occurs, first stop the discharge of tailings to the TMF and take measures to maximize the drainage capacity of the reservoir area. Mobilize personnel and vehicles to seal the cracks with sand bags, possibly with the help of mechanical equipment. At the same time, stack gravel on the dam to strengthen dam stability, and the local government shall arrange for the immediate evacuation of people downstream.</p>

Actions in Fiscal 2023

- Henan Found: Installed on-line monitoring equipment for the 13th stage dam surface covering and dam surface ditch restoration project, and the 12th stage dam of the Shiwagou TMF; completed the 10th Dam surface covering and dam surface ditch restoration and the 11th dam stacking and surfacing projects of the Zhuangtou TMF; and evaluated the safety conditions of the Shiwagou and Zhuangtou TMFs.
- Guangdong Found: Invested over \$96,331 to implement the TMF reinforcement project of its tailings dry yard.
- Guangdong Found: Digitalized TMF safety management by adding a new daily inspection form for mechanical and electrical equipment, optimization of existing forms, and adding ten forms in the safety management system of the Eblog app, including five equipment daily inspection forms, four equipment onsite inspection forms, and one form for miscellaneous inspections.



Social Responsibility

Occupational Health and Safety	65	▶
Human Capital Development	76	▶
Respecting Human Rights	82	▶
Building Harmonious Community Relations	88	▶
Strengthening Supply Chain Management	93	▶
Product Quality Management	96	▶

- **0** incident work-related fatalities or serious injury
- **100%** coverage ISO45001 & ISO9001 management system certifications
- **0.25** LTIR reduced consecutively in the last three years
- **30.47** hours Average vocational training hours per employee
- **\$1.1** million charitable donations
- Formulated the **Community Relations Policy** and the **Occupational Health and Safety Policy**

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Occupational Health and Safety

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Occupational Health and Safety Management System

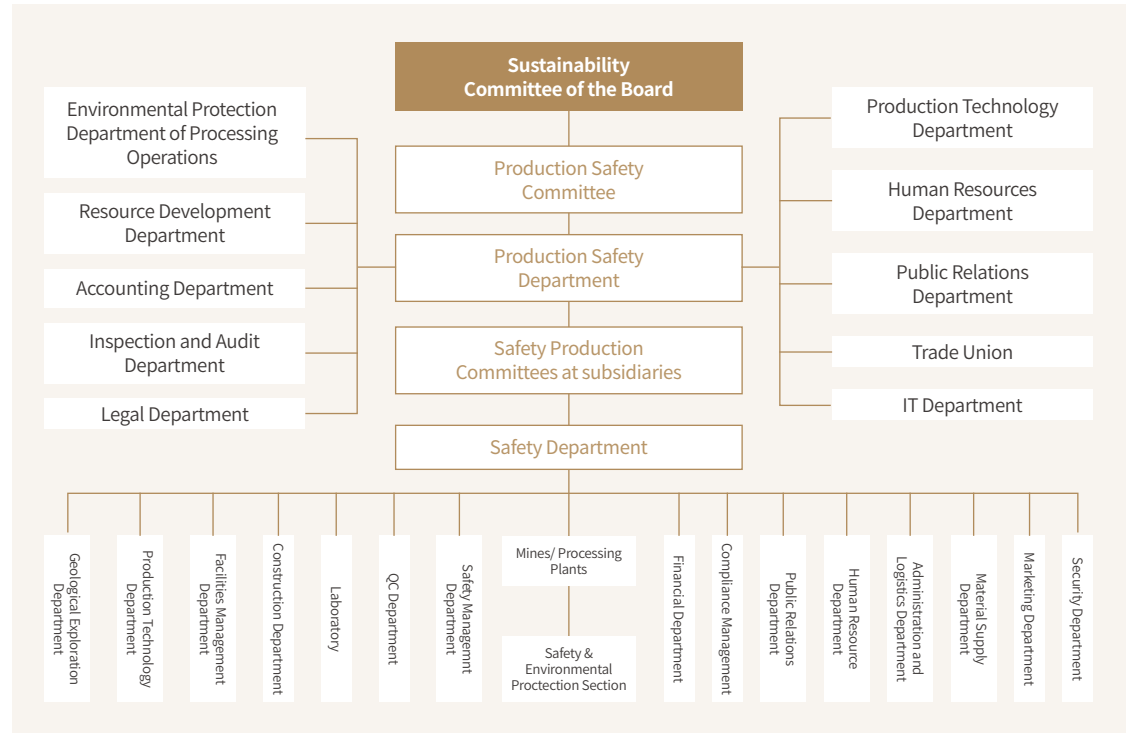
Management System Certification

In Fiscal 2023, Henan Found and Guangdong Found successfully passed the ISO 45001 Occupational Health and Safety Management System Certification, signifying that 100% of Silvercorp's operations are now ISO 45001 certified. Other planned Silvercorp projects will seek ISO 45001 certification as soon as they become operational.

Management Structure

Silvercorp attaches great importance to safety management and has established a robust safety management system. At the Board level, we place production safety and occupational health under the direct oversight of the Board through the Sustainability Committee of the Board. At the management level, we established the Production Safety Committee, chaired by Vice President of Silvercorp China, Mr. Song Hong, with the Safety Management Department of the head office

as the implementation unit, and supported by other departments at the Beijing Management Center. At the implementation level, all of our subsidiaries have set up a Production Safety Committee, with the Safety Department or Emergency Management Department as the operation unit, and the Safety and Environmental Protection Division of the mines and processing plants responsible for the implementation of specific tasks.



Safety Targets

At the beginning of each year, our subsidiaries formulate their *annual Safety Work Plan* and set their annual safety targets. In Fiscal 2023, the Company initiated centralized safety management and formulated a set of universal safety management targets for both Henan Found and Guangdong Found.

Annual Safety Targets

- » 0 incident of work-related death or serious injury (contractors included)
- » Minor injury accident rate below 3‰
- » 0 incident of serious equipment-related accidents
- » 0 incident of major fire, explosion, and poisoning accidents
- » 0 incident of injuries from occupational accidents
- » 100% Safety hazard rectification rate
- » 0 incident of major traffic accidents in mining areas
- » 100% certification rate for special operation personnel
- » 100% pass rate of safety training
- » 100% pass rate of special equipment inspections
- » 100% safety confirmation implementation rate
- » Maintain the title of "Safety Enterprise"

Management Mechanism

Stage 1. Plan

Analyze existing conditions to identify safety problems, which will be studies to identify their causes or contributing factors, and set targets and formulate rectification strategy or plan accordingly.

Stage 2. Do

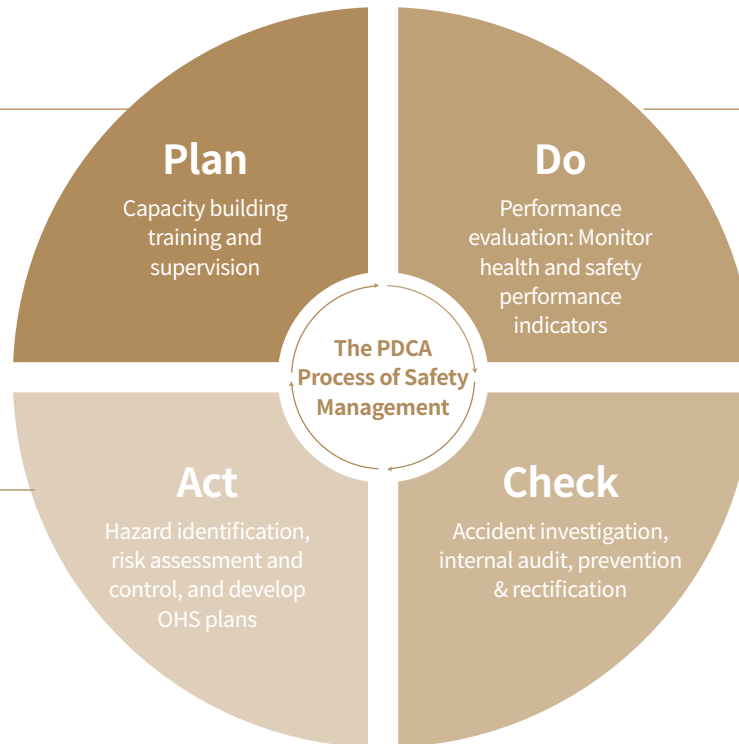
Implement the rectification plan.

Stage 4: Act

Summarize the whole process, including assessment and developing SOPs, to provide the basis for the next round of PDCA cycle.

Stage 3: Check

Check and verify implementation results to see if the expected results are achieved.



Developing Production Safety Policies

Silvercorp strives to build an effective production safety system and has formulated over a hundred of specific safety policies. Starting in 2019, the Company mobilized its internal resources and compiled the *Metal Mine Safety Production Refinement Management and Digital Transformation Handbook*, comprehensively evaluating safety risks and relevant control measures accordingly, and integrating these measures into the digital management process to realize information-based dynamic monitoring of the implementation of safety policies. In Fiscal 2023, we revised a number of safety policies to optimize our safety management, including the *Double Prevention System for Classification Control of Safety Risks and Investigation and Rectification of Safety Hazards*, the *Hazardous Chemical Management Policy*, the *Production Safety Investment Guarantee Policy*, the *Safety Management Policy for Outsourced*

Operations, and the *Hot Work Safety Management and Approval System*. We also improved employees' awareness of safety risks prevention and emergency response by posting safety risk bulletin boards in workshops and revising the *Emergency Plan for Safety Production Accidents*, aiming at further improving employees' emergency response capabilities and better protecting employees' health and safety. We also strengthened the refined management of hazardous chemical materials by revising the classification of hazardous chemical materials and adding diesel to the list for strict control. We followed recent regulatory trends and optimized a number of safety management practices to ensure more strict compliance with safety related laws and regulations in day-to-day work, including optimizing the appropriations and use of safety production investment, safety management

for outsourced operations, and hot work personnel management. In addition, in Fiscal 2023, we released our *Occupational Health and Safety Policy to the public*, allowing our stakeholders to better understand our philosophy and targets of occupational health and safety management.

Policy Disclosure

To view the *Occupational Health and Safety Policy* in full, please click on the file or scan the QR Code.



[Occupational Health and Safety Policy](#)

Actions in Fiscal 2023

- Henan Found and Guangdong Found intensified the implementation of the "Three-Party Safety Confirmation System" further clarifying the scope, personnel, procedure, and supervision and inspection requirements for safety confirmation.
- The Company revised five policies to further improve the timeliness and effectiveness of safety management, including the *Double Prevention System for Classification Control of Safety Risks and Investigation and Rectification of Safety Hazards*, the *Hazardous Chemical Management Policy*, the *Production Safety Investment Guarantee Policy*, the *Safety Management Policy for Outsourced Operations*, and the *Hot Work Safety Management and Approval System*.
- The Company implemented the safety standardization management system and the occupational health and safety system by establishing the Safety Standardization Leading Group, and carrying out self-evaluation and rectification based on the safety standardization scoring checklist.
- Henan Found and Guangdong Found both set their occupational health and safety management targets, including sub-targets for functional departments.
- Henan Found and Guangdong Found carried out the annual review of the occupational health and safety management system, and both successfully passed the annual review.



Production Safety Operation Mechanism and System Guarantee

Dual Preventive Mechanism

The Dual Prevention Mechanism serves as a firewall against safety accidents and consists of two phases: risk classification and risk management. Risk classification provides the precondition and foundation for risk management. Ensuring robust risk classification can help eliminate, mitigate, or control certain risks and reduce the possibility and severity of accidents. Risk management is the next level of risk classification by identifying the failures, defects, or deficiencies of risk control measures and taking proper measures to rectify them.

Silvercorp has promoted the development of the Dual Prevention Mechanism through the establishment of the Dual Prevention Mechanism Safety Standardization Working Group, which works to oversee its planning and implementation. The Working Group links the facility operations database, the work activities database, and the corporate risk database to the results of routine hazard inspections using the Eblog App, ensuring that the processes of risk classification and risk management are recorded in their entirety.

Three-Party Safety Confirmation System

The Three-Party Safety Confirmation System is a comprehensive safety supervision and inspection system initiated by Henan Found. The safety of each mining operation must be inspected and confirmed by three individuals, (1) a senior Silvercorp technical personnel, (2) the Contractor Manager, and (3) a mining crew team leader before it can commence. Any safety risks or deficiencies that are identified must be dealt with immediately and the safety of the operations must be confirmed by the three parties once again, with all three parties present during the whole process. By implementing this system, we can ensure the safety of our operations with "pre-conditioned prevention on each detail, and by all accountable parties."



Risk Management

Silvercorp believes that occupational health and safety-related risks are preventable by improving employee awareness, optimizing management methods, increasing safety investment, and realizing qualitative management. With a continuous focus on occupational health and safety prevention and management, the Company has comprehensively identified, assessed, and classified its occupational health and safety risks, and developed a safety risk assessment list, a risk classification and safety hazard investigation and rectification list, and a major risk list, aiming at eliminating these risks as much as possible. The Company also assessed the risk factors associated with different production posts, equipment and facilities, and work flows from the aspects of personnel, equipment, material, environment, and management. The identified safety risks were classified using the LEC method, with

relevant risk control measures from the aspects of engineering control, management control, personnel protection, and emergency control, ensuing robust risk management based on risk classification.

