

CREATING MEANINGFUL VALUE

2021-2025





Cautionary Statement: ESG-related disclosures are inherently subject to measurement uncertainties and methodological limitations. Certain ESG metrics, biodiversity impacts and supply chain data, are based on evolving standards, estimates, assumptions and third-party information, and may not have the same degree of accuracy, comparability or assurance as financial information prepared in accordance with IFRS.

The gold industry a catalyst for lasting development

For thousands of years, gold has been trusted as a universal store of value – a metal that has anchored economies, symbolised wealth, and moved across cultures and continents. **In West Africa, this legacy is particularly profound; gold is a deeply respected symbol of heritage, identity, and resilience.** Today, it remains vital not only as a financial safe haven, but as a material that underpins technology, trade and long-term economic resilience.

Endeavour is one of the world's leading gold producers and the largest in West Africa. **Our purpose is to produce gold that delivers meaningful value to people and society.** This book showcases the positive impact our presence can have on ordinary lives – from the jobs and opportunities that support families, to the businesses we help grow, to the environmental stewardship we champion in and around our sites.

The stories presented in these pages are just a few examples of the difference we make and reflect how the value of gold translates into tangible economic, social, and environmental benefits for our communities and host countries.

Endeavour extends its sincere gratitude to the Governments of Senegal, Côte d'Ivoire and Burkina Faso – to their Presidents, Ministers, and the regional and local authorities who work alongside us every day.

Your partnership and trust make our success possible as we continue to build a legacy of shared prosperity, resilient communities and sustainable development across West Africa.

Creating meaningful value

Mining has the potential to deliver transformational socio-economic benefits and a positive lasting legacy.

As the largest gold producer in West Africa and a top-ten producer globally, Endeavour operates with a great responsibility.

I am proud to present our Group Impact Report to our West African stakeholders. **This report highlights the meaningful contributions to sustainable growth and progress we have driven together across our host communities from 2021 to 2025.**

Launching our ESG strategy five years ago was a decision driven by the understanding that financial performance and sustainability are fundamentally interdependent. We chose to actively build a legacy that will last and to do so in partnership with in-country stakeholders. **Today, that strategy delivers visible human value that will last for generations to come.**

We operate as guests of our host governments and communities across West Africa. **Our social licence is not assumed, inherited or negotiated once. It is earned every single day, through respect, transparency and meaningful engagement.**

Our ESG strategy is rooted in actively listening to our host communities. In response, our initiatives have built and rehabilitated schools, health centres, and community infrastructure, expanding access to healthcare, education and boosting local livelihoods and entrepreneurship.

Being a trusted partner means ensuring that the benefits of mining are visible, measurable and fairly distributed. For the period 2021 to 2025, our economic contribution to host countries was over 6.6 trillion FCFA, including 2 trillion FCFA in payments to governments, 4 trillion FCFA in procurement spend and close to 519 billion FCFA in salaries and related payments.

I am proud of the impact we have had over the past five years. **Together, we will continue to advance a partnership based on trust, transparency, and shared progress for the benefit of all.**

Ian Cockerill
Chief Executive Officer,
Endeavour



Our impact 2021–2025

Our employees



14,615

Employees
(2025)

95%

Nationals
(2025)

519B

FCFA in salaries and
related payments

Our suppliers



1,200

Suppliers
(2025)

4,026B

FCFA spent on
in-country suppliers

Host communities



13,694

Community consultations

72B

FCFA total social investment

Host countries



472B

FCFA paid in royalties

236B

FCFA paid in dividends

1,293B

FCFA paid in taxes

A legacy of shared prosperity

At Endeavour, sustainability is the driving force behind everything we do.

Sustainability is not an add-on to our operations; it is an integral part of them. It shapes not only how we mine, but more importantly, why we do it. This is because **we firmly believe that extracting value from the earth and creating value for our host communities are inseparable**; we cannot do one without the other.

Endeavour turns this value it creates into jobs, skills, thriving local enterprise and essential services – but our real impact is the human story, written in the lives of the people we reach.

In this book, we aim to bring some of those stories to life: presenting the reality on the ground, the moments of change, and the everyday improvements that show what responsible mining means for our host communities.

These are just a handful of the hundreds of stories that define our business – and the people who give us our purpose.

