



Excellon Resources Inc.

2019 Excellon Resources Inc.

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Excellon Resources Inc. is advancing a precious metals growth pipeline that includes: Platosa, Mexico's highest-grade silver mine since production commenced in 2005.

PRODUCTION

Mexico - Platosa

Platosa is one of Mexico's highest-grade silver mines and is 100% owned by Excellon Resources Inc. Initially acquired in 1996, the property now encompasses 11,000 hectares in the State of Durango, north-central Mexico.

The Platosa Mine is an underground operation accessed by a ramp. Most of the mining at Platosa has occurred from flat-lying massive sulphide bodies (mantos). In 2019, the Platosa mine transitioned the mining method from cut and fill/drift and fill to an overhead cut and bench method to improve the overall mining cycle efficiency. Ore produced from the mine is crushed on-site and transported 200 km south for processing at the Miguel Auza mill located in the State of Zacatecas within the Evolución Property.

RESOURCE GROWTH

Mexico - Evolución

The Evolución property covers 45,000 hectares (450 km²) and 35 kilometres of strike in one of the world's premier silver districts. The property includes a mineral processing facility, which the Company utilizes to process ore from its Platosa Mine in the state of Durango, Mexico. The mineral processing facility currently has a capacity of 800 tonnes per day ("tpd"), with a 650 tpd ball mill in operation and a second 150 tpd ball mill on standby, with opportunities available for further expansion. Ample capacity remains available to process increased Platosa Mine production and potential new discoveries at either Platosa or Evolución, along with toll milling opportunities.

[Disclaimer and Forward Looking Statements](#)

Company Profile

Organizational Profile

Name	Excellon Resources Inc.
Describe nature of activities, brands, products and services	<p>Our vision is to create wealth by realizing strategic opportunities through discipline and innovation for the benefit of our employees, communities and shareholders.</p> <p>The company is advancing a precious metals growth pipeline that includes: Platosa, Mexico's highest-grade silver mine since production commenced in 2005; Kilgore, a high-quality gold development project in Idaho with strong economics and significant growth and discovery potential; and an option on Silver City, a high-grade epithermal silver district in Saxony, Germany with 750 years of mining history and no modern exploration. The company also aims to continue capitalizing on current market conditions by acquiring undervalued projects.</p>
Link to Corporate Website	http://www.excellonresources.com/
Industry Classification	<p>NAICS:</p> <p>21222 Gold and silver ore mining</p> <p>21223 Copper, nickel, lead and zinc ore mining</p>
Market Capitalization	\$0-\$100Million USD
Type of Operations	Primarily production oriented
Company Headquarters	Toronto, Canada
Link to company's statements of: Purpose, Vision, Mission and Values; Sustainability/ESG strategy; previously published Sustainability/ESG performance or reports. (URL)	<p>http://www.excellonresources.com/corporate-responsibility/Strategy</p> <p>Corporate Responsibility Report</p>

ESG Accountability

Role and Name of highest authority within company for Environment, Social and Governance strategy, programs and performance.

Brendan Cahill, President and CEO

ESG Reporting Period

Unless otherwise noted, all data contained in this report covers the following period:

From 2019-01-01

To 2019-12-31

Geographic Scope of Report

Unless otherwise noted, the data in this report covers ESG matters related to the following locations of operations

Mexico



This report is limited to our operations in Mexico and includes performance data from the Platosa Mine located in the State of Durango and our production mill, Miguel Auza located in the State of Zacatecas.

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc.)

The data contained in this ESG report excludes information from our Mexico exploration projects.

Fragile and Conflict-Affected Situations

Identify all of the entity's countries of operations that align with the World Bank's list of "Fragile and Conflict-Affected Situations"

None

Business Operations Scope of Report

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc.)

This report does not include our exploration activities in Mexico.

Mineral Resource Types in Scope

Which of the following mineral resource types are covered by this report

- Inferred
- Indicated

For further information on mineral resource types held by Excellon Resources Inc. please review the following link

[Mineral Resources](#)

Mineral Reserve Types in Scope

Which of the following mineral reserve types are covered by this report

None

Currency

Unless otherwise noted, all financial figures referenced in this report are in the following currency

USD

Audit Status

Identify the degree to which any inputs of the report are third-party checked:

Self-Declared

Raw Material Produced

Identify the total amount of each raw material produced

6634.236

Metals:

6634.236

Aluminium (Al) (tonne) 0

Lead (Pb) (tonne) 2782.738

Lithium (Li) (tonne) 0

Palladium (Pd) (tonne) 0

Silver (Ag) (tonne) 29.882

Zinc (Zn) (tonne) 3821.616

Organizational Profile

Provide a list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses, e.g., GRI, UN Global Compact

For the purposes of this report, we are disclosing information in adherence to the following ESG standards:

- CDP - Carbon Disclosure Project
- GRI - Global Reporting Initiative

- GRI Comprehensive - Global Reporting Initiative - Comprehensive
- GRI Core - Global Reporting Initiative - Lite
- GRI MM Supplement - Global Reporting Initiative - Mining and Metals Supplement
- ICMM - The International Council on Mining and Metals
- ISS - ISS ESG Governance Quality Score
- ONYEN - Institutional and Investor Questions
- PRI - Principles of Responsible Investing - UN Funded
- SASB - Sustainability Accounting Standards Board
- SASB Modified - Sustainability Accounting Standards Board - Modified
- UGC - UN Global Compact

Strategy

Provide a statement from the most senior decision-maker of the organization (i.e., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability (CEO's message for this report)

Please refer to the attached CEO statement.

[Excellon Strategy](#)



CEO - Brendan Cahill



CEO statement

Provide a description of key impacts, risks, and opportunities,

The Company's business entails exposure to certain risks, including but not limited to the political risk associated with operating in foreign jurisdictions; environmental risks associated with mining water management at the Platosa mine and Tailing Management at Miguel Auza; surface rights and access; and risks associated with labour relations issues with the union.

These risks have been discussed in the company's most recent Annual Information Form (AIF).

For further information on key impacts, risks, and opportunities held by Excellon Resources Inc. for the fiscal year 2019, please review the following report " Technical Report for the Platosa Silver-Lead-Zinc Mine, Mexico 2018".

[Annual & Interim Reports](#)



Technical Report for the Platosa Silver-Lead-Zinc Mine, Mexico 2018

Ethics and Integrity

Provide a description of the organization's values, principles, standards, and norms of behaviour

The mission of Excellon Resources Inc. is to provide strategic opportunities through discipline and innovation for the benefit of our employees, communities and shareholders.

Please refer to the company's:

1. Code of Business Conduct and Ethics
2. Corporate Responsibility Policy
3. Corporate Values

[Corporate Values](#)

[Code of Conduct and Ethics](#)



Corporate Responsibility Policy

Environment

Compliance

a. Report fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:

i. Total monetary value of significant fines	0
ii. Total number of non-monetary sanctions	0
iii. Cases brought through dispute resolution mechanisms	0

Greenhouse Gas Emissions

Scope 1

For your operations, disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO₂-e):

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	1289.03
Methane (CH ₄) (tonne CO ₂ -e)	3
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	23.84
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0
Hydrofluorocarbon-32 (CH ₂ F ₂) (tonne CO ₂ -e)	0
Sulphur hexafluoride (SF ₆) (tonne CO ₂ -e)	0
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0
Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	1315.87
The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms.	Does Not Apply Mexico does not currently have GHG emissions regulations, or a policy framework intended to limit or reduce emissions directly. GHG emissions regulations and policies are being developed for potential deployment in 2022. Currently, Mexico requires the reporting of > 25,000 CO ₂ emissions to the federal government.
The entity shall discuss its long-term and short-term strategy or plan to manage its Scope 1 greenhouse gas (GHG) emissions.	Excellon Resources Inc. is planning to evaluate its GHG footprint and analyze strategies to set GHG targets in the coming years.