In Fiscal 2023, we revised and optimized the *Double Prevention System for Classification Control of Safety Risks and Investigation and Rectification of Safety Hazards*, including new requirements for safety risk public reminders, such as posting safety risk bulletin boards in workshops, and the requirement for more extensive risk education and skills training to ensure that all management staff and employees shall have the basic understanding of safety risks and how to prevent them from happening and how to cope with them in emergencies.



Check the water supply facilities

Safety Performance

Safety Accidents	Fiscal 2023	Fiscal 2022	Fiscal 2021
Number of lost time injuries (LTI) (case) ^{Note 1 Note 2}	2	5	6
Lost work time (hour) ^{Note 1 Note 3}	2,194	4,596	3,008
Number of work-related injuries (case) ^{Note 1 Note 4}	2	5	6
Lost time injury rate (LTIR) ^{Note 1 Note 5}	0.25	0.55	0.65
Number of work-related fatalities ^{Note 1}	0	0	0

Note 1: Includes both employees and contractors.

Note 2: Number of lost time injuries are the number of incidents of employees leaving their jobs due to occupational health and safety accidents during work hours.

Note 3: Lost work time (hour) refers to the number of lost work hours corresponding to each lost time injury.

Note 4: Number of work-related injuries refers to the number of lost work hours and casualties defined as work injuries by the *Work Injury Insurance Regulations*.

Note 5: Calculation of lost time incident rate (LTIR): (Number of lost time injuries/Work hours)*1 million hours.

Performance Appraisal System

In Fiscal 2023, we established the ESG Performance Appraisal System, including the million-hour loss of work incident rate (LTIR) indicator into the appraisal system and linking the indicator with the performance appraisal of various management levels to further implement the accountability of safety production management.



Occupational Health and Safety Capacity Building

Safety Awareness Building Activities

Training

The general manager of each subsidiary organizes an annual safety training plan to ensure that every employee meets or exceeds the statutory annual training time requirement of 20 hours. New employees are strictly required to complete a 72-hour safety training program. Mining crews receive regular safety training on the 10th, 20th and 30th day of each month.

Cultural Awareness

Safety themed bulletins, posters, banners, slogans, warning signs, and safety hazard reminders are placed in prominent positions in mining areas to enhance the awareness of the safety culture. Mining crews hold pre-shift meetings and recite the safety oath before work commences.

Activities

Regularly organize and carry out safety activities, such as the Safety Production Month, Family Visit, Safety Lantern Riddle Guessing, Safety Knowledge Contest, and the Safety Awareness Day theme activity, etc.

Assessment Mechanism

Urge employees who violate safety regulations and have poor safety awareness to improve through assessment.



Safety Training

The Company has formulated and implemented the *Production Safety Training Policy* and the *Safety Education and Training Management Policy*, actively carrying out various safety education and training programs to improve the risk prevention awareness and accident prevention and handling capabilities of all workers. In Fiscal 2023, the Company conducted a total of 1,773 safety training sessions, with an average training time of 36.36 hours per person.

Safety Training	Fiscal 2023	Fiscal 2022	Fiscal 2021
Number of safety training sessions	1,773	2,188	2,033
Average safety training hours per worker (hour)	36.36	41.07	34.90
Average safety training hours per employee (hour)	31.37	28.79	20.49
Average safety training hours per contractor (hour)	37.57	41.49	41.50

Emergency Prevention and Response

With a focus on prevention, active response, safety, and people, Silvercorp has established a robust emergency response system. The Company has formulated general and specific emergency plans and on-site emergency response plans and filed them with local emergency management authorities, and established a strong emergency response team, which conducts emergency rescue drills twice a month.

The Company makes annual plans for emergency drills and on-site emergency response drills at the beginning of each year, and actively carries out the drills as planned. The emergency drills cover a wide range of situations involving occupational health and safety, including poisoning and suffocation, falling, fire emergency, explosion of dynamite storage, explosion of pressure vessel, flood control of TMF, etc.

Case: Henan Found Organized Emergency Response Skills Competition



Emergency response skills competition in Henan Found

In Fiscal 2023, Henan Found organized an Emergency Response Skills Competition, during which the company invited instructors from Luoyang Emergency Rescue Center to provide conducting two days of intensive training for its emergency rescue team of employee volunteers and organized an emergency rescue competition in its No.1 Pressing Plant.

In Fiscal 2023, Henan Found conducted a total of 19 special emergency drills, 22 on-site emergency response drills, and carried out 24 emergency trainings.



Management of Hazardous Materials and Civil Explosives

Silvercorp has formulated the *Hazardous Chemical Management Policy* and is committed to strictly complying with the laws, regulations and international conventions of the countries where we operate and does not use any prohibited chemicals. The main hazardous chemicals involved in our operations include nitric acid, hydrochloric acid, sulfuric acid, sodium peroxide, and potassium nitrate. Strict registration is required for the check-in, check-out, and use of hazardous chemicals, which are kept in dedicated storage facilities equipped with both video and personnel surveillance. For explosives such as nitric acid, a cofferdam is built around the nitric acid storage tank area to contain the impact of the damage in case of tank leakage.

Regarding the management of civil explosives, the Company strictly abides by the laws, regulations and international conventions of the country where it operates the production is located, and has formulates the *Management Measures for Civil Explosives*, ensuring the strict filing, registration, and approval of the purchase, check-in, check-out, and use of civil explosives. The Company also strictly manages the annual certificate review and skill training of blasting engineers, and strictly evaluate the safety conditions of explosives depots in mining areas.

Production Safety Investment

In Fiscal 2023, the Company's total production safety investment reached \$4.8 million, which was used to upgrade a variety of safety management equipment.

Production Safety Investment	Fiscal 2023		
	Ying Ming District	GC Mine	Total
Total production safety investment (\$)	3,332,536	1,470,698	4,803,234
Investment in safety equipment (\$)	2,799,507	46,644	2,846,151
Investment in protective equipment (\$)	267,923	395,787	663,710
Inspection fee for safety equipment (\$)	70,414	96,508	166,922
Hazard rectification expenses (\$)	83,886	855,536	939,422
Production safety training expenses (\$)	82,237	19,116	101,353
Others (\$)	28,569	57,107	85,676

Actions on Fiscal 2023

Henan Found

- Designed, purchased, and installed personnel positioning system for mine shafts without such system in LM Donggou mine and LM Xigou mine;
- Installed personnel positioning, monitoring and surveillance, wireless network, and communication systems in the central Shagou mine;
- Upgraded video monitoring and surveillance system for multiple mines;
- Installed online monitoring systems at the 12th TMF Dam for monitoring internal displacement and the infiltration line, and online water level monitoring system for No.6 Shaft.

Guangdong Found

- Contracted a third-party technology company to rebuild the shaft safety monitoring and surveillance system, the personnel positioning system, the communication system, and the broadcasting system, and smoothly completed the interconnection with the early warning system of the Guangdong Provincial Department of Emergency Management. All six major safety systems of the Company function properly in compliance with the *Construction Code for the Six Major Safety Systems for Metallic and Non-metallic Underground Mines*.



Contractor Safety Management

The Company actively implements contractor safety management, applying the same standards for employees and contracted workers. In order to encourage contractor safety, we have included indicators such as contractor safety training and contractor safety performance in daily assessments of the safety management department, allowing our safety management department to apply the whole process safety management of "eligibility-performance-evaluation" to contractors.

In Fiscal 2023, the Company revised the *Safety Management Policy for Outsourced Operations*, adding certain articles of the *Provisions on Strengthening the Safety Management of Outsourced Metal and Non-metallic Underground Mine Engineering Operations* to the Company's outsourcing safety management system to align with the latest regulatory requirements. Henan Found and Guangdong Found actively carried out safety training for contractors. In Fiscal 2023, Henan Found carried out a total of 933 safety training sessions for contractors, with a total participation of 23,132 person-times and a total training time of 5,958 hours, while Guangdong Found carried out a total of 994 safety training sessions for contractors, with a total participation of 4,932 person-times and a total training time of 9,951 hours.

In Fiscal 2023, the Company carried out a total of 1,927 safety training sessions for contractors, with a total participation of 28,064 person-times and a total training time of 15,909 hours.



Warning signs and a technical specification board:

- 当心坠落 (Caution Falling)
- 当心列车通过 (Caution Train Passing)
- 禁止酒后上岗 (No Alcohol Before Work)
- 禁止吸烟 (No Smoking)

主竖井 (Main Vertical Shaft)

罐笼重量 (Cage Weight)	8T
平衡锤重量 (Counterweight Weight)	12.5T
罐笼限乘人数 (Cage Max Capacity)	上下层罐笼 共限乘29人
罐笼限载重量 (Cage Max Load)	10T



Safety Qualification

Review the contractor's mine safety production license and corresponding qualifications and exclude contractors who do not meet the qualification requirements.

Whole Process Inspection

Strengthen the contractors' safety management practices and implement whole-process supervision and inspection of the contractor's operation site, such as managers on-site supervision in mines, mine entry and exit well control of workers, special operator deployment, hazard investigation and management, and occupational disease prevention.

Safety Education and Training

Ensure the continuous improvement of the safety quality and skills of workers with strict safety education and training requirements for contractors, including requiring all workers to complete the three-level safety education and training before working at the mine site; all workers are required to attend monthly safety trainings.

Clarify Safety Management Accountabilities

Sign production safety management agreements with all contractors, clarify their production safety management accountabilities, and urge them to implement production safety management responsibilities, and sign labor contract with workers and purchase accident insurance for workers.

Harmonized Management

Achieve harmonized management of contractors by incorporating contractors into the Company's safety management system, including regular production safety meetings, monthly special meetings on safety, comprehensive safety inspections, three-party safety confirmation, emergency drills, and the use of the Eblog App.

Production Safety Assessment Mechanism

Established the production safety assessment mechanism for contractors, including the annual production safety assessment for contractors, the monthly production safety performance assessment for management personnel of contractors, and the monthly selection of outstanding safety teams of contractors.

Occupational Health, Safety, and Well-being

The Company actively protect the physical and mental health of its employees



Training

We have established and implemented an awareness raising system for occupational disease prevention and control and use special occasions, such as the April Occupational Health Publicity Week and the June Safety Month event, to launch occupational health prevention activities for front-line workers with the theme of "Everything for the Health of Workers." We also organize the participation of occupational health personnel of each mining operation in certified training on occupational health management, and ask them to train our contractors.



Awareness Raising and Education

We regularly organize pop quiz events on occupational disease prevention knowledge. Every March 3rd, we organize the "Ear Caring Day" event to raise employees' awareness and skills in protecting the health of their hearing.



Occupational Disease Prevention

Silvercorp attaches great importance to the prevention of occupational diseases. With the annual review and update of the *Work Plan and Implementation Plan for the Prevention and Control of Occupational Diseases*, the Company has developed an effective occupational disease prevention system and optimizes the system regularly. The Company strictly implements the *Workers' Occupational Health Monitoring and Record Management System* conducts regular employee health examinations, and maintains health records for all employees. We regularly hire qualified third-

party organizations to conduct annual inspections of occupational hazard factors in the office and operating environment and post findings on staff bulletin boards for public review. We also set up warning signs and warning instructions near job posts with serious occupational disease hazards and risks.

The Company provides employees with personal protection equipment that meets national or industry standards and regularly trains employees on their use. The Company also carries out a variety of activities, such

as the Occupational Disease Prevention Law Awareness Week and the Occupational Disease Quiz Competitions, to promote awareness of the *Occupational Disease Prevention Law* and relevant laws and regulations and strives to improve the working and living environment for employees to reduce the occurrence of occupational hazards and occupational diseases. In Fiscal 2023, the Company revised its policy on personal protective equipment management based on feedback and suggestions from front-line workers to better protect the occupational health of employees.

Case: "Everything for the Health of Workers"

From April 25 to May 1, 2022, both Henan Found and Guangdong Found organized the "Everything for the Health of Workers" themed event across their frontline units to raise employees' awareness of occupational disease prevention. A wide variety of activities were organized to create a robust culture of occupational disease prevention and highlight the responsibility for occupational disease prevention, including hanging banners and posters in working areas, distribution of information brochures, organizing trainings for workers, hosting pop-quiz, etc.



Pop-quiz on occupational disease prevention

In Fiscal 2023, Henan Found won the title of "Ankang Cup" occupational health competition in Luoyang City, and Guangdong Found won the title of Guangdong Occupational Health Enterprise, and Fangqin Huang, the occupational health administrator, won the title of "Yunfu Occupational Health Expert in 2022".



Caring for employee health

Mental Health

The Company has equipped each mining area with cultural, sports, and entertainment facilities and equipment and regularly organizes psychological counseling services to help alleviate the psychological impact of work-related pressure, remote life in the mining area, and the mental pressure from the COVID-19 pandemic and promoting the physical and mental health of employees. In Fiscal 2023, the Company provided a total of 11,142 mental health related counseling sessions for employees.

Human Capital Development

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Salary and Benefits

The Company has formulated and implements the *Personnel Management System*, the *Remuneration and Performance Appraisal Plan*, the *Employee Attendance and Leave Management System*, the *Administrative Measures for Seniority Bonuses*, and the *Administrative Measures for Employee Enjoyment Activities* to ensure the effective protection of employees' rights, salaries, and benefits. The Company optimizes its performance appraisal indicators each year to ensure that its performance appraisal process is fair, reasonable, and forward-looking, providing specific requirements and evaluation standards for the comprehensive evaluation of the performance and achievements of employees. In Fiscal 2023, the Company revised the *Silvercorp Remuneration and Performance Appraisal Plan* to further improve the objectivity and rationality of the remuneration appraisal system by dividing *task target indicators* into two categories: production-based task target indicators and position-based task target indicators.