I am very proud of the progress we've made over the past five years across our business, through both site actions and Foundation projects.

As we look towards 2030, **our ambition remains unchanged – to create a lasting legacy of resilient communities, thriving ecosystems and shared prosperity where we operate.**

Djarja Traore
EVP Operations and ESG,
Endeavour



“ We only succeed when we create sustainable value for our communities and host countries. ”





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ENDEAVOUR FOUNDATION





The Endeavour Foundation was established to build on our mine-site initiatives, serving as a powerful amplifier of our ESG strategy. By scaling these efforts into regional and national programmes, we ensure our commitment to sustainability extends far beyond our immediate operational footprint.

Targeted projects drive meaningful change across five core pillars: improving health and education, fostering economic development, conserving biodiversity, and tackling plastic pollution in our host communities and countries.



Maternal health centre in the village of Sabodala.



SUPPORTING COMMUNITY HEALTH

Health touches every part of our daily lives. It shapes whether our children can go to school, whether parents can work, and whether families feel secure if illness strikes.

Endeavour has been working hand-in-hand with local partners and host communities around our operations to improve access to basic healthcare.

Guided by what communities tell us they need most, our focus has been on improving care that is closer to home, easier to access, and centred on prevention.

Through over 80 health initiatives, we have helped reached around 180,000 people, supporting safer maternity care for mothers, providing earlier detection and prevention of illnesses like malaria, stronger local health centres that are equipped to treat thousands of community members and annual health caravans offering free access to healthcare.

01

2.5 billion FCFA



invested in over 80 health initiatives
across 180,000 beneficiaries

542 million FCFA

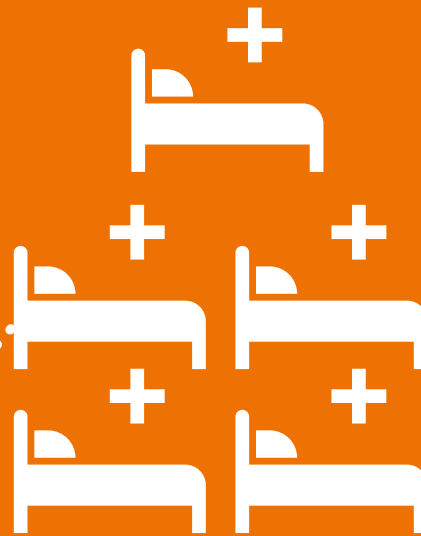


invested in health infrastructure
impacting 20,263 beneficiaries



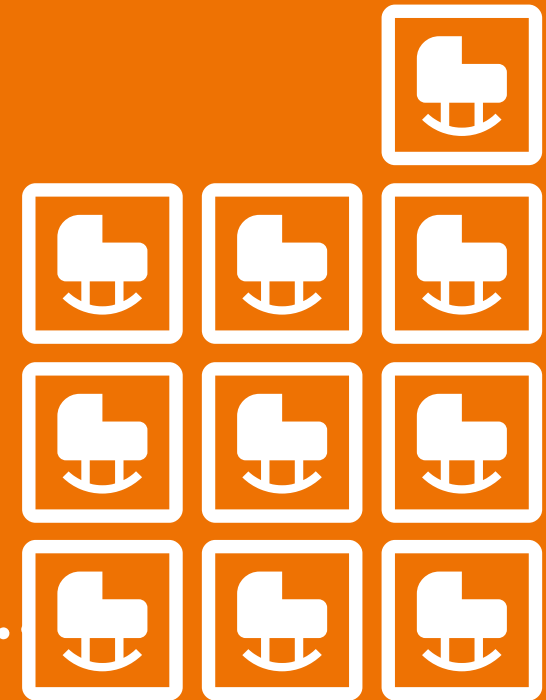
6

health centres
provided for 5,523 beneficiaries



5

hospital wards (2 maternity)
provided for 6,750 beneficiaries



10

maternal health initiatives
including 2 maternal hospital
wards and 2 midwife houses
provided for 8,240 beneficiaries



40,000

community members
sensitised in
our malaria
programmes



+368m

FCFA invested in health equipment
and supplies for 25,274 beneficiaries



201m

FCFA invested in health caravans since 2023
which provided assessments to people

“

At Endeavour, safety is the foundation of everything we do – a non-negotiable commitment driven by the daily decisions each person makes to identify hazards and mitigate risks.