Intensity Ratio

The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	1315.87
GHG emissions intensity ratio for the organization	0

Carbon Offset**Credits**

How much CO ₂ (metric tonnes) offset credits were purchased?	0
What is the percentage of the offset to the total CO ₂ equivalence?	0.0000%

Air Emissions

Report emissions of air pollutants that are released into the atmosphere:

Emissions of carbon monoxide, reported as CO (tonne)	0.002	Calculation based on direct measurement of emissions in the muffle extractor on site.
Emissions of oxides of nitrogen (NO _x), reported as NO _x (tonne)	0.003	Calculation based on direct measurement of emissions in the muffle extractor on site.
Emissions of oxides of sulphur (SO _x), reported as SO _x (tonne)	0	
Emissions of Particulate Matter 10 micrometres or less in diameter (PM ₁₀), reported as PM ₁₀ (tonne)	2.68	The methodology used for this calculation was EPA- Air Emissions Factors and Quantification, AP-42: Compilation of Air Emissions Factors, and on site-specific data.

Emissions of lead and lead compounds, reported as Pb (tonne)	0.011	The methodology used for this calculation was EPA- Air Emissions Factors and Quantification, AP-42: Compilation of Air Emissions Factors, and on site-specific data.
Emissions of mercury and mercury compounds, reported as Hg (tonne)	0	
Emissions of non-methane Volatile Organic Compounds (VOCs) (tonne)	0	

Energy Management

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)	169204.88	The main energy consumption process in our operations in Mexico is the Water Pumping System located at the Platosa mine. Water is pumped from the water table in advance of mining, accomplished with a series of surface and underground well pumps. The pumping infrastructure required to manage water inflows along the fault system is required to maintain the mining process. In 2019, 100% of the energy consumed in our units came from the Federal Electricity Commission (CFE) of Mexico.
Percentage energy consumed that was supplied by grid electricity	100.0000%	
Percentage of energy consumed that is renewable energy	21.8000%	21.80% of the energy consumed by Excellon Mexico in 2019, came from renewable sources, while 24.7% came from clean energy sources such as wind turbines, solar power, hydroelectric and geothermal power (CFE reports).

Energy Intensity Ratio

Report the energy intensity ratio for inside the organization. This intensity ratio is the total ratio for all countries in which the company operates	0	
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Energy Intensity

The total energy consumption within the organization, in gigajoules	169204.88	
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Water

Efficiency

Proportion of water reused and recycled by the site to reduce the overall consumptive water demand:	56.8733%	Excellon Resources Inc. is aware of the impact that efficient water management can have on the environment. This is why at our Miguel Auza unit, almost 57% of the water used in the mill is recycled and comes from the reservoir created by the tailings dam.
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Intensity

Total volume of water consumed per tonne/unit of material moved, ore mined, ore processed:	0.4164%	
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Water Management

Disclose the amount of water that was withdrawn from freshwater sources (in thousands of cubic meters):	160	
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Reforestation



Reforestation campaign in the community



Water quality monitoring



Excellon Water Management and Use



Dust suppression in access roads

Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	100.0000%	Because our Miguel Auza mill is located in a high Baseline Water Stress area, we recycle 57% of the water we consume. The balance of the remaining 43% of the water used is extracted and comes from the "Martinez Shaft" located within our property.
Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters):	160	
Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed:	43.1267%	Our Miguel Auza unit has a concession permit for an annual extraction volume from the El Palmar aquifer that represents 0.7% of the total extracted volume allowed in the aquifer (54.1hm ³) and represents only 0.4% of the total water available in the aquifer (72.3hm ³). Estimates are based on the information obtained from the "Average Annual Water Availability in the El Palmar Aquifer Report" produced by the Mexican National Water Authority (CONAGUA, 2020).
Disclose the amount of water that was consumed in its operations (in thousands of cubic meters)	371	Given the effective water management practices implemented by the Miguel Auza unit, the actual volume extracted in 2019 was 160m ³ which is equivalent to 0.2% of the total water available and is less than 35% of the volume allowed by the company's concession permit.
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	160	
Was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations	No	
Total number of instances of non-compliance, including violations of a technology-based standard and exceedances of quality-based standards.	0	

Water and Effluents

Water Withdrawal

Total freshwater withdrawn by segment, in megaliters (ML): 160

Water Consumption

Report the total water consumption from all areas in megaliters 371

Report the total water consumption from all areas with water stress in megaliters 160

Water Discharge

Report any contextual information necessary to understand how the data was compiled, including standards, methodologies, and assumptions 305

Waste

Waste Generation and Significant Waste-Related Impacts

Tailings amount (tonnes) 74994

Waste Generated

Explain the relevance to the companies sector or activities, e.g., tailings for an organization in the mining sector, electronic waste for an organization in the consumer electronics sector, or food waste for an organization in the agriculture or in the hospitality sector

Due to the nature of our operations, tailings are the most relevant waste produced by our mill in the unit of Miguel Auza.

The dam where tailings are stored is a safe engineering infrastructure called the "Tailing Management Facility II (TMF 2).

The Mexican environmental authority SEMARNAT approved the facility's



Tailing Management Facility II (TMF II)



Tailing deposition in the TMF II



Tailing Management Facility Closed (TMF I)

Environmental Impact Assessment (Manifiesto de Impacto Ambiental or MIA) in 2017.








Since 2017, the company also has strived to implement the good practices established by the Mining Association of Canada (MAC) presented in the Toward Sustainable Mining (TSM) protocols for Tailings management.

Our Tailing Management Facility has implemented :
 An Operation, Maintenance, and Surveillance (OMS) manual and
 Annual External Dam Safety Inspection (DSI) performed by a third party international consulting firm, which confirm that our tailings dam are performing as expected.

Waste Management

Total amount of tailings waste generated from mining activities by the entity during the reporting period (tonne)	74994	
Percentage of tailings waste that was recycled during the reporting period:	0.0000%	
<p>Although the tailings produced by the company are not reused or retreated, environmental regulations established by the Mexican National Environmental Authority (SEMARNAT), classify the tailings as non-hazardous as their potential to generate acid drainage is null.</p>		
Weight of tailings waste material that was reused (tonne)	0	
Weight of recycled or remanufactured (through treatment or processing) by the entity (tonne), e.g., backfill	0	
Amount of tailings waste sent externally for further recycling (tonne)	0	
Total amount of mineral processing waste generated by the entity during the reporting period (tonne), e.g. tailings and slag	74994	
Percentage of mineral processing waste that was recycled during the reporting period:	30.6380%	
<p>108,447 tones were the total weight of waste material generated in 2019. This total weight includes the tailing waste, hazardous waste, waste rock, special handling, and domestic waste generated during the mineral beneficiation process.</p> <p>In 2019, at least 33,226 tones of waste (30.63% of this waste) were reused in the process inside the mine and/or sent out for recycling.</p>		
<p>Tailing management facility II (TMF 2)</p>	<p>Piezometers water level control downstream the TMF II</p>	<p>Air quality control around the TMF II</p>
<p>Excellon Tailings Storage and Control</p>	<p>TMF II- Tailings Water Monitoring</p>	<p>Water management in TMF II</p>
Tailings impoundments according to the following U.S. Mine Safety and Health Administration (MSHA) hazard potential classification:	2	
<p>Excellon Tailings Management</p>	<p>Excellon Resources Inc. has one operating tailings impoundment. The previous tailings dam, known as Tailing Management Facility I (TMF 1), is closed.</p> <p>Excellon Responses to Tailings Management Questions</p>	
High hazard potential (number)	0	
Significant hazard potential (number)	2	
<p>Excellon Resources staff conduct daily inspections of the tailings impoundment based</p>		

on the company's Tailings Operation Manual. The company also retains external third-party experts to review the structural condition of the tailings impoundment on an annual basis.