Compensation Policy

Silvercorp offers competitive compensation packages in where it operates. Employee compensation consists of two parts: fixed pay and variable pay. Fixed pay consists of base salary, position subsidies, benefits (meal allowance, holiday fees, etc.), while variable pay includes monthly and annual performance bonuses that are linked to monthly and annual assessment results, fixed bonus that is linked to the Company's operating profit, and other bonuses.

Compensation Structure					
Fixed Pay			Variable Pay		
Base salary	Position subsidies		Monthly performance bonus	Annual performance bonus	
Benefits (meal allowance, holiday fees, etc.)			Fixed bonus	Other bonuses	

Benefits Policy

Adhering to the *Labor Law of the People's Republic of China*, Silvercorp provides all employees in China with the "5 insurances and 1 fund" required by law, implement national leave regulations, and provides a series of people-centric benefits for employees, including providing commercial insurance for employees and allowing flexible vacation and leave mechanisms.

Insurances

The Company pays into the "5 insurances and 1 fund" for all employees, namely pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing fund. In addition, the Company also purchases group accident insurance protection for all employees, as well as work safety liability insurance for applicable frontline employees.

Vacations and Leaves

The Company strictly implement national leave regulations, its own seniority-based paid annual leave system, and all statutory holidays. For working hours, the Company implements the eight-hour workday, with employees not in mining areas taking two days off each weekend, and employees in mining areas can enjoy their congregated vacation time per month at their discretion in accordance with the congregated vacation system.

Accommodation

For employees in mining areas, the Company provides them with free accommodation and reimburses their roundtrip expenses to visit their families; for employees not in mining areas, the Company provides meal allowances on work days. In addition, the Union prepares gifts for employees on public holidays and other special occasions, and provide summer caring packages for employees during hot days in summer.

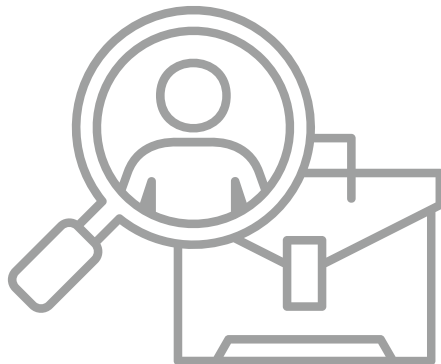


Training and Development

Silvercorp understands that a productive workforce is critical to achieving high-quality and sustainable development. In order to attract, retain, and develop the talent it needs, we have developed diversified recruitment channels and systematic cultivation mechanism, aiming at allowing an increasing number of talent to join us and grow together with us.

Talent Recruitment

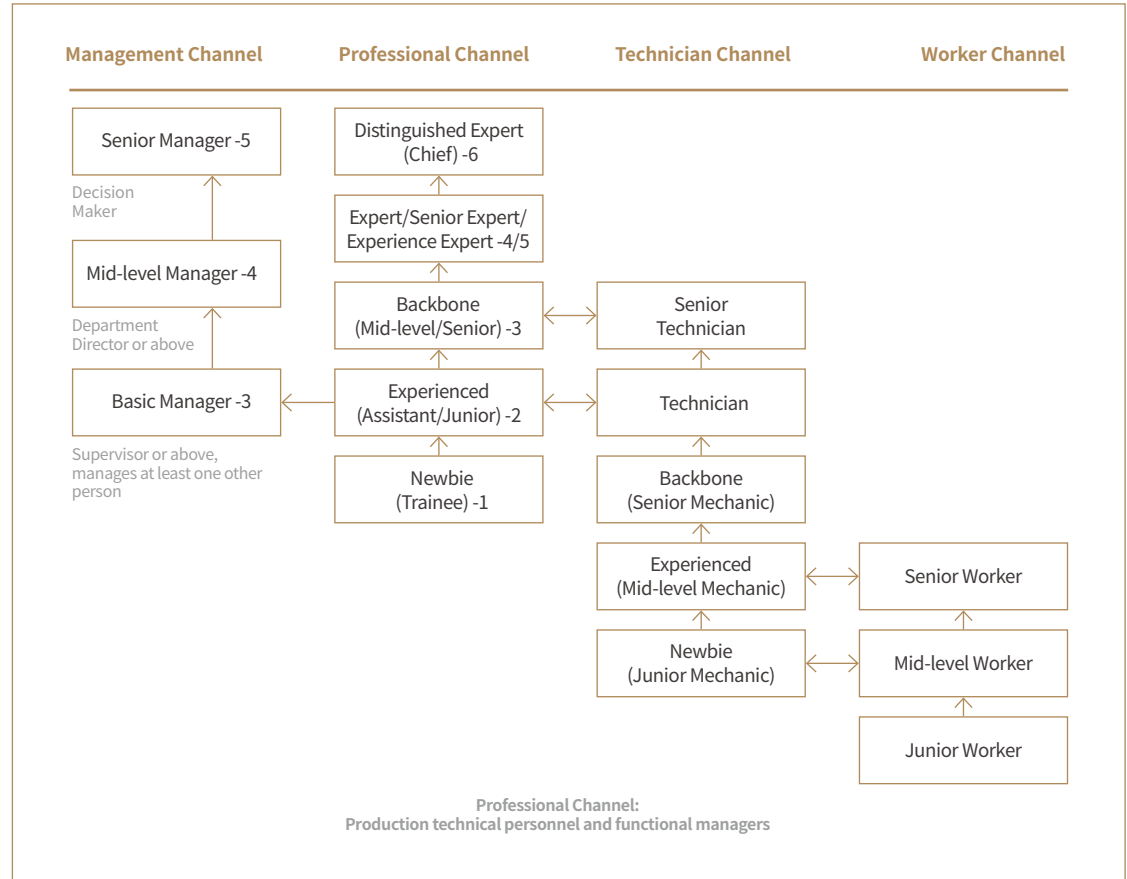
The Company has formulated a sound recruitment management system. With a forward-looking demand for talent, the Company continuously brings in talent and optimizes its talent structure so as to build a robust and systematic pipeline of talent. The Company makes and executes its annual human resources plan, relying mainly on campus recruitment, open recruitment, and internal referrals. Employees who make successful internal referrals receive a bonus in accordance with the *Internal Referral Management Approach* of the Company. In Fiscal 2023, we revised this policy to give greater incentive to attract talent. Both Guangdong Found and Henan Found actively carried out campus recruitment to attract new talent, and recruited a significant number of specialized talent in mechanical and electrical engineering, ore processing, mineral exploration, and safety management through campus recruitment and internship programs.



Career Development

Silvercorp implemented the *Sequence and Rank Evaluation Program*, providing two career development channels for qualified workers, the Professional Channel and the Management Channel. Channel switching is allowed depending on the specific needs of employees

and the talent need of the Company. At Silvercorp, we respect the right of employees to make their own career choices, and encourage them to make full use of their capabilities and talent on Silvercorp's career platform.





Performance Appraisal

The Company has developed a fair performance appraisal system and carries out performance appraisal in accordance with the *Performance Appraisal Management Manual*, making sure that all appraisals are motivating and effective, focusing on the outcome of employees' work while also paying attention to their work processes. The Eblog App tracks the entire business process, which not only enables the full traceability of the work process but also ensures fair and just performance appraisals supported by data analysis, such as historical data and analysis on staffing, work intensity, and work quality.

Vocational Training

The Company stipulates the basic principles, responsibilities, and internal training systems for carrying out employee training in the *Training Management System* and the *Talent Development System*, making employee training more professional and standardized. The Company has also formulated the *Mentoring Management System* to help new employees better understand the scope of their work and help them get familiar with their working environment.

The Company also updates its annual training plan each year, which contains different training plans at company-level, departmental level, and personal levels. Building a comprehensive training system covering topics such as safety, business operations, professionalism, general education, and a closed-loop training management system. Which consists of training and supporting arrangements such as post-training survey and feedback.

The Company has established an internal training team and developed courses for internal training based on their expertise, continuously optimizing the course materials. The Company also invites external experts and consulting agencies to give lectures to ensure that employees have the necessary knowledge and skills. In Fiscal 2023, the Company organized 1,590 employee training sessions, for a total training time of 42,500 hours, with an overall participation of 15,783 people.

Silvercorp's Vocational Training System

New Employee Orientation

HR Department organizes a 5-day orientation training for new employees each month. The training contents include: organizational structure, corporate culture, human resources management policies, company rules and regulations, safety training, on-site visits, refined management manuals, etc. In addition, the department of each new employee is required to assign someone to act as a mentor for three months to help the new employee better integrate and adapt to the new environment.

Vocational Skills Training and Certification

Both Henan Found and Guangdong Found have the qualifications to independently identify the skill levels of a variety of jobs they filed, and actively carry out training for vocational skills. In Fiscal 2023, Henan Found and Guangdong Found continued to carry out vocational skill level certification.

Employee Mentoring

Each new employee is assigned a mentor, and both will sign a mentoring agreement. The HR Department releases the mentoring tasks every month accordingly and reminds each mentor to carry out the mentoring responsibilities in a timely manner.

Departmental Training

Each department is required to submit its monthly training plan every month, HR Department will assist and urge them to complete their training tasks. For additional training needs, the department can make their own arrangement, and HR Department will monitor and ensure their implementation.

Academic Degree Advancement

The Company has been cooperating with third-party training institutions for consecutive years to provide education and academic degree advancement support to help employees pursue their academic advancement needs.

Safety Training

The Company actively carries out various safety education and trainings to enhance the risk prevention awareness and accident prevention and control capabilities of all operators.

Vocational Training	Fiscal 2023			
	Ying Mining District	GC Mine	Administration	Total
Investment in vocational training (\$)	57,161	20,006	5,602	82,769
Coverage of vocational training (%)	100	100	100	100
Number of training sessions	1,254	272	64	1,590
Participations in vocational training(person-time)	7,872	7,080	831	15,783
Total training hours (hour)	34,586	7,386	528	42,500
Average training hours per employee (hour)	32.66	25.24	35.53	30.47
Average training hours per male employee (hour)	28.2	24.98	49.41	28.15
Average training hours per female employee (hour)	26.21	26.31	29.41	27.03
Average training hours per senior manager (hour)	39.81	34.24	40.67	37.74
Average training hours per mid-level manager (hour)	44.82	39.20	38.67	43.09
Average training hours per non-management employee (hour)	25.34	23.80	44.91	25.68

Case: Carrying Out the First Vocational Skill Level Certification

In Fiscal 2023, Silvercorp obtained the qualification to independently evaluate vocational levels and establish its own vocational skill level certification filing system, allowing the Company to independently provide vocational skill level certification, regarding the job categories it was authorized. Henan Found and Guangdong Found carried out its first vocational skill level certification in May 2022 and October 2022, respectively, giving employees appropriate vocational skill level certifications based on job seniority, title conversion, and skill assessment. The evaluated employees received elementary, middle and senior vocational skill level certificates, which were recognized nationwide based on their evaluation results. While actively encouraging employees to improve their technical strengths and vocational skills, the Company continued to invest funds and upgrade equipment to create a nourishing career development environment for employees. Encouraging employees to continuously pursue self-enrichment for career development.



Guangdong Found carrying out its first employee vocational skill level certification evaluation

Employee Communication and Engagement

Silvercorp believes that listening to and acting on employee input to be the most direct and effective way to enhance the internal management of an enterprise. The Company strives to create an environment where employees are well informed, deeply engaged, and free to speak their mind by continuously strengthening employee communication mechanisms such as Employee Representative Meetings and management information disclosure. The Company has also established a robust employee grievance mechanism that regularly investigates and reports relevant matters to ensure sound, two-way communication between employees and management to achieve further growth of the Company. In Fiscal 2023, there were no strikes in the Company.



Employee Representative Meeting at Henan Found

Trade Union and the Employee Representative Meeting

The Company and its subsidiaries have set up a trade union, with a union membership rate of 100%. Each trade union organization has employee representatives serving as chair and committee members, and all major issues require all members of the trade union to vote. The trade union convenes the employee representative meeting every year, at which employee representatives discuss and make suggestions on various issues such as company policies, compensation and benefits, and logistical support, review key documents, such as the annual *Labor Union Work Report*, the *Report on the Use of Union Funds* and the *Work Report on Proposal by Employee Representatives*, and submit them for discussion and approval, and review and pass the collective contract of employees.

Ensuring Employee Participation

The Company advocates for transparency, openly communicating key information such as major decisions and operation performance through the corporate affairs bulletin, fully ensuring employees' rights to information, participation, and supervision. Employee representatives actively collect employees' feedback and bring them to the Employee Representative Meeting, making the discussion more significant and effective and truly ensuring the employees' rights to know, review, vote, and supervise on corporate affairs.

Listening to Employee Concerns

Effective and timely listening and responding to employee concerns is a key mechanism for an enterprise to identify and rectify management failures. The Company attaches great importance to listening to employee concerns, regularly conducting surveys on employee satisfaction and employee engagement, setting up employee suggestion boxes, and actively responding to employees' suggestions. In Fiscal 2023, Henan Found and Guangdong Found conducted employee satisfaction surveys on a wide range of topics that closely related to employees' work and life, such as employee training, timeliness of employee consultation and reply, office and living conditions, employee cultural and sports activities, canteen management and food quality, and management policies, etc. The two subsidiaries received 482 and 266 eligible survey result respectively.