Our ultimate goal is for everyone to return home safely to their families at the end of every shift. Because our host communities are deeply integrated into our operations, this safety culture extends far beyond the mine gates, guiding health and safety initiatives that protect both our workforce and the wider community.

”

Kassoum Ouattara
Vice President HSE,
Endeavour





Annual indoor residual spraying campaign, part of our malaria prevention programme in host communities around our Ity mine, Côte d'Ivoire.

The fight against malaria: impact through collaboration

In the areas where we operate across West Africa, malaria continues to be one of the most significant health risks, affecting employees and families alike. **But unlike many risks, it is entirely preventable and treatable. That's why we are taking a long-term approach that builds local capacity and strengthens health systems to deliver real, lasting change.**

To combat malaria, we have launched integrated, site-specific programmes combining vector control, early diagnosis, and community engagement alongside regional health authorities, national malaria programmes, and renowned experts.

One remarkable success has been our malaria prevention programme at our Ity mine in Côte d'Ivoire, where malaria is the most prevalent. We are seeing employees and community members actively embrace prevention practices both on-site and at home.

This programme stands testament to what can be achieved through a multi-stakeholder partnership between a mining company, local health authorities, malaria experts and effective community mobilisation.

 **565m**
FCFA invested

 **95%**
uptake in indoor
residual spraying

 **'000s**
of households engaged
in our community-led
prevention and
awareness programmes

MALARIA DOESN'T REST NEITHER DO WE

ZERO
MALARIA
STARTS WITH ME



77%

reduction in
malaria cases
among our
employees
since 2021



ZÉRO
PALU
JE M'ENGAGE



2,078

Free eye consultations provided

137

Life-changing cataract surgeries
completed

264

Pairs of prescription glasses
donated



4,050

Mothers and children
treated by specialists



103

Local health workers
trained to strengthen
community care

Bringing care to the heart of our communities

Endeavour's annual Health Caravans strengthen community health by delivering free medical screenings and treatment to remote areas.

Since 2023, these vital mobile clinics have offered anonymous testing for infectious and chronic diseases, eye care, and reproductive health, alongside vital preventative education, to **around 9,700 men, women and children.**

Working with local authorities and health partners, these initiatives advance community health and well-being for all generations through a collaborative approach, aligned with United Nations Sustainable Development Goal 3 (Good Health and Well-being).





“

The health and well-being of our employees, as well as all our stakeholders, remain at the heart of our priorities.

The Mana mine is proud to be actively contributing to improving local healthcare. We are supporting the upgrade of the Wona Health Centre (CSPS), providing it with modern, fit-for-purpose medical equipment.

Alongside our our annual health caravans and malaria programmes, these initiatives help to improve access to care for local communities while strengthening the long-term quality of healthcare services.

”

Xavier Therin

General Manager, Mana mine, Endeavour

“From maternal support and student health insurance to free screenings and emergency medical evacuations, our investments go beyond providing services – we are actively sustaining the vital lifeline of our host communities.”

Doctor Bocoum

Group Community Health Manager,
Endeavour



I Choose My Future: empowering choices



In communities surrounding our Ity and Lafigué mines, young girls can face complex challenges – including poverty, limited guidance, and early pregnancy – putting their education and future at risk.

To address these challenges, the Endeavour Foundation’s “I Choose My Future” initiative has broadened its educational scope to incorporate adolescent sexual and reproductive health education. Through workshops and awareness sessions, the programme provides health education, fosters self-esteem, and empowers informed decision-making for young adults.

As part of this effort, **12 school health and wellness clubs were established** – four around our Ity mine and four around our Lafigué mine. These clubs provide safe spaces where students can openly discuss the unique challenges affecting young people, receive guidance from trained facilitators, and benefit from peer-to-peer learning and mentorship.

By seamlessly combining education, wellness awareness, and community engagement, the initiative empowers young women to stay in school, make informed life choices, and build brighter futures.

To date, **the programme has reached more than 1,000 students and 500 parents**, equipping families with the tools and confidence to support the next generation’s success.

12

**school health and wellness
clubs have been established**



“ The activities led to a significant improvement in knowledge and a positive change in students’ behaviours regarding sexual and reproductive health. ”

Yaa Agnès Kouame

Education Professional, Collège
Privé de Tanda, Club supervisor







INVESTING IN FUTURE GENERATIONS

Our Commitment to Education and Opportunity.