Low hazard potential (number)	0	
Disclose the total amount of non-mineral waste generated (tonne)	273	
Disclose the total weight of tailings produced (tonne)	74994	
 <p>Tailings management</p>	<p>Excellon Resources conducted the CRET1 (corrosive, reactive, explosive, toxic, and flammable) test, the Toxicity test, and the Metal Mobility tests to measure the hazard level and acidity of the tailings.</p> <p>The test results prove that our tailings are not considered hazardous and that their potential to generate acid drainage is null.</p>	
Disclose the total amount of waste rock generated (tonne)	33180	
 <p>Mine waste rock generated</p>	<p>At Platosa mine, the company performed the Acid-Base Accounting (ABA) test to determine the Acid Rock Drainage (ARD) in the mine-clearing, and the test results were favorable showing that the acid drainage is null.</p>	
Disclose the total amount of overburden removed (tonne)	0	
Disclose the total weight of waste generated that was hazardous (tonne)	44.66	
 <p>Used oil warehouse</p>	 <p>Hazardous waste disposal</p>	
Disclose the total weight of hazardous waste generated that was recycled (tonne).	9.08	
Disclose the total number of significant incidents associated with handling, storage, transportation, or disposal of hazardous materials used in mineral processing activities and hazardous waste generated.	0	
Describe the policies and procedures that are set forth by the company's waste and hazardous materials management strategy.	<p>Excellon Resources Inc.'s Corporate Responsibility policy drives excellence in different aspects of the company, including the adoption of international standards and best practices.</p> <p>For mining waste, the company is in the process of implementing a management system based on protocols and requirements defined by the Mining Association of Canada.</p> <p>Platosa mine and the Miguel Auza mill have their own Waste Management Plans, which meet the specific waste management needs of each operation.</p> <p>These Plans include information regarding the types of waste, production quantities, storage, collection frequency, treatment, recycling, and final disposal.</p> <p>As part of our awareness and preparedness for emergencies, both sites have implemented procedures for managing hazardous, special, and domestic waste.</p>	
 <p>Controls on the storage status of hazardous waste</p>	 <p>Hazardous waste management training - Platosa mine</p>	 <p>Hazardous waste management training - MAZ mill</p>

For hazardous materials management, both sites have procedures that are described in the "Emergency Response Plan for Chemical Substances".

Describe how its policies and procedures compare with those required by local jurisdictions that apply to the entity.

Our Waste Management Plans, the Emergency Response Plan for Chemical Substances, and their specific procedures have been designed to meet the local Mexican environmental and safety regulations.

In addition, these plans complement the preventive and mitigating measures proposed in our Environmental Impact Studies for both units.

Describe its approach to waste management during the entire project life cycle.

Waste avoidance is the first step in reducing the amount of waste produced in all the processes of the project, starting with drilling, mining, and tailing disposition through closure.

Currently, different types of waste have a specific treatment.

Some waste may be reused in our own operations, while other waste may be recycled externally.

Waste will be sent for disposal to local authorized landfills only after the other two options have been exhausted.

The appropriate management and storage of waste, prevents on-site and off-site pollution and enhances opportunities for reuse.

The company provides appropriate training in waste management practices to all employees.



Clean-up internal campaign



Special handling waste disposal

Describe the approach to the management of hazardous materials used in processing

The Company has implemented Standard Operating Procedures (SOP) aligned with the Corporate Responsibility Standards (CRS) Management framework.

The SOP is to enable the Company to carry out

CSR activities in an effective and efficient manner at all levels.

To ensure appropriate hazardous material management, the Corporate Responsibility Standard 37 "Chemical Storage and Handling High Consequence Hazard" is shared with all the members of our team, contractors, and subcontractors involved in procuring, transporting, storing, handling, using and disposing of chemicals.

Our Business Units (BU) also have established and maintained a register of all chemicals present on site, developed and implemented a written Chemicals Management Plan, and updated the Safety Data Sheets (SDS) for all chemicals.

All our workers, contractors, and subcontractors have access to these plans, procedures and safety data sheets. In addition, workers, contractors and subcontractors that must handle hazardous materials are trained in these procedures.



Fire protection training



Hazardous waste warehouse.

Describe how waste and hazardous materials management efforts are coordinated among business partners (e.g., contractors and subcontractors).

As mentioned above, all members of our team, contractors and subcontractors involved in procuring, transporting, storing, handling, using and disposing of chemicals are trained in the use of our Corporate Responsibility Standard 37 "Chemical Storage and Handling High Consequence Hazard".



Hazardous Materials Awareness Talk

Describe how the company ensures compliance and conformance with waste and hazardous material management policies and procedures.

The Waste Management Plans and the Emergency Response Plan for Chemical



Inspections



Procedure for the identification, classification and handling of hazardous waste.

Substances are the basis of each business unit's mode of operation.

As mentioned before, the company has implemented good practices such as:

- Segregating and minimizing waste.
- Employee training program.
- Implementing color classification waste containers.
- Circulating safety data sheets.
- Emergency events simulacrum.
- Weekly site inspections.

Additionally, upper management visits the sites periodically to ensure the waste management policies and procedures are consistently practiced.

Tailings Storage Facilities Management

Does your company manage Tailings Storage Facilities

Yes

Provide an inventory of all tailings storage facilities (TSFs):

TSF #1: (1) facility name

Tailings Management Facility I



TMF I reforestation activities



TMF I Restored

TSF #1: (2) location

Mexico

TSF #1: (3) ownership status

Excellon is the operator of the facility.

TSF #1: (4) operational status

Inactive

TSF #1: (5) construction method

Downstream

TSF #1: (6) maximum permitted storage capacity

572000

TSF #1: (7) current amount of tailings stored

570000

TSF #1: (8) consequence classification

TMF I was closed in 2018. The closure method implemented was based on recommendations from an independent international consulting firm, which also inspects TMF I on an annual basis to evaluate possible safety issues.

The Dam Safety Inspection reports have not identified any significant issues, consequently, there has been no need for any urgent corrective measures after the closure period.

TSF #1: (9) date of most recent independent technical review

2019-05-15

TSF #1: (10) material findings

No

TSF #1: (11) mitigation measures

The TMF I project received Environmental authorization in 2005 and was the active tailings deposition site for Miguel Auza tailing until reaching its design capacity in Q3 2017.




The TMF I stores approximately 313,000m3 (570000 tonnes) of tailings.

Closure and rehabilitation activities commenced in 2018 and consisted in placing a closure cover of 0.4m of topsoil material over the surface of the facility.