Case: Guangdong Found Improved Canteen Service Through Satisfaction Survey

Silvercorp attaches great importance to employee feedback and understanding employee needs. The Company regularly conducts employee satisfaction surveys to collect employee suggestions. In Fiscal 2023, Guangdong Found conducted its regular canteen satisfaction survey to understand employees' feedback on the food and services of its employee canteen. The survey results showed that 90% of employees found its canteen "satisfactory" or above, with overall good satisfaction of the canteen. Regarding the survey results, Guangdong Found convened a meeting of the Food Committee to propose solutions, including regular updates of canteen menus to provide greater food choices. In Fiscal 2023, Guangdong Found added a separate pastry room to meet the diversified dining needs of employees with a greater choice of Chinese pastry food.

Employee Wellness

Due to the remote nature of the mining industry, many of our employees live and work in relatively secluded mining areas. Silvercorp is committed to providing our employees in mining areas with appropriate living conditions and cultural activities. As a people-oriented company, the Company attaches great importance to the needs and

expectations of employees, continuously improve the living conditions of employees, and organizes a variety of cultural and sports activities, so as to creating an assuring, healthy, and dynamic living and working environment for employees.

Improving Employee Living Conditions

In Fiscal 2023, the Company continued to improve the fundamental living facilities for employees in mining areas, including office buildings, employee dormitories, canteens, and gyms, creating a better working environment for employees. The Company also installed water purifiers and optimized canteen menus regularly, allowing employees to enjoy better living conditions and improve their happiness.



Employee canteen

Henan Found

Invested about \$451,002 to expand the complex building of the processing plant, including interior decoration of the activity room, entrance building, road hardening and other facilities, to meet the needs of workforce expansion and provide employees with sufficient space for leisure and entertainment.

Invested about \$486,032 to build a new office building at the No.2 processing plant, which has been put into operation.

Invested about \$86,114 to build a new canteen in TLP Mine, which has been put into operation.

Invested about \$80,276 to build a dormitory building in Houbogou Mine for its 718 workers, which has been put into operation.

Invested about \$21,893 to install a water purifier in the Company office building, supplying purified water to both the office area and the dormitory area; installed automatic water boilers to improve drinking water safety for employees.

Guangdong Found

The trade union applied and obtained 303 books from the Guangdong Federation of Trade Unions, which added to the collection of books in the employee library.

Conducted quality food satisfaction surveys and adjust canteen menu accordingly based on the survey results.

Respecting Human Rights

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As an international mining company, Silvercorp is aware of the importance of human rights protection, and actively promotes its principles in our business, supply chain and the communities where we operate. The Company strictly abides by the *International Covenant on Economic, Social and Cultural Rights*, the *International Covenant on Civil and Political Rights*, the *Convention on the Elimination of Discrimination against Employment and Occupation*, other

international conventions ratified or signed by the Chinese government, China's national human rights action plans, and improves its internal human rights management in accordance with these documents. The Company has publicly released its *Human Rights Statement*, continuously optimizes the human rights protection policies in the *Employee Handbook*, and actively carried out human rights protection awareness training, enhancing its human rights governance

framework in terms of statements, policy formulation, and employee capacity building. In Fiscal 2023, there were no incident of human rights violations, such as child labor, harassment, and forced labor, within the Company. In Fiscal 2024, the Company plans to further enhance its human rights governance capabilities and promote human rights protection for suppliers.

Human Rights Protection Policies

The Company formulated and publicly released the *Silvercorp Human Rights Statement*, striving to act in accordance with the *International Bill of Human Rights*, the *Universal Declaration on Human Rights*, and other relevant international conventions on human rights, and forbid human rights abuses throughout any of its business activities, including the use of child labor or forced labor of any kind. The statement conveys the Company's determination and attitude to fully promote human rights protection to all stakeholders. The Company has also publicly released the *Human Rights Protection Policy* to help its stakeholders better understand its management philosophy and targets for Human right protection management.

Human Rights Related Content in the *Employee Handbook*

As an employer, the Company shall strictly abide by relevant laws and regulations on human rights protection, protect the rights of employees, and prohibit all forms of discrimination and unfair treatment:

- Fully respect the freedom and collective bargaining rights of employees, and sign collective contracts with employees in accordance with relevant national laws and regulations.
- Prohibit all forms of discrimination, such as discrimination based on race, nationality, religion, gender, age, marital status, etc., to ensure fairness in terms of promotion and compensation adjustment of employees.
- Prohibit forced labor and punitive measures.
- Strictly abide by national laws, and prohibit child labor.
- Actively fulfill social responsibilities, and provide employment opportunities to the disabled.

Policy Disclosure

To view the *Human Rights Statement* in full, please click on the link or scan the QR Code.

[Human Rights Protection Policy](#)



Enriching Employees' Lives

The COVID-19 pandemic control measures caused significant disruption in our employees' vacation and travel options. The Company hosted a variety of activities, with the theme of "happy work and happy life", providing employees with a family-like warm living environment and rich cultural choices to enhance cohesion and teamwork among employees.

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Employees participating in various recreational activities



Actions in Fiscal 2023

Henan Found

- Organized a group birthday party each month and employees who were born that month will receive gift from the Company in a home-like party where our employees mingle and share their happiness.
- In April 2022, co-hosted the "Found Cup" photography competition with the Xiayu Township government, and the event received over 300 photography submissions.
- In April 2022, organized the "2022 Healthy Running and Say No to Epidemic" Employee Spring Jogging Competition. A total of 186 employees in the Company participated in the competition.
- In May 2022, 28 single employees of the Company were selected to participate in the "Romance in May" Concert for Young Workers organized by the Luoning County Federation of Trade Unions.
- In September 2022, the Company hosted the 2022 "Love and Reunion" Mid-Autumn Festival celebration, attracting over 1,000 people from nearby villages.
- In September 2022, invited Luoyang Federation of Trade Unions' "Chinese Dream, Beauty of Labor, and Caring Trade Union" touring performance for grassroots units of the Company, and over 300 people watched the performance live.

- In October 2022, over 700 employee contestants competed on the 2022 Fall Workers Games in eight regions by their mining areas.
- In February 2023, more than 100 employees participated in the Golden Rabbit CNY celebration.
- In February 2023, contracted professional medical examination institutions to come to the Company to conduct annual physical examinations for employees, and more than 910 employees received physical occupational disease examinations and health check-ups.
- In March 2023, organized an awareness raising program for women's right, inviting lawyers to give a lecture on marriage and family related legal issues, further enhancing the employees' awareness of protecting their legitimate rights, and creating a supportive atmosphere for the protection of women's rights.
- In March 2023, organized a special International Women's Day celebration that participated by 64 female employees.

Guangdong Found

- Organized a group birthday party each month and employees who were born that month will receive gifts from the Company.
- In September 2022, nearly 100 employees from 27 teams from various departments competed in the Fall Employ Games.
- In February 2023, we organized a grand lantern riddle party for employees to celebrate the Lantern Festival.

- In March 2023, launched the Silvercorp International Women's Day series events focusing on women's empowerment, inviting lawyers to give lectures on the protection of women's rights, and organizing a 3km jog for female employees.





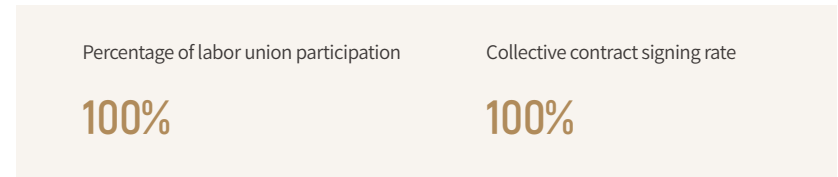
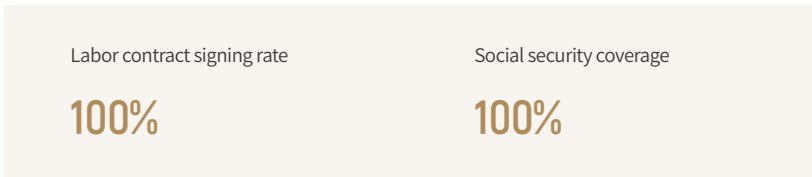
Trade union representatives visiting a sick employee

Supporting Employees in Need

In addition to allocating economic resources to employees in need by providing employment opportunities, the Company also supports employees in need with caring and financial support through the trade union, which maintains a list of employees in need and ensures that their conditions are duly taken care of. In Fiscal 2023, the Henan Found trade union donated funds to 32 employees who suffered major incidents such as severe diseases or deaths of immediate family members and paid visits to 33 employees in difficulty; the Guangdong Found trade union organized condolence visits for two employees.

Employee Rights Protection

In Fiscal 2023, the Company had no incident of forced labor, nor did it employ any child labor (under the age of 16). The Company has signed the *Collective Salary Negotiation Contract*, the *Special Collective Contract on Workplace Safety and Health*, and the *Collective Contract for the Protection of Special Rights and Interests of Female Employees* with the trade union to protect the legitimate rights of employees.



In order to protect the basic rights of employees, the Company has established trade union organizations and the employee representative meeting as the primary communication channels for employee engagement. For detailed information, please refer to Section Employee Communication and Engagement(P80) for details.

The Company has established a robust employee grievance mechanism. Employees can use hotline or e-mail to report any violation of the human rights and other legitimate rights of employees, such as harassment, discrimination, and forced labor, etc. For detailed information on the whistleblowing mechanism and the whistleblower protection system of the Company, please refer to Section Whistleblowing Mechanism and Whistleblower Protection(P31) for details.



Promoting Gender Equality and Diversity

Silvercorp recognizes that systemic gender inequality, and other forms of discrimination exist, and that industries and corporations need to do more to improve diversity and representation at all levels. Silvercorp is committed to eliminating everyday gender inequality in the workplace.

Key Actions to Progress Inclusion, Diveristy, and Equity

The Company has expanded training programs on a range of equity, diversity, and inclusion related topics for all staff. For hiring mangers, additional training has included bias awareness. For the Labor Union, there is a Labor Union Female Workers Committee that partakes in the formulation and revision of regulations to ensure that there is representation for female employees for all key career decisions such as employee recruitment, compensation, promotions, and operations. The Company also organizes events and programs to support the advancement and development of under-represented groups. The Company is committed to ensuring pay equality, equal opportunities, and rights for all employees.

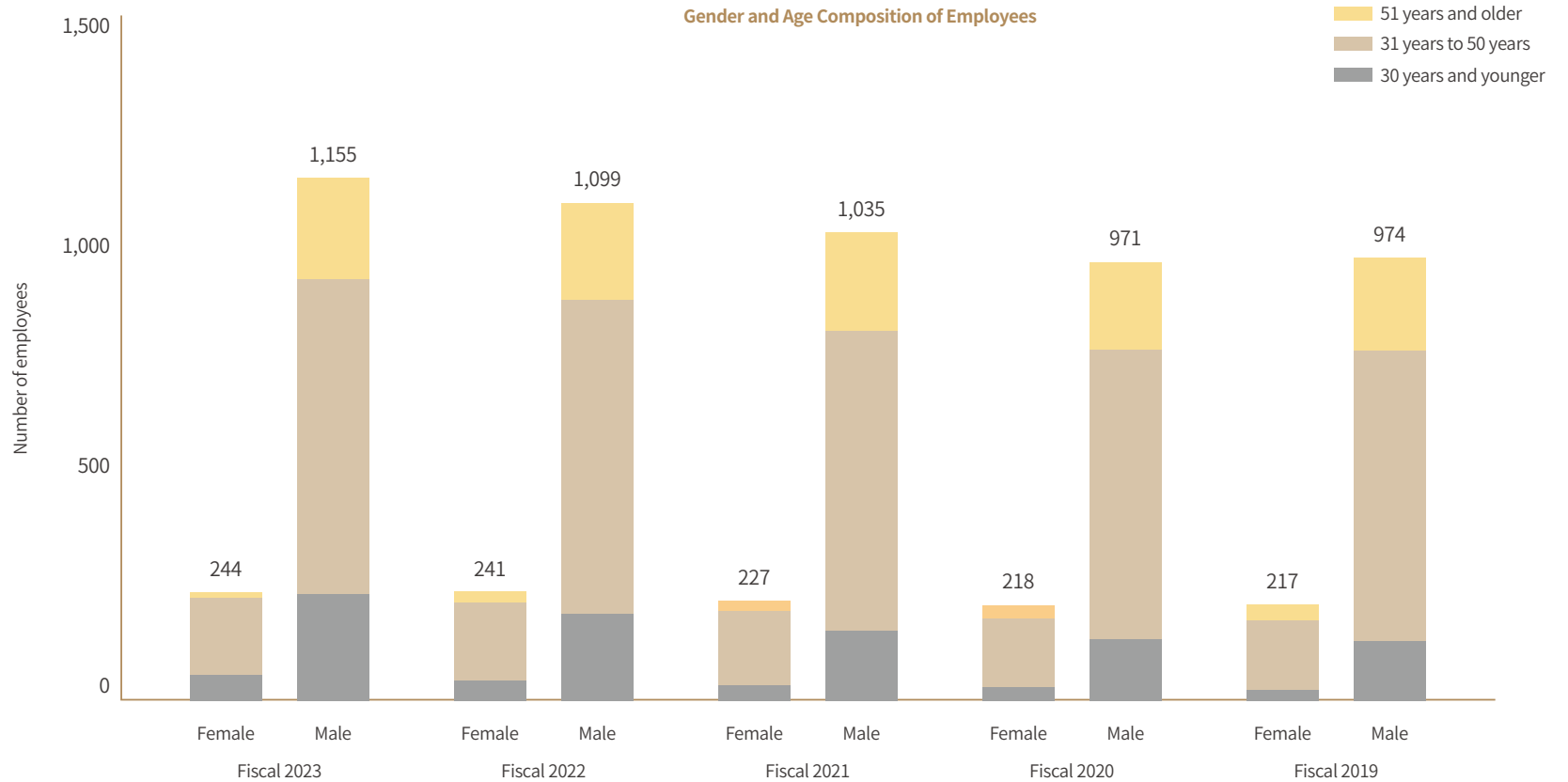
Employee Parental Leave	Fiscal 2023			
	Ying Mining District	GC Mine	Administration	Total
Number of female employees taking parental leave	3	1	1	5
Number of male employees taking parental leave	17	4	1	22



Employee Diversity

As of March 31, 2023, Silvercorp had a total of 3,890 workers, including 2,491 contractor employees and 1,399 company employees. Among its own employees, female employees accounted for 17% of all employees and 20% of management staff. The Company is committed to continuously promoting diversity, aiming at building a diverse and inclusive mindset and culture and creating more possibilities for the Company's long-term development. The Company have set a target of female employees account for 20% of all employees by 2030. Although this goal is a challenge for mining companies to plan for employment, we will actively expand the scope of recruitment to promote the achievement of the goal.