Education and vocational training are the twin pillars of long-term economic resilience. By providing children and young people with the space to learn and grow, we aren't just opening up career pathways – we are actively strengthening the livelihoods of our host communities.

To turn this vision into a tangible reality, **Endeavour has invested more than 2.6 billion FCFA into education and vocational training.** Working hand in hand with schools, families, and the local authorities, we have **rolled out over 100 different initiatives that have directly impacted +45,000 students and adults**, fundamentally transforming access to education and the quality of learning environments.

02

2.6 billion FCFA

1.0 billion FCFA



supporting +45,000 people
through +100 education initiatives

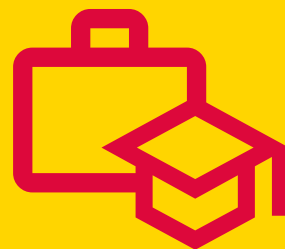


invested in educational infrastructure
over 49 initiatives, supporting 22,515 beneficiaries



26

classrooms were completed
for 1,740 students



683

local internships
at our mines



1,139

national internships
at our mines



763

children received birth certificates, enabling them to attend school



22,150

students received 96.7 FCFA support for school supplies and equipment



4

multi-media rooms were completed for 2,100 pupils



586

young adults received vocational training, an investment of +318 FCFA

“

For us, education is a key pillar of our legacy. Beyond the mine gate, our education initiatives – spanning primary through to adult learning – have the potential to empower generations, ensuring no one is left behind. By supporting each student's academic journey, we are investing directly in the future leadership of the region.

”

Drissa Soro

General Manager, Ity mine



Supporting girls' education

Every young girl deserves the chance to complete her education and realise her full potential, yet vulnerable girls across West Africa remain at high risk of dropping out of secondary education.

Since 2022, the Endeavour Foundation has **invested more than 54 million FCFA to support 215 girls from disadvantaged backgrounds** with four-year bursaries to continue their education.

Beyond funding tuition, **we are helping to break the cycle of poverty for young women** by removing financial barriers to learning and empowering these young women to turn their ambitions into reality.

“**This scholarship is incredibly helpful to me because it allowed me to continue my studies, despite having to pause my education due to pregnancy.**”

Gouanda Marie Claire

Young mother and 10th-grade student at the Mema Kamin Private College in Zouan-Hounien, Côte d'Ivoire

215
girls awarded
bursaries



Children at our Sabodala-Massawa mine celebrating their bursaries and prizes received from Endeavour.



Pépites d'Or

At Endeavour, we recognise the promise of tomorrow in today's learners. Through our Pépites d'Or initiative, we reward the academic achievements of our employees' children who have passed their school exams with outstanding results.



1,931

children rewarded through
prize-giving ceremonies



Elites de demain



Endeavour's 'Elites de Demain' programme is dedicated to cultivating the next generation of mining professionals in West Africa by investing in high-potential local students.