- The cover has been re-graded to provide positive drainage.
- A cemented ditch was constructed along the northeast section of the dam near the

downstream side slope to collect surface runoff and convey it towards a lined chute constructed on the dam downstream slope.

- The closure cover and dam downstream slope have been re-vegetated with the local species for erosion protection.
- Reclamation was completed in 2019 and TMF I is now in post-closure monitoring, care, and maintenance.
- The risk of acid drainage and metal leaching is low because of the availability of considerable buffering capacity in the ore.
- Existing monitoring instrumentation for the TMF I have not shown any water since the piezometer installations.

TSF #1: (12) site-specific EPRP		Yes
TSF #2: (1) facility name		Tailings Management Facility II
		
Tailings Management Facility II		Tailings dam water recirculation
TSF #2: (2) location		Mexico
TSF #2: (3) ownership status		Excellon is the operator of the facility.
TSF #2: (4) operational status		Active
TSF #2: (5) construction method		Downstream
TSF #2: (6) maximum permitted storage capacity		1614450
TSF #2: (7) current amount of tailings stored		160330
TSF #2: (8) consequence classification		2
TSF #2: (9) date of most recent independent technical review		2019-05-15
TSF #2: (10) material findings		No
TSF #2: (11) mitigation measures		<p>To assess the condition of TMF II during the construction to the operational period, an independent senior technical reviewer performed an on-site, visual inspection, which is the basis of the final assessment report.</p> <p>The 2019 report did not identify any significant issues, so there was no need for any urgent corrective measures during the construction period.</p> <p>The 2019 report did include the following recommendations, which have already been implemented by operations:</p> <ul style="list-style-type: none"> • Physical monitoring of the tailing's facilities. • Surface cracks or ground depressions which may be safety hazards should be surveyed and documented. • Ditches should be maintained as needed. • Implementation of a standard form to record the geotechnical visual inspection. • Conduct an annual Dam Safety Inspection and issue an annual Dam Safety Report.
TSF #2: (12) site-specific EPRP		Yes

Provide a summary of the tailings management systems used to monitor and maintain the structural integrity of tailings facilities and to minimize the risk of a catastrophic failure.

The Tailing Guide, from the TSM used by our unit at MAZ, has an increased technical emphasis, especially those critical to the physical and chemical stability of tailings facilities.

Aware of this, the company has established on-site two methods assuring the structural integrity of our facilities:

- An Internal supervision program, which consists of weekly visits to inspect the

structural integrity of the TMFs. This work includes identified and documented surface cracks or ground depressions which may be safety hazards, ditches maintained as needed, standard form to record the geotechnical visual inspection, piezometers to measure water level and well water quality weekly monitoring.

- External annual Dam Safety Inspection (DSI) performed by a third-party international consulting firm, to confirm that our tailings dams are performing as expected.

The company is also in the process of conducting a Dam Breach Analysis, to estimate the potential hazards associated with a failure of our active TMF I.

Provide summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities

The Tailings Operations, Maintenance and Surveillance (OMS) 2019 Manual provides information about tailing management and governance structures in the sections: Roles and Responsibilities.

This section describes the overall tailings-related organizational structure, roles and responsibilities of all employees, third-party advisors and contractors who are involved in tailings and related water management at Miguel Auza, training and competency requirements, administrative requirements associated with this OMS Manual and how change involving tailings matters is managed.

Disclose the approach to the development of Emergency Preparedness and Response Plans (EPRPs).

Our 2019 OMS Manual has been prepared to identify the actions necessary to ensure that tailings and water are managed responsibly for the long term.

The OMS includes the Emergency Preparedness and Response approach implemented at the site, which is based on a Risk-Based Approach across the Tailings managing life cycle.

Disclose its approach to engagement concerning Emergency Preparedness and Response Plans (EPRPs) at tailings storage facilities, including the preparedness of local stakeholders.

A critical aspect of emergency management is the involvement of residents. This is especially important at Miguel Auza given the proximity of TMF #1 and #2 to the town.

Even though a catastrophic failure of TMF #1 or #2 might result in tailings and water flowing away from the town, stakeholders are nevertheless located in these downstream areas.

We are developing a plan to engage the local community in dialogue activities about how we will inform and protect them in the event of a tailings-related emergency.

Innovation

Spending on Research, Development, and Technologies for waste management compliance and improvement

16,037

Describe nature of spending on Research, Development and Technologies for waste management compliance and improvement

In 2019, to improve waste management performance, Excellon Resources implemented a campaign to educate our workers and the surrounding communities about the environment.

Our environmental and community relationship teams visited local schools, where the children learned about the importance of protecting the environment.

The company also handed out informational pamphlets and waste management signage to help adopt good practices.

For 2019, both Platosa Mine and Miguel Auza Mill generated 306 tonnes of waste (excludes tailing and waste rock), and nearly 26 % of this waste was sent offsite to be recycled.



Waste clean up campaign Bermejillo town



Waste clean up campaign Miguel Auza town



Solid waste segregation



Excellon Waste Management



Schools waste clean up campaigns



Waste management informative signage

Biodiversity

Management Plan

List the environmental and biodiversity management plan(s) implemented at active sites

In Mexico, our Environmental and Biological Management Plans are in compliance with the federal environmental authorities' regulations.

Please see the attached document for a description of our biodiversity management plan and procedures.



Typical rattlesnake in the area



Rescuing native plants



Reptiles relocation



Typical cacomixtle in the area



Excellon Biodiversity Management



Rattlesnake relocation

1.1 Mine lifecycle stages to which the plan(s) apply

- Site development
- Production
- During closure
- Decommissioning
- Restoration

1.2 The topics addressed by the plan(s)

- Ecological and biodiversity impacts
- Waste generation
- Noise impacts
- Emissions to air
- Discharges to water
- Natural resource consumption
- Hazardous chemical usage

1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

As mentioned before, Excellon's Environmental and Biological Management Plans are in compliance with the federal environmental authorities' regulations in Mexico.






Summary of the National Environmental Regulations Applied In Our Units In Mexico

Excellon Resources Inc. is a member of the Mining Association of Canada (MAC) which spearheaded the Towards Sustainable Mining (TSM) protocols that help its members responsibly manage environmental, social and governance performance.

As part of our Sustainability program, Excellon has finalized a gap analysis between host government regulations and TSM environmental guidelines and upgrades to the programs have been implemented.

Please refer to the attached document: Summary of the National Environmental Regulations Applied In Our Units In Mexico.