Employee Diversity		Fiscal 2023	Fiscal 2022	Fiscal 2021
Total number of employees		1,399	1,340	1,262
Gender diversity	Total number of male employees	1,155	1,099	1,035
	Percentage of male employees(%)	83	82	82
	Total number of female employees	244	241	227
	Percentage of female employees(%)	17	18	18



Building Harmonious Community Relations

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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

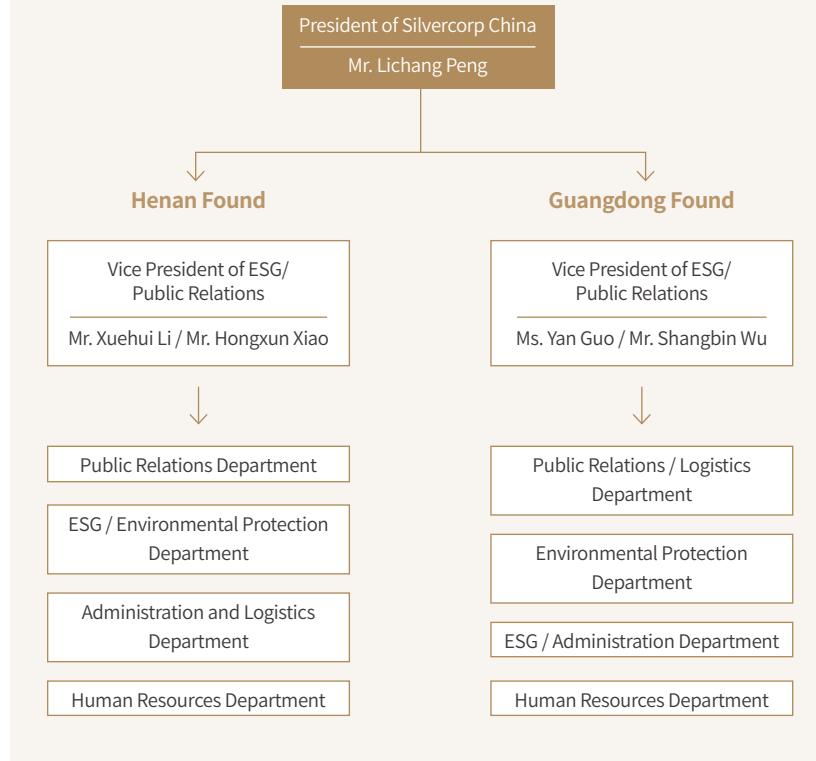


In Fiscal 2023, there were no incidents of stoppage due to tensions between the Company and the communities in its mining areas. In addition, the Company do not have any mining areas located in conflict areas.

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

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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

Strengthening Supply Chain Management

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Responsible Supply Chain

Silvercorp adheres to the concept of "responsible production and operation", and encourages suppliers to adopt green practice and pursue sustainable development. The Company also promotes the principle of transparent procurement and gives priorities to local procurement to support the development of local economy.

Green Procurement

The Company implemented the Green Procurement Action Plan, requiring the prioritized procurement for conventional supplies with mining products safety standard (KA/MA), ISO9001, ISO14001 and other management system certifications. Conventional products, including mineral processing chemicals, iron balls, mining cables, steel cables, mining hoisting equipment, fans, electric locomotives, electrical materials, power distribution equipment, light rail, and steel profiles, with the above-mentioned certifications will be given priority compared with products with comparable performance. The Company also encourages suppliers to apply for relevant certifications, which not only help ensure quality, but also facilitate the development of a green and sustainable supply chain.

In Fiscal 2023, we continued to increase our spendings on green procurement. Henan Found increased its investment in replacing old equipment, materials, and vehicles, and purchasing new energy efficient equipment, spending a total of about \$2.09 million; Guangdong Found purchased more energy efficient vehicles with a total spending of about \$168,579.

Green Procurement Requirement for Suppliers:

- Added compliance requirements for raw materials, production process, and environmental performance of suppliers into the procurement contract, giving priority to products with non-polluting or low-polluting production processes, and forbidding the procurement of products produced with prohibited processes.

- Regarding product packaging, required suppliers to meet national, regional, and industry environmental standards and avoid using excessive packaging.

- Regarding product logistics, required suppliers to comply with relevant regulations, and ensure that the transportation vehicles meet the China V emission standards or above, and meet the national cargo transportation load requirements.

Localized Procurement

Silvercorp understands that we owe our success to the support of the government and the people where we operate. We prioritize local procurement to contribute to the development of local economies. The Company has signed long-term cooperation agreements with some local suppliers. For consumable materials such as construction materials and production procurement, the Company prioritizes local procurement to support local suppliers and help reduce the Scope 3 carbon emission from the transportation process.

Percentage of Spending on Procurement from Local Suppliers (%)	Fiscal 2023	Fiscal 2022	Fiscal 2021
Ying Mining District	69	68	79
GC Mine	24	22	22

Transparent Procurement

Silvercorp ensures the openness, fairness, and transparency of procurement with professional conduct, management methods, and accountability mechanisms. The Company has formulated a number of policies, including the *Bidding Procurement Management Policy*, the *Bidding Procurement Work Flow* and the *Approval Procedure for New Suppliers* to provide policy guidelines regarding procurement management, and continuously optimize procurement practices, choosing differentiated procurement methods based on the products and market competition to ensure greater openness and transparency. The Company uses bidding as the main method and price inquiry and comparison as the supplementary methods. The Company also strictly implements the *Bidding Procurement Management Policy* and requires all bidders to sign the *Anti-corruption Commitment*, ensuring an open, fair, and transparent procurement process by focusing on professional ethics, management, and accountability. The Company has established a supply chain anti-corruption mechanism, ensuring a transparent and simple procurement process with open information, fair process, and fair results of bidding procurement, to build a healthy and transparent supplier cooperation system and achieve mutual benefit and grow together by significantly improving the quality of suppliers and the market competitiveness of the Company's products.



Supplier Management

The Company continues to improve its supplier management, bolstered by policies such as the *Supplier Evaluation Management Regulations*, the *Supplier Evaluation Work Flow*, the *Approval Procedure for New Suppliers*, and the *Qualified Supplier Directory*, aiming at building a highly efficient, transparent, and supplier-friendly system.

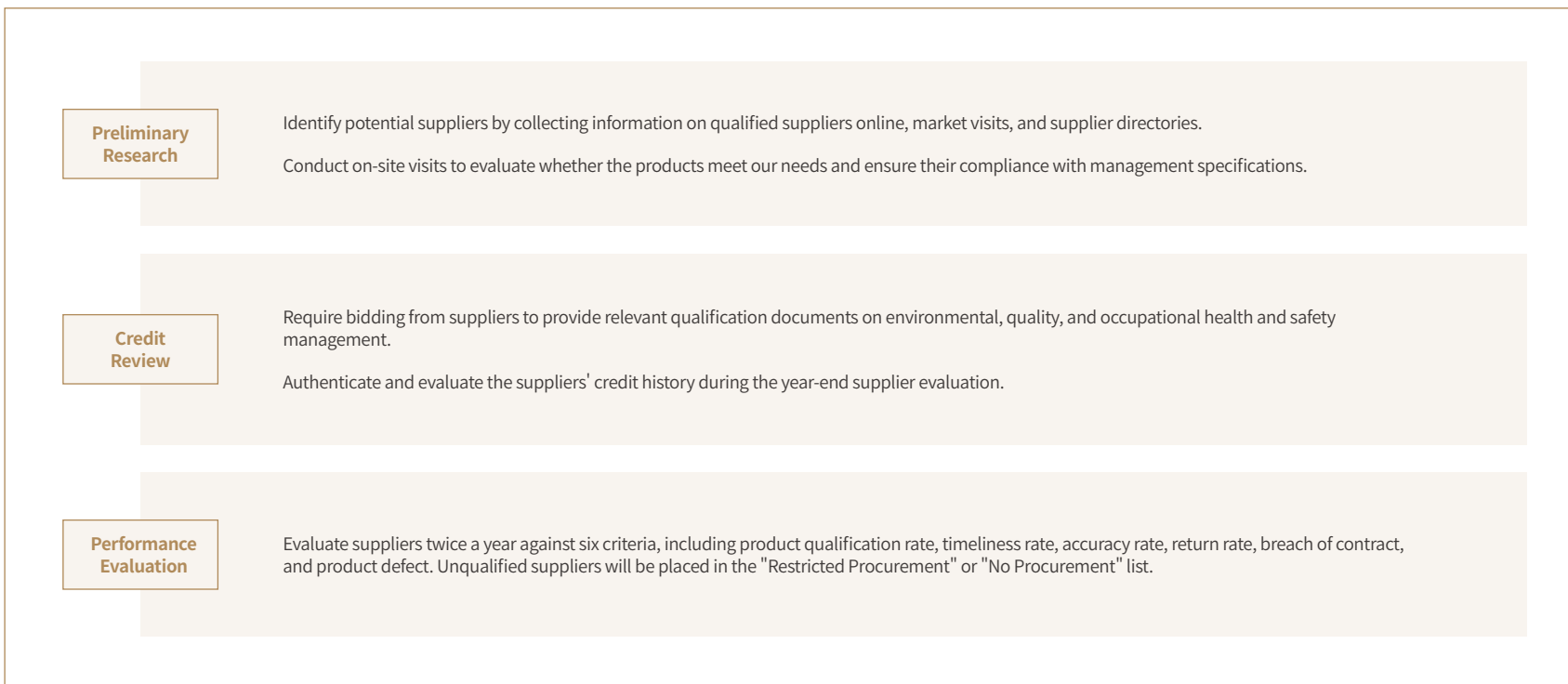
Silvercorp manages its suppliers in a dynamic way, including both supplier selection and responsible procurement. In the implementation of daily procurement, the Company uses references from Credit China, Tiyancha.com, and China Mining Products Safety Approval and Certification Center to help identify suppliers listed as untrustworthy or risky and preventing them from participating in the procurement process. At the beginning of each year, the Company reviews all existing suppliers in its system. At the end of each year, the Company consolidates the information of active suppliers during the year, and conducts a credit checking of the suppliers. Suppliers with relatively large numbers of orders or with large amounts of complaints will be subject to evaluation. At least 80% of all suppliers shall be evaluated. All suppliers are managed hierarchically according to their evaluation results.

Henan Found has formulated and released the *Supplier Hierarchical Management System (Trial)*, under which suppliers are managed in five categories (A, Excellent; B1, Good; B2, Qualified; C, Quasi-qualified; and D, unqualified) and included in the NC system for hierarchical management based on the evaluation results of their credit history, product conditions, cooperation history, and after-sales service. The categories are adjusted every six months.

Silvercorp strictly implements its integrated supplier management practice that involves supplier approval, on-site inspection, and supplier evaluation. In Fiscal 2023, Henan Found conducted a qualification review on the applications of 111 suppliers, and all 111 suppliers were qualified and approved, with an approval rate of 100%; Guangdong Found conducted a qualification review on the applications of 50 suppliers, and all 50 suppliers were qualified and approved, with an approval rate of 100%.

Silvercorp is committed to growing together with suppliers. We evaluate the supplies against six criteria, namely product qualification rate, timeliness rate, accuracy rate, return rate, breach of contract, and product defect, based on which we implement differentiated management. Suppliers with shortcomings identified are urged to make timely rectifications and enhance their awareness of responsibilities to work with us and create a mutually beneficial and win-win ecosystem by fulfilling responsibilities together.