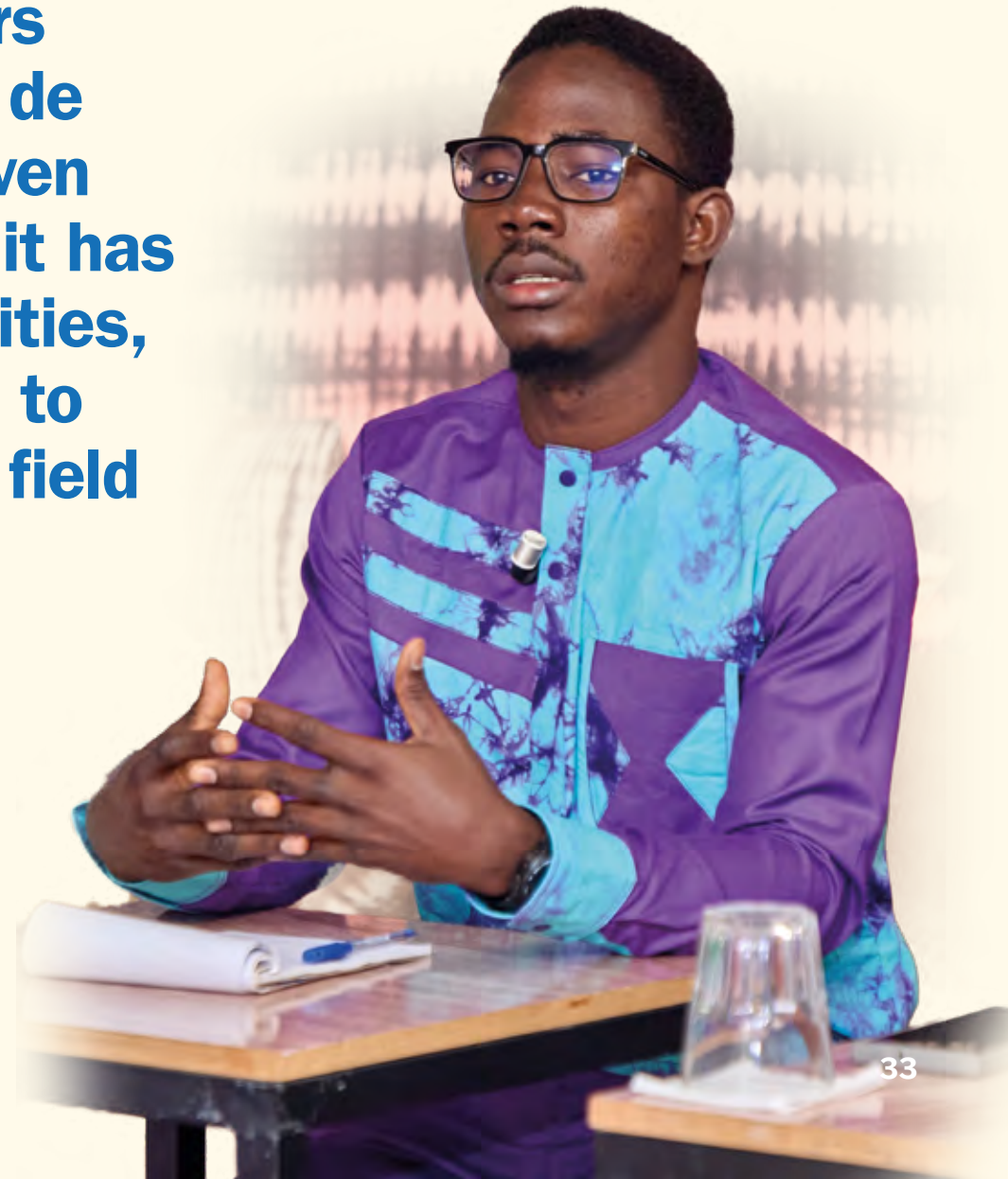
This initiative has **provided 42 students with full scholarships** – covering both tuition and living expenses – to ensure financial barriers never stand in the way of academic excellence.

Beyond the classroom, these students gain a competitive edge through hands-on internships at Endeavour's mines, where they bridge the gap between theoretical knowledge and real-world operational mastery.



“Some programmes shape an academic journey; others transform a life. The Elites de Demain programme has given me far more than training, it has provided me with opportunities, valuable skills, and access to the professional world in a field I am passionate about.”

Elite Zackaria Sawadogo
Energy Efficiency Engineer,
Endeavour







IMPROVING EVERYDAY LIFE

Everyday services are the backbone of our host communities – shaping how people live, move, and connect – and the foundation for socio-economic development.

Over the past five years, **Endeavour has partnered with the local authorities to turn community feedback into visible impact.**

By listening to the priorities of our host communities, we have provided essential infrastructure that creates tangible, long-term improvements.

We have spent more than 9.7 billion FCFA on improving roads, expanding access to clean water and electricity, building or rehabilitating community space, public buildings and educational facilities.

These initiatives will help ensure our host communities can grow and prosper.