Impacts

Percentage of its mine sites (by annual production output from mines in tonnes) where acid-generating seepage into surrounding surface water and/or groundwater is: predicted to occur	0.0000%	
	As mentioned in the Tailings Management section, Excellon Resources conducted the CRETI (corrosive, reactive, explosive, toxic, and flammable) test, the Toxicity test, and the Metal Mobility tests to measure the hazard level and acidity of the tailings. The test results prove that our tailings are not considered dangerous and that their potential to generate acid drainage is null. At the Platosa mine, the company performed the Acid-Base Accounting (ABA) test to determine the Acid Rock Drainage (ARD) in the mine-clearing, and the test results were favorable showing that the acid drainage is also null.	
Percentage of mine sites (by annual production output from mines in tonnes) where acid-generating seepage into surrounding surface water and/or groundwater is: actively mitigated	0.0000%	
Percentage of mine sites (by annual production output from mines in metric tonnes) where acid-generating seepage into surrounding surface water and/or groundwater is: under treatment or remediation	0.0000%	
Does access to the site involve traversing a protected area	No In Mexico, there are a total of 182 Natural Protected Areas (NPA), none of which are intercepted by the Platosa mine, the Miguel Auza unit, or their access roads. Also, we have identified flora and fauna species in the areas of operation, and none of these species are endemic or in danger of extinction.	
Do any of the entities concessions share a watershed with a protected area	No	
Provide context and description of site access involving traversing protected areas, and/or watersheds shared with a protected area. Include reference to measures in place to assure access, any proactive programs to support the biodiversity of the protected area, and any formal complaints or compliance issues and related steps to resolve	None of the mine's or mill's access roads involve traversing a Natural Protected Area (NPA), and/or watersheds within a protected area. The Platosa mine is located 5km northwest of the town of Bermejillo in the state of Durango. The nearest NPA to Platosa is "Zona del Silencio," located 35km north of the mine. The Miguel Auza unit is located in northern Zacatecas State, on the high plateau of central Mexico, northwest of the town of Miguel Auza. The nearest NPA to MAZ is "Sierra de Organos" located 129 km south of Miguel Auza. See maps of access to site(s) below.	
 National Protected Areas in Mexico	 Platosa mine - Access Roads	 Miguel Auza unit- Access Road
Percentage of proved reserves in sites with protected conservation status or in areas of endangered species habitat:	Does Not Apply	
Percentage of probable reserves in sites with protected conservation status or in areas of endangered species habitat:	Does Not Apply	

Social

Employment

Scale of the Organization

i. Report the total number of direct employees worldwide (exclude contractors)	311 Excellon Resources Inc. has 300 employees in Mexico of which 238 (79%) are locals residing within a radius of 100km.
ii. Report the total number of contract employees worldwide	92 Excellon Resources Inc. has a total of 91 contractors in Mexico, of which 35 (38%) are locals.
Female employees and contractors as percentage of total employees and contractors	13.1514%
Male employees and contractors as percentage of total employees and contractors	86.8486%
Contractors as percentage of total employed workforce worldwide	22.8288%

Report the total number of operations	4
Employee Information	
Report the total number of direct employees by employment type (permanent and temporary), by gender:	311
Total number of permanent employees	311
Total number of permanent employees - female	49
Total number of permanent employees - male	262
Total number of temporary employees	0
Total number of temporary employees - female	0
Total number of temporary employees - male	0
Report the total number of contractors by employment type (permanent and temporary), by gender:	92
Total number of permanent contractors	92
Total number of permanent contractors - female	4
Total number of permanent contractors - male	88
Total number of temporary contractors	0
Report the total number of employees by employment type (full-time and part-time), by gender:	311
Total number of full-time employees - female	48
Total number of part-time employees - female	1
Total number of full-time employees - male	257
Total number of part-time employees - male	5
Report the total number of contractors by employment type (full-time and part-time), by gender:	92
Total number of full-time contractors - female	4
Total number of part-time contractors - female	0
Total number of full-time contractors - male	88
Total number of part-time contractors - male	0
Turnover	
Report the total number and rate of employee turnover during the reporting period, by age group, and gender	
All Employees:	
Total number of turnover (the number that left during the period)	95
Rate of turnover	24.1423%
The company began a campaign of reorganization and efficiency improvements at both Platosa and Miguel Auza Mill resulting in the dismissal, severance and voluntary resignation of underperforming employees.	
Voluntary Turnover:	
Total number of turnover (the number that left voluntarily during the period)	62
Rate of turnover	15.7560%
Involuntary Turnover:	
Total number of turnover (the number that left involuntarily during the period)	33
Rate of turnover	8.3863%
Female employees:	
Total number of turnover (the number of females that left during the period)	4
Rate of turnover, females	8.0000%

Male employees:		
Total number of turnover (the number of males that left during the period)		91
Rate of turnover, males		26.4920%
Turnover & Age Breakdown		
Identify types of employees captured in the turnover rate calculations		All employees on the payroll
		For the purpose of this report, Excellon Resources Inc. is including only full-time employees. For 2019, 100% of our permanent employment type was full-time employees. These statistics excludes figures from our summer internship program in Mexico.
New Hires and Rate of Hire		
Rate of hire		0.0000%
Females as percent of total new hires		0.0000%
Males as percent of total new hires		0.0000%
Non-binary as percent of total new hires		0.0000%
30 yr and under as percent of total new hires		0.0000%
30-50 yrs as percent of total new hires		0.0000%
50+ yrs as percent of total new hires		0.0000%
Labour Relations		
Collective Bargaining Agreements		
Percentage of total direct employees covered by collective bargaining agreements:		49.8759%
Notice Periods		
Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them		2
If your organization is subject to collective bargaining agreements, is the notice period and provisions for consultation and negotiation specified in those agreements		Yes
Occupational Health and Safety		
Work-related Injuries		
Injuries - For all employees:		
i. Number of fatalities as a result of work-related injury		0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked		0
ii. Number of high-consequence work-related injuries (excluding fatalities)		0
ii. Rate of high-consequence work-related injuries (excluding fatalities)		0
iii. Number of recordable work-related injuries		20
iii. Rate of recordable work-related injuries		4.312
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.		The types of injuries that were prevalent in 2019 were mainly injuries to the shoulder, back of the neck, head, arms and hands caused by rockfall requiring medical attention and also slips and falls, injuries to hands caused by sharp objects and being trapped between objects. In 2019, management changes were implemented in recognition of the lagging safety performance of the Mexican assets. As a result of the improved focus on understanding the root causes behind accidents, and taking action, the number of lost time incidents was reduced by 60%. Continued hazard recognition, planning, communication and training are performed to reduce the rate further in coming years.
v. Number of hours worked		927634
Lost Time Injuries (LTIs)		20

	Lost Time Injuries Rate (LTIR)	4.312
Injuries - workers who are not employees but whose work and/or workplace is controlled by the organization:		
	i. Number of fatalities as a result of work-related injury	0
	i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours	0
	ii. Number of high-consequence work-related injuries (excluding fatalities)	0
	ii. Rate of high-consequence work-related injuries (excluding fatalities)	0
	iii. Number of recordable work-related injuries	0
	iii. Rate of recordable work-related injuries	0
	iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	Contractors had one first aid incident during the reporting year.
	v. Number of hours worked	149339
	Lost Time Injuries (LTIs)	0
	Lost Time Injuries Rate (LTIR)	0
Combined (Employees and non-employees, but controlled by the organization):		
	Total Hours Worked	1076973
	Total number of all work-related injuries	20
	Rate of work-related injuries	3.714
	Total Lost Time Injuries (LTIs)	20
	Lost Time Injuries Rate (LTIR)	3.714
Report the work-related hazards that pose a risk of high-consequence injury, including:		
	i. How have these hazards been determined	High-consequence hazards are determined through Health & Safety procedures implemented by area. These procedures are updated annually and after each high-consequence incident.
	ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Rockfall, falls on a surface and sharp objects.
	iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	The following actions are taken to eliminate hazards: <ul style="list-style-type: none"> • Employees are required to conduct a Health & Safety (H&S) work site inspection before initiating work. If hazards are identified they are reported to supervisors and actions are taken to eliminate/ mitigate the hazard. • Additionally, H&S area inspections that identify and eliminate/remediate hazards are conducted daily, weekly, monthly or as required by Excellon's annual H&S inspection plan. • Workplace investigations, reviews, and supervisory and worker training are carried out as per the H&S annual training plan. • Inspections are implemented to ensure the enforcement of Operation Procedures and Safety practices. • H&S conducts preventive weekly safety meetings with superintendents. • ICAM's (Incident Cause Analysis Method) are performed after each incident.
	Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	The following actions are taken to eliminate hazards: <ul style="list-style-type: none"> • Safety talks are carried out at the beginning of every shift. • Written safety shift instructions are provided. • Job Hazard Analyses are reinforced
	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	No workers have been excluded from this disclosure.
	Disclose any contextual information necessary to understand how the data have been compiled, i.e., any standards, methodologies, and assumptions used	Excellon Resources Inc. complies with Mexican Secretary of Labor standards and guidelines as they apply to each of our operations. In addition, when national standards fall below

the guidelines required by the Canadian authorities, we apply the more stringent guidelines to our activities.