Supplier Evaluation Work Flow



Suppliers in Fiscal 2023

Henan Found

Total number of suppliers: 378

Products of top five suppliers: explosives, electric cables, light rail, steel balls, steel profiles

Guangdong Found

Total number of suppliers: 143

Products of top five suppliers: explosives, cement, steel balls, chemicals, equipment parts

Supplier evaluation rate	Contract legal compliance review rate	Contract fulfillment rate	Contract complaint rate
100%	100%	100%	0%

Product Quality Management

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Responsible Production

Management System Certification

Silvercorp is committed to providing customers with quality products and efficient and premium services. In Fiscal 2023, both Henan Found and Guangdong Found successfully passed the annual evaluation of Quality Management System Certification, the Occupational Health and Safety Management System Certification, the Environmental Management System Certification, and the Energy Management System Certification, with certificates recognized by 33 countries and organization members (including QMI in Canada) of IQNET. The continuous passing of management system certifications signifies

that the operation and management of the two subsidiaries meet the requirements of the ISO series of international standards. During the certification process, the two subsidiaries optimized internal systems, established regulations and improved internal management to help the Company better develop its main business and fulfill social responsibilities.

Product Responsibility

Our products comply with the ISO14001 Environmental Management System Certification and the ISO45001 Occupational Health Management System Certification. Henan Found and Guangdong Found manage their production operations in strict accordance with the ISO9001, ISO14001, and ISO45001 management systems, ensuring comprehensive and systematic management of product quality, environmental protection, occupational health and safety, etc.

We strictly abide by various local laws and regulations, and conduct self-inspection to ensure compliance and prevent violations from occurring. In Fiscal 2023, the Company had no incident of a customer complaint or product recall due to safety and health issues of products or services. In Fiscal 2023, the Company had neither product recall nor customer complaint and had a product conforming ratio of 100%. We cooperated with our suppliers to promote sustainable packaging, with all the plastic films used in product packaging recycled by customers for reuse.

Product Quality	Fiscal 2023	Fiscal 2022	Fiscal 2021
Product recalls (tonnes)	0	0	0
Product conforming ratio(%)	100	100	100
Client complaint rate (%)	0	0	0





Customer Relationship

Customer Satisfaction Survey

Each year, the Company conducts an annual customer satisfaction survey through WeChat electronic questionnaires and paper questionnaires. Customer feedback is collected, and their needs and suggestions are forwarded to production, testing, finance and other related departments in a timely manner. Based on the survey results, we make product improvement plans and set targets for the coming year to further improve product quality and service, and optimize our production and management approaches to better satisfy the needs of our customers. In Fiscal 2023, we conducted a customer satisfaction survey through a questionnaire and distributed the *Service Satisfaction Survey Form* to customers, covering issues such as product quality, sales service quality and sales process specifications. In August 2022, Guangdong Found conducted a customer satisfaction survey among customers who have business relationships with the Company, reaching a comprehensive customer satisfaction score of 96.91%.

Customer Privacy Protection

The Company has established a sound internal management system to protect customers' privacy information in strict compliance with national laws and regulations. Relevant training is provided to employees of the Sales Department to help them build stronger business ethics and awareness of the protection of customer privacy and business information security.

The Company protects customer privacy data and business information by building our internal information management system. Customer information is managed and archived in a centralized manner, and the confidential information of customers will not be disclosed. In Fiscal 2023, there was no incident of customer privacy and business information leakage within the Company.



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Indicators	Silvercorp					Ying Mining District					GC Mine					Administration					Others				
	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019
Economic Performance GRI 201																									
Economic value generated(millions of \$)	207.0	217.9	192.1	158.8	170.5	177.4	176.7	157.3	131.4	141.5	33.4	41.2	33.3	27.4	29.0	(3.8)	-	-	-	-	-	-	1.5	-	-
Economic value distributed:																									
Contractors and services providers(millions of \$)	(135.1)	(138.1)	(112.2)	(79.8)	(81.4)	(108.9)	(109.7)	(84.7)	(62.3)	(67.3)	(22.1)	(22.1)	(20.1)	(16.5)	(13.1)	(2.1)	(3.3)	(4.0)	(1.0)	(1.0)	(2.0)	(3.0)	(3.4)	-	-
Employees(millions of \$)	(32.8)	(37.3)	(29.6)	(25.0)	(25.3)	(21.1)	(20.7)	(15.6)	(13.7)	(14.6)	(5.3)	(5.3)	(4.7)	(4.4)	(4.3)	(6.3)	(11.2)	(9.1)	(6.9)	(6.4)	(0.1)	(0.1)	(0.2)	-	-
Shareholders and non-controlling interest(millions of \$)	(15.3)	(9.5)	(7.6)	(7.5)	(17.4)	(10.9)	(5.1)	(3.2)	(3.2)	(13.2)	-	-	-	-	-	(4.4)	(4.4)	(4.4)	(4.3)	(4.2)	-	-	-	-	-
Government(millions of \$)	(16.8)	(14.0)	(21.7)	(11.5)	(29.6)	(11.7)	(9.3)	(18.2)	(7.3)	(22.9)	(1.3)	(2.5)	(2.2)	(2.4)	(1.5)	(3.8)	(2.2)	(1.4)	(1.8)	(5.2)	-	-	-	-	-
Community support(millions of \$)	(3.3)	(3.7)	(0.3)	(0.4)	(0.7)	(3.1)	(3.6)	(0.3)	(0.3)	(0.6)	(0.2)	(0.1)	(0.02)	(0.1)	(0.1)	-	-	-	-	-	-	-	-	-	-
Economic value retained(millions of \$)	3.7	15.3	20.7	34.6	16.1	21.7	28.3	35.3	44.6	22.9	4.5	11.2	6.28	4.0	10.0	(20.4)	(21.1)	(18.8)	(14.0)	(16.8)	(2.1)	(3.1)	(2.1)	-	-
Product Quality over the Past 3 Years																									
Number of recalled product(tonnes)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-
Product conforming ratio(%)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-
Client complain ratio(%)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-
Total Waste Rock and Tailings G4 MM3																									
Tailings(tonnes)	959,339	891,989	867,080	796,605	812,746	714,016	608,508	595,638	533,150	550,725	245,323	283,481	271,442	263,455	262,021	-	-	-	-	-	-	-	-	-	-
Waste rock(tonnes)	1,403,173	1,194,827	955,640	820,477	817,781	1,190,007	974,265	716,541	644,357	664,381	213,166	220,562	239,099	176,120	153,400	-	-	-	-	-	-	-	-	-	-
Tailings used as backfill(tonnes)	125,749	102,321	65,625	-	-	0	0	0	0	0	125,749	102,321	65,625	-	-	-	-	-	-	-	-	-	-	-	-
Waste rock recycled(tonnes)	693,487	595,696	448,245	326,227	184,650	480,321	375,134	232,115	164,500	172,560	213,166	220,562	216,130	161,727	12,090	-	-	-	-	-	-	-	-	-	-
Tailings not used for backfills(tonnes)	833,590	789,668	801,455	796,605	812,746	714,016	608,508	595,638	533,150	550,725	119,574	181,160	205,817	263,455	262,021	-	-	-	-	-	-	-	-	-	-
Waste rock not recycled or used as backfill(tonnes)	709,686	599,131	507,395	494,250	633,131	709,686	599,131	484,426	479,857	491,821	0	0	22,969	14,393	141,310	-	-	-	-	-	-	-	-	-	-
Tailings comprehensive utilization rate (%)	13.11	11.47	7.57	-	-	-	-	-	-	-	51.26	36.09	24.18	-	-										
Waste rock comprehensive utilization rate (%)	49.42	49.86	46.91	39.76	22.58	40.36	38.50	32.39	25.53	25.97	100.00	100.00	90.39	91.83	7.88										
Environmental Protection Training and Investment																									
Total environmental protection investment(millions of \$)	2.90	2.06	1.46	2.70	1.20	2.70	1.91	1.21	2.13	1.16	0.20	0.15	0.25	0.57	0.04	-	-	-	-	-	-	-	-	-	-
Number of environmental protection training on-times	1,504	1,118	1,134	1,039	998	902	838	819	754	726	602	280	315	285	272	-	-	-	-	-	-	-	-	-	-
Training investment on environmental protection(thousands of \$)	11	10	9	8	8	8	6	6	5	5	3	3	3	3	3	-	-	-	-	-	-	-	-	-	-
Waste GRI 306-3,GRI 306-4,GRI 306-5																									
Hazardous or dangerous waste(tonnes)	27.84	26.55	22.88	11.00	29.10	26.03	22.88	21.08	9.50	27.40	1.81	3.67	1.80	1.50	1.70	-	-	-	-	-	-	-	-	-	-
Waste oil(tonnes)	6.46	7.02	2.96	4.44	4.66	4.65	3.35	1.16	2.94	2.96	1.81	3.67	1.80	1.50	1.70	-	-	-	-	-	-	-	-	-	-
Waste batteries(tonnes)	21.38	19.53	19.92	6.56	24.44	21.38	19.53	19.92	6.56	24.44	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-
Non-hazardous inert waste(tonnes)	1,543,844	1,389,202	1,309,277	1,291,054	1,446,337	1,424,120	1,207,846	1,080,358	1,013,206	1,042,903	119,724	181,356	228,919	277,848	403,434	-	-	-	-	-	-	-	-	-	-
Tailings not used as backfill(tonnes)	833,590	789,668	801,455	796,605	812,746	714,016	608,508	595,638	533,150	550,725	119,574	181,160	205,817	263,455	262,021	-	-	-	-	-	-	-	-	-	-
Waste rock not recycled or used as backfill(tonnes)	709,686	599,131	507,395	494,250	633,131	709,686	599,131	484,426	479,857	491,821	0	0	22,969	14,393	141,310	-	-	-	-	-	-	-	-	-	-
Other non-hazardous waste(tonnes) ^{Note1}	568	403	427	199	460	418	207	294	199	357	150	196	133	-	103	-	-	-	-	-	-	-	-	-	-
Domestic waste to landfill(tonnes)	740	785	791	779	686	688	733	740	694	631	52	52	51	85	55	-	-	-	-	-	-	-	-	-	-

Note 1: Including waste tires, steel, and other production materials.

Indicators	Silvercorp					Ying Mining District					GC Mine					Administration					Others					
	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	
Land Reclamation GRI 304-3^{Note1}																										
FY2023 - reclaimed land(hectares)	9.98	3.62	6.03	18.40	9.80	8.61	3.00	5.15	17.50	7.80	1.37	0.62	0.88	0.90	2.00	-	-	-	-	-	-	-	-	-	-	
FY2023 - investment in land reclamation and geological environment governance(millions of \$)	0.52	0.29	0.57	1.00	0.83	0.39	0.19	0.50	0.82	0.51	0.13	0.10	0.07	0.17	0.32	-	-	-	-	-	-	-	-	-	-	
Year2022 - area causing ecological operational disturbance but not yet reclaimed(hectares) (at the beginning of the year)	117.52	118.73	-	-	-	76.62	77.21	-	-	-	40.90	41.52	-	-	-	-	-	-	-	-	-	-	-	-	-	
Year2022 - annual new area causing ecological operational disturbance(hectares)	8.27	3.89	-	-	-	8.27	3.89	-	-	-	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	
Year2022 - annual area newly reclaimed(hectares)	6.62	5.10	-	-	-	5.26	4.48	-	-	-	1.36	0.62	-	-	-	-	-	-	-	-	-	-	-	-	-	
Year2022 - area causing ecological operational disturbance but not yet reclaimed(hectares) (end of year)	119.17	117.52	-	-	-	79.63	76.62	-	-	-	39.54	40.90	-	-	-	-	-	-	-	-	-	-	-	-	-	
Energy Consumption within the Organization GRI 302-1																										
Diesel(m ³)	639	561	592	507	693	452	421	429	366	536	187	140	163	141	157	-	-	-	-	-	-	-	-	-	-	-
Gasoline(m ³)	82	90	107	88	91	70	78	95	72	67	12	12	12	16	24	-	-	-	-	-	-	-	-	-	-	-
Coal(tonnes) ^{Note2}	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Liquefied Petroleum Gas, LPG(m ³) ^{Note3}	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Electricity(MWh)	131,296	121,099	119,988	110,185	106,913	101,910	92,163	89,851	82,947	81,613	29,386	28,936	30,137	27,238	25,300	-	-	-	-	-	-	-	-	-	-	-
Total-Converted to Standard Coal(tonnes)	17,022	15,682	15,603	14,271	14,103	13,165	11,938	11,684	10,730	10,771	3,857	3,744	3,919	3,541	3,331	-	-	-	-	-	-	-	-	-	-	-
Energy Consumption within the Organization -Gigajoules(GJ) GRI 302-1																										
Diesel(GJ)	23,190	20,362	21,474	18,394	25,128	16,399	15,271	15,563	13,269	19,442	6,791	5,091	5,911	5,125	5,686	-	-	-	-	-	-	-	-	-	-	-
Gasoline(GJ)	2,745	3,039	3,588	2,951	3,059	2,349	2,626	3,201	2,408	2,256	396	413	387	543	803	-	-	-	-	-	-	-	-	-	-	-
Coal(GJ)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Liquefied Petroleum Gas, LPG(GJ)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Electricity(GJ)	472,666	435,958	431,957	396,666	384,887	366,875	331,787	323,464	298,609	293,807	105,791	104,171	108,493	98,057	91,080	-	-	-	-	-	-	-	-	-	-	-
Percentage of grid power to company energy consumption(%)	94.80	94.91	94.52	94.89	93.18	95.14	94.88	94.52	95.01	93.12	93.64	94.98	94.51	94.54	93.35	-	-	-	-	-	-	-	-	-	-	-
Total(GJ)	498,601	459,359	457,019	418,011	413,074	385,623	349,684	342,228	314,286	315,505	112,978	109,675	114,791	103,725	97,569	-	-	-	-	-	-	-	-	-	-	-
Energy consumption intensity(GJ/million dollar revenue)	2,409	2,108	2,379	2,632	2,423	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenhouse Gas(GHG) Emissions GRI 305-1,GRI 305-2^{Note4}																										
Direct(Scope 1) GHG Emissions(tonnes CO ₂ -eq)	1,870	1,684	1,803	1,535	2,032	1,350	1,286	1,347	1,127	1,564	520	398	455	409	468	-	-	-	-	-	-	-	-	-	-	-
Diesel(tonnes CO ₂ -eq)	1,683	1,478	1,559	1,335	1,824	1,190	1,108	1,130	963	1,411	493	370	429	372	413	-	-	-	-	-	-	-	-	-	-	-
Gasoline(tonnes CO ₂ -eq)	187	206	244	200	208	160	178	217	164	153	27	28	26	37	55	-	-	-	-	-	-	-	-	-	-	-
Coal(tonnes CO ₂ -eq)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Liquified Petroleum Gas(tonnes CO ₂ -eq)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-
Indirect(Scope 2) GHG Emissions(tonnes CO ₂ -eq) ^{Note5}	74,878	63,702	63,120	57,962	56,240	58,119	48,450	47,235	43,605	42,904	16,759	15,252	15,885	14,357	13,336	-	-	-	-	-	-	-	-	-	-	-
Electricity(tonnes CO ₂ -eq) ^{Note6}	74,878	63,702	63,120	57,962	56,240	58,119	48,450	47,235	43,605	42,904	16,759	15,252	15,885	14,357	13,336	-	-	-	-	-	-	-	-	-	-	-
Total(Scope 1 and Scope 2)(tonnes CO ₂ -eq)	76,748	65,386	64,922	59,498	58,272	59,469	49,737	48,582	44,732	44,468	17,279	15,650	16,340	14,766	13,804	-	-	-	-	-	-	-	-	-	-	-