Workforce Health and Safety

All-Incidence Rate (AIR) for full-time employees based on U.S. Mine Safety and Health Administration (MSHA) Form 7000-1, where incidents include:	0
Fatality rate for full-time employees	0
Fatality rate for contract employees	0

Occupational Health and Safety

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training.

Average hours of health, safety, and emergency response training for (a) full-time/direct employees:	2.21
Average hours of health, safety, and emergency response training for (b) contract employees:	0.52

Training and Education

Annual Training

Average training hours per employee	0.000
Total number of employees	403
Average training hours per male employee	0.000
Total number of male employees	350
Average training hours per female employee	0.000
Total number of female employees	53
Average training hours per non-binary employee	0
Total number of non-binary employees	0

Performance Reviews

Percentage of all employees who received a regular performance and career development review during the reporting period	0.0000%
Total number of all employees	403
Percentage of all male employees who received a regular performance and career development review during the reporting period	0.0000%
Total number of all male employees	350
Percentage of all female employees who received a regular performance and career development review during the reporting period	0.0000%
Total number of all female employees	53
Percentage of all non-binary employees who received a regular performance and career development review during the reporting period	Does Not Apply
Total number of all non-binary employees	0

Diversity and Equal Opportunity

b. Report the percentage of employees per employee category in each of the following diversity categories

Board of Directors:

Total Board of Directors	8
Percent Male	87.5000%
Percent Female	14.2857%
Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	50.0000%
Percent over 50 years of age	50.0000%

Senior Management:

Total Senior Managers	7
Percent Male	85.7143%
Percent Female	14.2857%
Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	85.7143%
Percent over 50 years of age	14.2857%

Salaried (excluding Senior Management):

Total Middle Managers	9
Percent Male	88.8889%
Percent Female	11.1111%
Percent Non-Binary	0.0000%
Percent under 30 years of age	11.1111%
Percent between 30 and 50 years of age	66.6667%
Percent over 50 years of age	22.2222%

Technical Employees (skilled hourly):

Total Technical Employees	94
	Under the Technical Employees category, we have included all administrative staff in Mexico (locally called "Personal de Confianza") that is, non-unionized workers in Mexico (96). Also included are four (4) corporate employees in Canada who are not part of management.
Percent Male	69.1489%
Percent Female	30.8511%
Percent Non-Binary	0.0000%
Percent under 30 years of age	30.8511%
Percent between 30 and 50 years of age	59.5745%
Percent over 50 years of age	9.5745%

Production Employees (unskilled hourly):

Total Production Employees	201
	Production employees correspond to unionized personnel in Mexico.
Percent Male	93.0348%
Percent Female	6.9652%
Percent Non-Binary	0.0000%
Percent under 30 years of age	49.2537%
Percent between 30 and 50 years of age	47.2637%
Percent over 50 years of age	3.4826%

Contractors:

Total Contractors	92
Percent Male	100.0000%
Percent Female	0.0000%

Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	100.0000%
Percent over 50 years of age	0.0000%

Security, Human Rights and Rights of Indigenous People

Identify the countries of operations within the World Bank's list of "Fragile and Conflict-Affected Situations"	None
Describe the nature of any social risks, for all operating countries, that could have a material risk to operations	<p>The primary purpose of our company's relationships with communities and other stakeholders within our areas of influence is to ensure success in developing company projects in Mexico.</p> <p>Although the company is committed to a socially responsible operation, the possibility of emerging social, cultural, or political interests against mining operations in the medium term is not omitted or ruled out.</p>
Describe due diligence practices and procedures with respect to indigenous rights of communities in which it operates or intends to operate	Excellon Resources Inc. does not currently operate in areas located in or adjacent to indigenous land in Mexico.
Discuss practices and list procedures while operating in areas of conflict	<p>For 2019, Bermejillo and Miguel Auza were not considered areas in active conflict or adjacent to an active conflict that could be reasonably expected to impact Excellon Resources Inc's operation.</p> <p>According to the Uppsala Conflict Data Program (UCDP), in 2019, neither the town of Bermejillo nor Miguel Auza reported violent deaths.</p>

Human Rights Assessment

Employee Training on Human Rights Policies

Report the percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	0.0000%
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Community Relations

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized):	0
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Programs

Report on community relations programs, objectives and achievements in the past 3 years



Excellon Community Programs MA

Excellon Community Programs Platosa

Excellon Resources Inc. community relations programs contribute to communities in several ways.

In addition to employing hundreds of people in the region, the company buys goods and services from small and medium-sized local businesses within its area of influence as part of its commitment to improving the quality of life of the neighbouring communities.

Excellon is also committed to protecting the health and well-being of its workers and their communities. During 2019, the company carried out multiple educational and health-related events. Some examples of these health/community initiatives are:

Internal Health and safety activities in which workers and their families participated. External Health and safety campaigns for the communities, such as disease detection programs lead by the company's medical team and first aid training in local schools for students and teachers

Actions with our communities

Discuss the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business

Our site-level grievance mechanisms were formally rolled out at both business units in 2018.

These tools are another way of demonstrating our commitment based on trust with



communities and respect for human rights, this mechanism has allowed us to foster relationships of trust in our community.

We continue to raise awareness in our communities about these tools, while also listening to stakeholder feedback, doing our best to resolve concerns before they escalate to the level of a formal complaint.

[Social Net Minera Excellon de Mexico](#)

Risks and Opportunities

Disclose the total number of site shutdowns or project delays due to non-technical factors. 0

Disclose the total aggregate duration (in days) of site shutdowns or project delays due to non-technical factors. 0

Governance

Climate Change

Oversight

Is there board-level oversight of climate-related issues within your organization Not currently, but we plan to do so within the next two years

Responsibility

Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues: Chief Executive Officer (CEO)

Nature of primary responsibility Assessing climate-related risks and opportunities

Reporting

Frequency of reporting to the board on climate-related issues Quarterly
The company has not identified any climate change-related issue that needs to be reported to the Board, but will report when needed in the quarterly meeting.

Incentives

Do you provide incentives for the management of climate-related issues, including the attainment of targets No, and we do not plan to introduce them in the next two years

Risk and Opportunity Management

Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities No-we are planning to introduce a climate-related risk management process in the next two years

Risk Assessments

Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business No - risks exist, but none with potential to have a substantive financial or strategic impact on business

Opportunity Assessments

Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business No
In the three next years, we plan to carry out a Climate Change Risks Assessment, which will also identify the company's opportunities related to climate change.

Strategy

Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning No
The company is in the process of adopting to the Climate Change-related protocols and guidelines of the Mining Association of Canada. After finishing this process, Excellon Resources Inc. will evaluate updating the organization's strategy and financial planning.

Water Management

Quality and Quantity Dependency

Rate the importance (current and future) of freshwater quality and quantity to the success of your business:
Direct use importance rating Important
Indirect use importance rating Not very important

Rate the importance (current and future) of sufficient quantity of recycled, brackish and/or produced water for the success of your business:		
	Direct use importance rating	Important
	Indirect use importance rating	Not very important
Risk Assessments		
Does your organization undertake a water-related risk assessment		Yes, water-related risks are assessed
Select the options that best describe your procedures for identifying and assessing water-related risks:		
	i. Coverage	Partial Water-related risks at each of our projects are assessed as part of our Environmental and Social Impact Assessment. This assessment includes superficial and underground water sources, water availability and quality.
	ii. Risk Assessment Procedure	Water risks are assessed in an environmental risk assessment
	iii. Frequency of Risk Assessment	More than once a year
	iv. How far into the future are risks considered	1 to 3 years
Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on operations		Yes, both in direct operations and the rest of our value chain
Provide details of identified risks in your direct operations with the potential to have a substantive financial or strategic impact on your business, and your response to those risks		
Risk 1:		
	Type of risk	Physical
	Primary risk driver	Physical – Flooding
	Primary potential impact	Reduction or disruption in production capacity
	Risk timeframe	Current up to one year
	Magnitude of potential impact	Low
	Likelihood of potential impact	Unlikely
	Potential impact financial figure and explanation	Short term loss to production
	Primary response	Develop flood emergency plans
	Cost of response and description of response	Short term loss to production, initiate alternate dewatering support methods in the mine.
Opportunity Assessments		
Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business		No Climate change will affect many aspects of the environment, including the water availability in the areas where our units are located. These issues create an excellent opportunity to develop a sustainable management plan for the water that will benefit the company and the communities nearby our operations.
Responsibility		
Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues		Chief Executive Officer (CEO)
Policy		
Does your organization have a documented water policy		No
Reporting		
Frequency of reporting to the board on water-related issues		Quarterly
Incentives		
Do you provide incentives to C-suite employees or board members for the management of water-related issues		No, and we do not plan to introduce them in the next two years
Strategy		

Are water-related issues integrated into any aspects of your long-term strategic business plan:	Yes, water-related issues are integrated
If water-related issues are integrated into any aspects of your long-term strategic business plan, please describe further	The de-watering program for the mine was developed in conjunction with the long-term operational plan and will continue to develop as we grow.
If water-related issues are integrated into any aspects of your long-term strategic business plan, identify the associated long-term time horizon	5-10 years

General Disclosure

Structure

a. Report the governance structure of the organization, including committees of the highest governance body, e.g., the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.



2019 Board and Executive Level Structure

The Board of Directors (the "Board") of Excellon is responsible for the stewardship of the Company, oversight of the management of the business and affairs of the Company, acting in the best interest of the Company, and performing such duties and approving certain matters as may be required by applicable legislation and regulations.

In 2019, the Board consisted of 8 members, 7 independent and 1 non-independent.

In 2019, the Board had 5 committees: Audit, Compensation, Nominating and Corporate Governance, Corporate Responsibility and Technical, and Special Opportunities.

For more information on Governance, please refer to the Company's website and to the attached 2019 organizational chart.

[Corporate Governance](#)

Committees

b. Report the committees responsible for decision-making on economic, environmental, and social topics, e.g., the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.

The Corporate Responsibility & Technical Committee is established to assist in the Board's oversight of the Company's risks, opportunities, responsibilities, commitments, activities, and performance relating to health, safety, environmental affairs, community relations, community development, human rights, government relations, and technical, operational matters.

Please refer to the Charter of the Corporate Responsibility and Technical Committee for more information.

[Charter of the Corporate Responsibility and Technical Committee](#)

Responsibility

a. Has the organization appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, e.g., is it part of the Governance structure of the company, the CFO or internal audit reporting to the Board

Yes

VP of Corporate Responsibility

Reporting Structure

b. Report whether position holders report directly to the highest governance body or CEO

In 2019, responsibility for economic, environmental and social topics was delegated to the Vice-President of Corporate Responsibility, who is part of the leadership team reporting to the CEO.

The CEO reports - at least quarterly - to the Corporate Responsibility and Technical Committee on all related matters, and the Committee reports to the Board, when appropriate.

Consultation Process

Report the processes for consultations between stakeholders and the highest governance body on economic, environmental and social topics, e.g., for most mining companies it would be the executives and operations and not the Board, and if delegated, explain how


Communications with stakeholders occur on a regular basis, and as required by the company's operations management, community liaison manager or government authorities.

Composition

Report the composition of the highest governance body and its committees by:

Number of executive members

1

Number of non-executive members	7
Number of independent members	7
Less than 3 years	2
3-6 years	2
6-9 years	2
More than 10 years	2
Lists of each individual's other significant positions and commitments, and the nature of the commitments, e.g., other boards and executive positions	Please refer to the Directors and Officers section (page 40) of our 2019 Annual Information Form. 2019 Annual Information Form
Number of Male governance body members	7
Number of Female governance body members	1
Number of members from under-represented social groups	1
Description of competencies relating to economic, environmental, and social topics	The Corporate Responsibility and Technical Committee is comprised of Laurence W. Curtis, Daniella Dimitrov, and Jacques McMullen. Please refer to the bios found in the Directors and Officers section (page 40) of our 2019 Annual Information Form. 2019 Annual Information Form
Description of stakeholder representation	The Board is comprised of a combination of independent and non-independent members, none of whom represent any other stakeholders of the Company or have been nominated by shareholders.
Board Diversity	
If available, provide a link to the entity's Board Diversity Policy Statement or attach the related document	Please refer to the Company's Board Diversity and Renewal Policy. Board Diversity and Renewal Policy
Non-Executive Director	
Is the chair of the highest governance body also an executive officer in the organization	No
Conflicts of Interest	
Report the processes for the highest governance body to ensure conflicts of interest are avoided and managed, e.g., list procedures	Please refer to the attached document for a description of how Excellon Resources Inc. manages conflicts of interest at the board level. Code of Business Conduct and Ethics
 Excellon Conflict of Interest	
Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:	Yes
i. Cross-board membership	Yes
ii. Cross-shareholding with suppliers and other stakeholders	Yes
iii. Existence of controlling shareholder	Yes
iv. Related third party disclosures	Yes
Transparency	
Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics	The Board has delegated responsibility and accountability to the Corporate Responsibility & Technical Committee. The Committee oversees the Corporation's purpose, values and mission statements,



Excellon CR & Technical Committee Responsibilities

Report on the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics, e.g., board training

strategies, policies, and goals related to economic, environmental, and social topics.

[Charter of the Corporate Responsibility and Technical Committee](#)



Excellon Board Knowledge of Material ESG Issues

Report the actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice, (response to external evaluations)

All directors are provided with comprehensive information about Excellon and its subsidiaries.

Directors have the opportunity to meet with senior management to obtain insight into the operations of Excellon and its subsidiaries.

Report the highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities - including its role in the implementation of due diligence processes, (committee roles)

As per the Nominating and Corporate Governance Committee Charter, the Committee is responsible for overseeing the evaluation of the Board, Committees of the Board and the contribution of individual directors, including their performance with respect to the governance of economic, environmental, and social topics.