Note 1: Calendar year data items are reported in accordance with the standard *Land Reclamation Program and Ecological Conservation Program*, and are calendar year 2022 data, not fiscal year data.

Note 2: Since 2018, we have replaced all coal-fired boilers by electric boilers in all Mines, no longer use any coal.

Note 3: Since 2018, we have replaced all liquefied gas stoves by electric stoves in all Mines, no longer use any LPG.

Note 4: GHG emissions are calculated with reference to the international standards and guidelines of the *Intergovernmental Panel on Climate Change (IPCC)*, the *Greenhouse Gas Emission Accounting Methodology and Reporting Guidelines for Mining Enterprises* of the National Development and Reform Commission of China, and other coefficients are taken from the *China Energy Statistical Yearbook*. For Silvercorp, the GHG emissions are mainly carbon dioxide (CO₂), and other greenhouse gases such as methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are produced in very small quantities, and are not counted in the report of the Company. CO₂ data reported here are in units of carbon dioxide equivalent (CO₂-eq).

Note 5: Power suppliers are the China State Grid (Ying Mining District) and the China Southern Power Grid (GC Mines), which are subject to uniform management by the Chinese government, and they use the same CO₂ conversion factor, which we used in the FY2023 sustainability report of 0.5703tCO₂/MWh. Therefore, there is no difference between the market-based and location-based Scope 2 data, and we do not report separately.

Note 6: The power conversion coefficient has been updated in accordance with the *Notice on Enterprises Greenhouse Gas Emissions Reporting Management for the Power Generation Industry(2023-2025)*.

	Silvercorp					Ying Mining District					GC Mine					Administration					Others				
Indicators	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019
Greenhouse gas emissions intensity(tonnes CO ₂ -eq/million dollar revenue)	371	300	338	375	342	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Types of Energy Consumption GRI 302-1																									
Explosives(Ammonium Nitrate, ANFO)(tonnes)	3,024	2,456	2,275	2,251	1,993	2,596	2,028	1,819	1,796	1,676	428	428	456	455	317	-	-	-	-	-	-	-	-	-	-
Other Emissions GRI 305-7																									
Chemical Oxygen Demand(COD)(tonnes)	14.44	11.69	12.68	13.3	12.9	9.66	9.24	10.18	8.9	10.9	4.781	2.45	2.5	4.4	2	-	-	-	-	-	-	-	-	-	-
Sulphur Oxide(SO)(tonnes)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-
Nitrous Oxide(NO)(tonnes)	614.48	500.07	464.06	458.31	407.94	526.75	412.60	370.80	365.37	342.55	87.73	87.47	93.25	92.94	65.39	-	-	-	-	-	-	-	-	-	-
Ammonia Nitrogen(NH)(tonnes)	0.47	0.53	0.53	0.5	0.23	0.14	0.36	0.33	0.3	0.03	0.334	0.17	0.2	0.2	0.2	-	-	-	-	-	-	-	-	-	-
Water Management GRI 303-3,GRI 303-4,GRI 303-5																									
Water Withdrawn: (m ³) ^{Note1}	3,696,861	3,084,734	2,792,291	2,809,881	2,743,024	2,952,769	2,463,442	2,182,343	2,065,766	2,098,563	744,092	621,292	609,948	744,115	644,461	-	-	-	-	-	-	-	-	-	-
of which: Groundwater(m ³)	2,998,056	2,280,224	1,960,164	2,004,195	1,878,991	2,319,914	1,794,572	1,451,124	1,353,660	1,330,230	678,142	485,652	509,040	650,535	548,761	-	-	-	-	-	-	-	-	-	-
Surface water(m ³)	698,805	804,510	832,127	805,686	864,033	632,855	668,870	731,219	712,106	768,333	65,950	135,640	100,908	93,580	95,700	-	-	-	-	-	-	-	-	-	-
of which: Fresh water withdrawn(m ³)	3,696,861	3,084,734	2,792,291	2,809,881	2,743,024	2,952,769	2,463,442	2,182,343	2,065,766	2,098,563	744,092	621,292	609,948	744,115	644,461	-	-	-	-	-	-	-	-	-	-
Non-fresh water withdrawn(m ³)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-
Water Discharge: (m ³)	1,931,315	1,357,672	1,135,729	1,140,941	1,095,211	1,382,756	1,104,287	865,626	807,240	834,240	548,559	253,385	270,103	333,701	260,971	-	-	-	-	-	-	-	-	-	-
Water Consumption: (m ³)	1,765,546	1,727,062	1,656,562	1,668,939	1,647,813	1,570,013	1,359,155	1,316,717	1,258,525	1,264,323	195,533	367,907	339,845	410,414	383,490	-	-	-	-	-	-	-	-	-	-
Consumed at office and mining camp, and by community residents(m ³)	311,726	351,794	328,902	300,297	286,931	245,776	216,154	227,994	206,717	191,231	65,950	135,640	100,908	93,580	95,700	-	-	-	-	-	-	-	-	-	-
Consumed by underground mining(m ³)	699,117	593,144	548,655	531,750	507,480	645,123	527,144	457,595	432,630	416,130	53,994	66,000	91,060	99,120	91,350	-	-	-	-	-	-	-	-	-	-
Consumed by surface greening and dust suppression(m ³)	39,684	42,676	58,755	60,390	53,460	31,684	29,576	28,755	27,390	27,060	8,000	13,100	30,000	33,000	26,400	-	-	-	-	-	-	-	-	-	-
Consumed at processing plants(m ³)	715,019	739,448	720,250	776,502	799,942	647,430	586,281	602,373	591,788	629,902	67,589	153,167	117,877	184,714	170,040	-	-	-	-	-	-	-	-	-	-
Water Used during Mineral Processing: (m ³)	4,719,415	4,486,404	4,339,090	3,947,351	4,005,405	3,092,224	2,737,173	2,605,605	2,343,116	2,415,932	1,627,191	1,749,231	1,733,485	1,604,235	1,589,473	-	-	-	-	-	-	-	-	-	-
Water recycled in mineral processing(m ³)	4,004,396	3,746,956	3,618,840	3,170,849	3,205,463	2,444,794	2,150,892	2,003,232	1,751,328	1,786,030	1,559,602	1,596,064	1,615,608	1,419,521	1,419,433	-	-	-	-	-	-	-	-	-	-
Water reused rate(%)	84.85	83.52	83.40	80.33	80.03	79.06	78.58	76.88	74.74	73.93	95.85	91.24	93.20	88.49	89.30	-	-	-	-	-	-	-	-	-	-
Water Withdrawal and Consumption Intensity Indicators																									
Fresh water withdrawn intensity(m ³ /million dollar revenue)	17,859	14,157	14,536	17,694	16,088	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fresh water consumption intensity(m ³ /million dollar revenue)	8,529	7,926	8,623	10,510	9,665	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Diversity of Employees GRI 405-1																									
Total number of all employees	3,890	4,509	4,428	4,089	4,427	3,090	3,706	3,670	3,400	3,660	737	729	707	649	728	59	56	51	40	39	4	18	-	-	-
Total number of company employees	1,399	1,340	1,262	1,189	1,187	1,059	1,010	955	894	894	277	268	256	255	254	59	56	51	40	39	4	6	-	-	-
Percentage of company employees(%)	36	30	29	29	27	34	27	26	26	24	38	37	36	39	35	-	-	-	-	-	100	33.33	-	-	-
Number of contractor employees	2,491	3,169	3,166	2,900	3,240	2,031	2,696	2,715	2,506	2,766	460	461	451	394	474	0	0	0	0	0	0	12	-	-	-
Percentage of contractors' employees(%)	64	70	71	71	73	66	73	74	74	76	62	63	64	61	65	-	-	-	-	-	-	-	-	-	-
Total number of male employees	1,155	1,099	1,035	971	974	890	839	797	744	748	230	222	210	203	202	31	32	28	24	24	4	6	-	-	-
Percentage of male employees(%)	83	82	82	82	82	84	83	83	83	84	83	83	82	80	80	53	57	55	60	62	100	100	-	-	-
Total number of female employees	244	241	227	218	217	169	171	158	150	146	47	46	46	52	52	28	24	23	16	19	0	0	-	-	-
Percentage of female employees(%)	17	18	18	18	18	16	17	17	17	16	17	17	18	20	20	47	43	45	40	49	0	0	-	-	-

Note 1: Water withdrawn= Water Discharge + Water Consumption.

Indicators	Silvercorp					Ying Mining District					GC Mine					Administration					Others					
	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	
age ≤ 30	Number of male employees	242	198	159	141	134	197	165	133	111	111	41	29	23	26	19	4	3	3	4	4	0	1	-	-	-
	Percentage of male employees(%)	17	15	13	12	11	19	16	14	12	12	15	11	9	10	7	7	5	6	10	10	0	17	-	-	-
	Number of female employees	59	49	41	36	30	40	36	31	30	25	7	5	5	4	4	12	8	5	2	1	0	0	-	-	-
	Percentage of female employees(%)	4	4	3	3	2	4	4	3	3	3	3	2	2	2	2	20	14	10	5	3	0	0	-	-	-
31 ≤ age ≤ 50	Number of male employees	694	686	660	635	640	532	509	487	461	463	139	152	155	156	158	20	21	18	18	19	3	4	-	-	-
	Percentage of male employees(%)	50	51	52	53	54	50	50	51	52	52	50	57	60	61	62	34	38	35	45	49	75	66	-	-	-
	Number of female employees	174	172	163	152	150	120	116	105	97	95	40	41	41	42	42	14	15	17	13	13	0	0	-	-	-
	Percentage of female employees(%)	12	13	13	13	13	11	12	11	11	11	14	15	16	17	17	24	27	33	33	33	0	0	-	-	-
age ≥ 51	Number of male employees	219	215	216	195	204	161	165	177	172	174	50	41	32	21	25	7	8	7	2	5	1	1	-	-	-
	Percentage of male employees(%)	16	16	17	16	17	15	16	19	19	19	18	15	13	8	10	12	14	14	5	13	25	17	-	-	-
	Number of female employees	11	20	23	30	33	9	19	22	23	26	0	0	0	6	6	2	1	1	1	1	0	0	-	-	-
	Percentage of female employees(%)	1	1	2	3	3	1	2	2	3	3	0	0	0	2	2	3	2	2	3	3	0	0	-	-	-
Employment GRI 405-1																										
Percentage of female employees in operation and management occupation(%)	20	14	17	-	-	9	10	11	-	-	11	11	13	-	-	29	20	25	-	-	-	-	-	-	-	
Labor contract coverage(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Social insurance coverage rate(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Percentage of labor union participation(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Number of employment of the disabled	32	34	16	-	-	15	16	14	-	-	17	18	2	-	-	0	0	0	-	-	-	-	-	-	-	
Parental Leave GRI 401-3																										
Number of female workers on maternity leave	5	4	5	-	-	3	1	3	-	-	1	1	1	-	-	1	2	1	-	-	-	-	-	-	-	
Number of male workers on parental leave	22	15	29	-	-	17	10	20	-	-	4	5	7	-	-	1	0	2	-	-	-	-	-	-	-	
New Employee GRI 401-1																										
age ≤ 30	Number of new added male employees	84	88	83	66	-	64	74	60	43	-	18	12	21	19	-	2	2	2	4	-	-	-	-	-	
	Percentage of new added male employees(%)	35	32	30	31	-	35	32	31	32	-	47	35	35	32	-	9	13	9	21	-	-	-	-	-	
	Number of new added female employees	15	16	8	13	-	7	10	5	6	-	3	1	1	2	-	5	5	2	5	-	-	-	-	-	
	Percentage of new added female employees(%)	6	6	3	6	-	4	4	3	5	-	8	3	2	3	-	22	33	9	26	-	-	-	-	-	
31 ≤ age ≤ 50	Number of new added male employees	104	135	132	101	-	88	111	95	63	-	12	18	31	30	-	4	6	6	8	-	-	-	-	-	
	Percentage of new added male employees(%)	43	48	48	48	-	49	48	48	47	-	32	53	52	51	-	17	40	29	42	-	-	-	-	-	
	Number of new added female employees	19	26	34	15	-	13	22	20	11	-	2	2	4	2	-	4	2	10	2	-	-	-	-	-	
	Percentage of new added female employees(%)	8	9	12	7	-	7	10	10	8	-	5	6	7	3	-	17	13	48	11	-	-	-	-	-	
age ≥ 51	Number of new added male employees	13	10	17	14	-	7	9	14	8	-	3	1	3	6	-	3	0	0	0	-	-	-	-	-	
	Percentage of new added male employees(%)	5	4	6	7	-	4	4	7	6	-	8	3	5	10	-	13	0	0	0	-	-	-	-	-	
	Number of new added female employees	7	3	3	2	-	2	3	2	2	-	0	0	0	0	-	5	0	1	0	-	-	-	-	-	
	Percentage of new added female employees(%)	3	1	1	1	-	1	1	1	2	-	0	0	0	0	-	22	0	5	0	-	-	-	-	-	
Total number of new added employees	242	278	277	211	-	181	229	196	133	-	38	34	60	59	-	23	15	21	19	-	-	-	-	-		