Please refer to the mandates of the Corporate Responsibility and Technical Committee.

[Charter of the Corporate Responsibility and Technical Committee](#)

Is stakeholder consultation used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities, and if delegated, explain how

Yes

In 2019, responsibility for economic, environmental and social topics was delegated to the Vice-President of Corporate Responsibility, who is part of the leadership team reporting to the CEO.

The CEO reports - at least quarterly - to the Corporate Responsibility and Technical Committee on all related matters, and the

Committee reports to the Board, where appropriate.

Communications occur on a regular basis and in specific circumstances as required between the operations management and community liaison manager, government and legal representation to the stakeholders.

Remuneration

Report how performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics

Please refer to the attached file on the Board Compensation Committee and its role in awarding ESG-related remuneration.

[Management Information Circular](#)



Excellon's Compensation Committee Structure - Fiscal 2019

How are stakeholders' views sought and taken into account regarding remuneration

We handle stakeholders' views on a case-by-case basis as questions are raised. The company also holds an Annual General Meeting where we take questions from stakeholders and address them.

If applicable, report the results of votes on remuneration policies and proposals

All matters related to remuneration, including policies and proposals, are handled and approved internally by the Compensation Committee. Please refer to the Compensation Committee Charter for more information.

[Charter of the Compensation Committee](#)

Ethics

Describe the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain.

Please refer to the attached Anti-Bribery and Anti-Corruption Policy and Statement.



Anti-Bribery and Anti-Corruption Policy



Excellon Anti-Bribery and Anti-Corruption Statement

Report net production from activities located in the countries with the 20 lowest rankings in Transparency International's Corruption Perception Index (CPI) (Saleable tonne):

0

Anti-corruption

Communication and Training

1b. Total percentage of employees that have been communicated to on anti-corruption 0.0000%

i. Total number of governance body members that have received training on anti-corruption, broken down by region 8

ii. Total percentage of governance body members that have received training on anti-corruption, broken down by region: 100.0000%

Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region: 319

1a. Total number of employees that received training on anti-corruption 319

Total number of employees 319

1b. Total percentage of employees that received training on anti-corruption 100.0000%

Every year employees receive training on the various company policies, such as, business conduct, anti-bribery and anti-corruption, whistleblower, and disclosure. Employees sign a compliance letter once training is completed.

2a. Total number of senior employees that received training on anti-corruption 15

Total number of senior employees 15

2b. Percentage of senior employees that received training on anti-corruption 100.0000%

3a. Total number of middle management employees have received training on anti-corruption 9

Total number of middle management employees 9

3b. Percentage of middle management employees have received training on anti-corruption 100.0000%

4a. Total number of technical employees that received training on anti-corruption 54

Total number of technical employees 54

4b. Percentage of technical employees that received training on anti-corruption 100.0000%

5a. Total number of production employees that received training on anti-corruption 201

Total number of production employees 201

5b. Percentage of production employees that received training on anti-corruption 100.0000%

6a. Total number of administrative employees that received training on anti-corruption 40

Total number of administrative employees 40

6b. Percentage of administrative employees that received training on anti-corruption 100.0000%

Material Topics

Process to determine material topics

Describe the process followed to determine its material topics, including:

i. How has the organization identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; provide details.

- Environmental impact assessment
- Social impact assessment

To identify material risks, aspects and impacts

on the economy, environment and communities of interest, the Company relies on its knowledge of the business, the activities at Platosa and Miguel Auza and the exploration program, and on the regular interactions with all the communities of interest, employees, workers and other external relationships.

Excellon has Environmental Impact Assessments (Manifiesto de Impacto Ambiental - MIA) for its Platosa mine and the Miguel Auza processing facility. Those EIAs describe the potential positive and negative environmental and social impacts of both projects and their significance in terms of: magnitude, duration, and likelihood of an impact occurring within the context (geographic scope, setting, and scale).

For more information on material risks, aspects and impacts, please refer to the Company's Corporate Responsibility Report for 2018.

[Corporate Responsibility Report 2018](#)

ii. How has the organization prioritized the impacts for reporting based on their significance;

In its Corporate Responsibility Report, the Company identifies the various significant risks, aspects and impacts for its operating units, the environment and the surrounding communities. The significance of these impacts is determined by their severity, and the potential risk is determined based on their severity and probability.

The Board oversees the Company's Enterprise Risk Management (ERM) program and works with management using a "tone from the top" approach to promote a corporate culture that understands the importance of implementing an enterprise-wide risk management system.

We progressed with the assessment of corporate-level risks using our revised process; the initial assessment was completed in early 2019. Many of the risks identified at Platosa and Miguel Auza have the potential to be material risks at the corporate level.

For more information, please refer to the Risks, Aspects and Impacts section of the Company's Corporate Responsibility Report for 2018.

[Corporate Responsibility Report 2018](#)

Specify the stakeholders and experts whose views have informed the process of determining its material topics and provide details.

- Employees and other workers
- Governments
- Local communities

In identifying the material topics, the Company has taken into consideration the views of the communities of interest indicated above. The Company, however, hopes to engage more effectively with other stakeholders in conversations about the material aspects of our business from their perspectives, and give them a better understanding of our business and impact in the surrounding communities.

List of material topics

List the organization's material topics

- Economic Performance
- Market Presence
- Procurement Practices
- Materials
- Energy
- Water
- Biodiversity
- Emissions
- Effluents and Waste
- Employment
- Labor/Management Relations
- Occupational Health and Safety
- Child Labor
- Forced or Compulsory Labor
- Security Practices
- Local Communities
- Compliance

List the organization's non-material topics

- Indirect Economic Impacts

- Products and Services
- Transport
- Overall environmental
- Supplier
- Environmental Assessment
- Environmental Grievances
- Training and Education
- Diversity and Equal Opportunity
- Equal Remuneration for Women and Men
- Supplier Assessment for Labor Practices
- Labor Practices
- Grievance Mechanisms
- Human Rights Investment
- Non-discrimination
- Freedom of Association and Collective Bargaining
- Supplier Human Rights Assessment
- Human Rights Grievance Mechanisms
- Anti-corruption
- Public Policy
- Anti-competitive Behavior
- Supplier Assessment for Impacts on Society
- Grievance Mechanisms for Impacts on Society
- Emergency Preparedness
- Artisanal and Small-scale mining
- Resettlement
- Closure Planning
- Customer Health and Safety
- Product and Service Labeling
- Marketing
- Communications
- Customer Privacy
- Materials Stewardship

Provide reason for considering such topics not material, provide details.

- Not applicable
- Information unavailable/Incomplete

As mentioned above we have carefully, chosen the material topics that apply to our mining operations under the current circumstances. We are aware that our projects are dynamic and developed under changing circumstances so these topics may change in the future.

Report changes to the list of material topics compared to the previous reporting period.

No change to report.

Tax

Describe the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:

i. The approach to engagement with tax authorities

Excellon Resources Inc. is a member of the Mexican Mining Chamber CAMIMEX and receives information on tax issues from these industry groups. We liaise with tax authorities through specialized firms to ensure we comply with existing tax regulations and any changes to these regulations legislated by host governments.

ii. The approach to public policy advocacy on tax

We do not directly engage in public policy advocacy on taxes. As members of mining industry groups, we may support industry positions on tax policies.

iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders

As members of mining industry groups, we may support industry positions on tax policies.

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