Indicators	Silvercorp					Ying Mining District					GC Mine					Administration					Others					
	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	
Employee Turnover GRI 401-1																										
age ≤ 30	Number of turnover male employee	44	58	49	56	-	32	42	38	43	-	11	14	9	12	-	1	2	2	1	-	-	-	-	-	-
	Turnover rate of male employee(%)	3	4	4	5	-	3	4	4	5	-	4	5	3	5	-	2	3	5	3	-	-	-	-	-	-
	Number of turnover female employee	6	8	4	8	-	3	5	4	1	-	0	1	0	2	-	3	2	0	5	-	-	-	-	-	-
	Turnover rate of female employee(%)	0	1	0	1	-	0	1	0	0	-	0	0	0	1	-	5	3	0	14	-	-	-	-	-	-
31 ≤ age ≤ 50	Number of turnover male employee	96	117	106	92	-	65	89	69	65	-	25	24	32	22	-	6	4	5	5	-	-	-	-	-	-
	Turnover rate of male employee(%)	7	8	8	8	-	6	8	7	7	-	9	9	11	9	-	10	6	11	14	-	-	-	-	-	-
	Number of turnover female employee	16	17	20	18	-	9	11	12	9	-	2	3	2	8	-	5	3	6	1	-	-	-	-	-	-
	Turnover rate of female employee(%)	1	1	2	2	-	1	1	1	1	-	1	1	1	3	-	8	5	12	3	-	-	-	-	-	-
age ≥ 51	Number of turnover male employee	17	21	12	19	-	11	21	9	10	-	6	0	3	9	-	0	0	0	0	-	-	-	-	-	-
	Turnover rate of male employee(%)	1	2	1	2	-	1	2	1	1	-	2	0	1	4	-	0	0	0	0	-	-	-	-	-	-
	Number of turnover female employee	13	6	6	5	-	12	6	3	5	-	0	0	2	0	-	1	0	1	0	-	-	-	-	-	-
	Turnover rate of female employee(%)	0.97	0.47	1	0	-	1	1	0	1	-	0	0	1	0	-	2	0	2	0	-	-	-	-	-	-
Number of turnover employee	192	227	197	198	-	132	174	135	133	-	44	42	48	53	-	16	11	14	12	-	-	-	-	-	-	
Turnover rate of employee(%)	12.14	14.74	13.44	14.16	-	11	15	12	13	-	14	14	15	17	-	20	15	23	21	-	-	-	-	-	-	
Employee Occupational Training GRI 404-1																										
Occupational training investment(thousands of \$)	83	105	78	-	-	57	73	65	-	-	20	29	12	-	-	6	2	1	-	-	-	-	-	-	-	
Number of training sessions	1,590	1,965	889	-	-	1,254	1,593	604	-	-	272	242	261	-	-	64	130	24	-	-	-	-	-	-	-	
Number of training employees(person-times)	15,783	14,674	8,000	-	-	7,872	8,275	3,883	-	-	7,080	5,553	3,832	-	-	831	846	285	-	-	-	-	-	-	-	
Total number of training hours(h)	42,500	54,341	19,066	-	-	34,586	43,935	12,421	-	-	7,386	7,987	6,244	-	-	528	2,419	402	-	-	-	-	-	-	-	
Average training hours per employee(h)	30.47	40.74	15.27	-	-	32.66	43.46	13.01	-	-	25.24	30.80	23.31	-	-	35.53	86.39	15.44	-	-	-	-	-	-	-	
Male(h)	28.15	42.55	15.27	-	-	28.2	44.11	13.01	-	-	24.98	30.50	23.31	-	-	49.41	85.10	15.02	-	-	-	-	-	-	-	
Female(h)	27.03	49.37	15.27	-	-	26.21	39.92	13.01	-	-	26.31	32.10	23.31	-	-	29.41	88.15	16.02	-	-	-	-	-	-	-	
Senior management(h)	37.74	41.23	19.45	-	-	39.81	37.89	14.81	-	-	34.24	42.00	25.93	-	-	40.67	55.60	16.06	-	-	-	-	-	-	-	
Middle management(h)	43.09	60.56	18.48	-	-	44.82	64.26	17.16	-	-	39.20	45.90	27.27	-	-	38.67	89.50	15.68	-	-	-	-	-	-	-	
Junior staff(h)	25.68	42.07	14.41	-	-	25.34	41.48	12.7	-	-	23.80	28.90	20.44	-	-	44.91	90.30	15.25	-	-	-	-	-	-	-	
Occupational training coverage(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Male(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Female(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Senior management(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Middle management(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Junior staff(%)	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	100	100	100	-	-	-	-	-	-	-	
Occupational Health and Safety Training GRI 403-5																										
Number of training sessions	1,773	2,188	2,033	1,977	1,642	1,355	1,649	1,446	1,533	1,418	418	539	587	444	224	-	-	-	-	-	-	-	-	-	-	
Average training hours per worker(h) ^{Note1}	36.36	41.07	34.90	40.29	36.13	39.23	38.93	36	40	37	24.31	51.97	29.04	41.8	34.08	-	-	-	-	-	-	-	-	-	-	

Note 1: Includes Silvercorp's employees and contractor employees.



Indicators	Silvercorp					Ying Mining District					GC Mine					Administration					Others					
	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	FY2023	FY2022	FY2021	FY2020	FY2019	
Average training hours per employee(h)	31.37	28.79	20.49	22.44	23.30	34.06	28.35	18.38	16.80	16.54	21.11	30.46	28.98	42.19	34.57	-	-	-	-	-	-	-	-	-	-	
Average training hours per contractor employee(h)	37.57	41.49	41.50	43.06	41.21	39.41	43.74	43.55	48.33	44.36	29.45	28.34	29.16	9.55	22.88	-	-	-	-	-	-	-	-	-	-	
Employee H&S training coverage(%)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	
Contractor employee H&S training coverage(%)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	
Social Contribution																										
Average voluntary work hours per employee(h)	-	-	-	-	-	24	28	23	21	17	5	5	4	4	-	-	-	-	-	-	-	-	-	-	-	
Total number of social welfare donations(\$)	1,131,919	3,608,703	1,194,866	305,145	731,380	944,687	3,546,823	1,180,115	233,346	731,380	187,232	61,880	14,751	71,799	-	-	-	-	-	-	-	-	-	-	-	
Study aid fund investment(\$)	58,674	92,431	88,361	155,517	15,507	57,798	89,625	85,853	153,219	15,507	876	2,806	2,508	2,298	-	-	-	-	-	-	-	-	-	-	-	
Safety Performance GRI 403-9																										
Number of reported lost time incident(LTI) ^{Note1 Note2}	2	5	6	7	7	1	3	3	4	5	1	2	3	3	2	-	-	-	-	-	-	-	-	-	-	
Total worktime lost ^{Note1 Note3}	2,194	4,596	3,008	7,820	3,052	980	1,740	1,376	1,548	1,892	1,214	2,856	1,632	6,272	1,160	-	-	-	-	-	-	-	-	-	-	
Number of reported injury incidents ^{Note1 Note4}	2	5	6	7	7	1	3	3	4	5	1	2	3	3	2	-	-	-	-	-	-	-	-	-	-	
Reported lost time incident rate(LTIR) ^{Note1 Note5}	0.25	0.55	0.65	0.84	0.87	0.15	0.39	0.39	0.57	0.76	0.65	1.31	2.03	2.21	1.32	-	-	-	-	-	-	-	-	-	-	
Fatalities ^{Note1}	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	
Investment in Work Safety																										
Total investment in safety production(\$)	4,803,234	4,954,288	3,487,280	2,594,678	2,598,861	3,332,536	4,074,331	2,605,462	2,101,537	2,258,692	1,470,698	879,957	881,818	493,141	340,169	-	-	-	-	-	-	-	-	-	-	
Investment in safety facilities and equipment(\$)	2,846,151	4,092,093	2,818,538	-	-	2,799,507	3,536,032	2,150,260	1,651,947	-	46,644	556,061	668,277	-	-	-	-	-	-	-	-	-	-	-	-	
Investment in protective equipment(\$)	663,710	315,362	188,626	-	-	267,923	198,189	179,528	112,992	-	395,787	117,173	9,099	-	-	-	-	-	-	-	-	-	-	-	-	
Investment in safety equipment testing(\$)	166,922	156,755	95,270	-	-	70,414	119,422	75,257	29,578	-	96,508	37,333	20,013	-	-	-	-	-	-	-	-	-	-	-	-	
Investment in remediation of major hazards(\$)	939,422	136,949	52,234	-	-	83,886	131,067	7,157	99,510	-	855,536	5,882	45,077	-	-	-	-	-	-	-	-	-	-	-	-	
Investment in production safety training(\$)	101,353	135,110	127,585	-	-	82,237	89,621	118,449	68,623	-	19,116	45,489	9,136	-	-	-	-	-	-	-	-	-	-	-	-	
Other(\$)	85,676	118,019	205,027	-	-	28,569	0	74,811	138,887	-	57,107	118,019	130,216	-	-	-	-	-	-	-	-	-	-	-	-	
Localized Employment GRI 2-7																										
Number of employee from within local province	1,014	971	875	870	-	870	824	737	726	-	135	135	130	119	-	6	7	8	25	-	3	5	-	-	-	
Percentage of employee from within local province(%)	72.48	72.46	69.33	73.17	-	82.15	81.58	77.17	81.21	-	48.74	50.37	51.00	46.67	-	10.17	13.46	16.00	62.50	-	75.00	83.33	-	-	-	
Number of employee outside of local province	385	369	348	319	-	189	186	179	168	-	142	133	126	136	-	53	49	43	15	-	1	1	-	-	-	
Total number of company employees	1,399	1,340	1,262	1,189	-	1,059	1,010	955	894	-	277	268	256	255	-	59	56	51	40	-	4	6	-	-	-	
Portion of Spending on Local Suppliers GRI 204-1																										
Spend on local and regional suppliers(%)	-	-	-	-	-	69	68	79	78	63	24	22	22	20	21	-	-	-	-	-	-	-	-	-	-	-

Note 1: Includes Silvercorp's employees and contractor employees.

Note 2: Lost time incident (LTI) refers to the number of employees leaving their jobs due to occupational health and safety accidents (death) or occupational diseases during working hours.

Note 3: Total worktime lost (h) refers to the number of hours which have been lost on the injury accident.

Note 4: 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.

Note 5: Lost time incident rate (LTIR) is calculated as (the number of lost time incidents divided by working time (h)) multiplied by 1 million hours.



Appendix

GRI Content Index

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	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy Consumption and Greenhouse Gas Emission Management(p.59) ESG Performance Report(p.99)
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Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Improving Water Efficiency(p.48) ESG Performance Report(p.100)
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Water Resource Management(p.46)
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	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Waste Management(p.50)
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	EM-MM-160a.2	"Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation"	Reclamation and Ecological Environment Restoration(p.56)
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Biodiversity Management(p.54)
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	EM-MM-210b.2	Number and duration of non-technical delays	Support Local Development(p.90)
Labor Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Protecting Female Employees' Rights(p.87) ESG Performance Report(p.100-101)
	EM-MM-310a.2	Number and duration of strikes and lockouts	Employee Communication and Engagement(p.80)

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Topic	Code	Accounting Metric	Page Number
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	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Integrity and Anti-Corruption(p.30)
Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Tailings Facilities Management(p.60-63)
	EM-MM-540a.2	"Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities"	Tailings Facilities Management(p.60-61)
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	EM-MM-000.B	Total number of employees, percentage contractors	Protecting Female Employees' Rights(p.87) ESG Performance Report(p.100)



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This report provides a complete and accurate description of the material economic, social, and environmental impacts of Silvercorp.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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The information, indicators, and data disclosed in this report are clear, accurate, and complete.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This report is easy to read, i.e. its structure, content, wording, and layout are well designed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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