03

9.7 billion FCFA



invested across 183 initiatives benefitting
the daily lives of 85,785 beneficiaries

3.5B

invested in infrastructure
over 49 initiatives benefitting
22,515 beneficiaries



1.8B

FCFA invested
in upgrading roads



1.95B

FCFA invested
in providing access
to electricity



3,781

houses were built
as part of the new
Sabodala-Massawa
village



+50,000

beneficiaries have been improved
through **3.5b FCFA investment**
in water access over 55 initiatives –
boreholes, water towers, pumps



3,900

beneficiaries enjoy 228m FCFA
investment in sporting
infrastructure across 9 initiatives



953

beneficiaries benefitted
from **195m FCFA** in youth
infrastructure across 8 initiatives

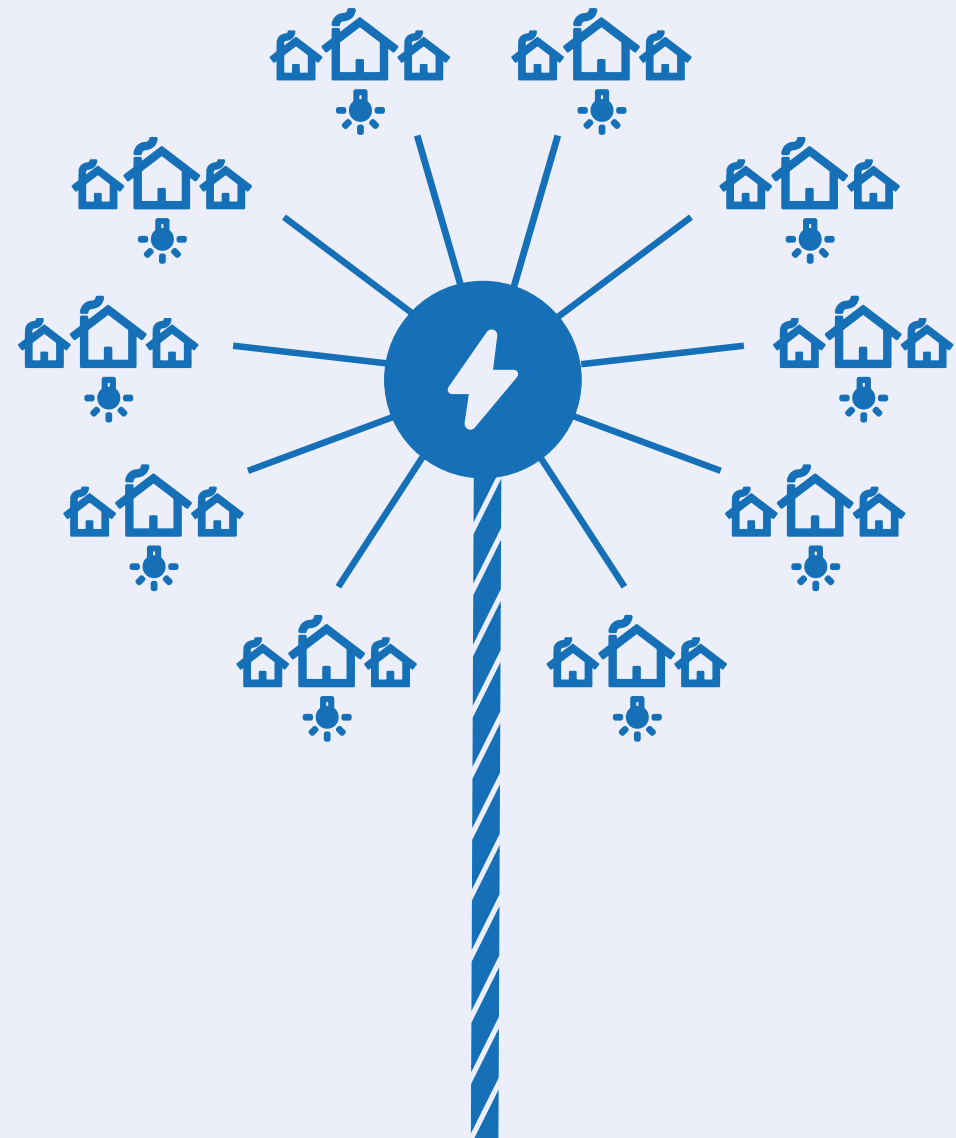
Bringing reliable electricity to rural communities in Senegal

Access to reliable electricity is fundamental to community development.

Since 2022, in partnership with the Senegalese Rural Electrification Agency (ASER) and the municipality of Sabodala, **Endeavour has brought power to 10 villages**, supporting Senegal's national goal of universal access to affordable energy.

Together, we built a new medium-voltage power line to connect these communities directly to the national grid, transforming areas that previously had very limited electricity. Today, **reliable power allows local businesses to stay open later, supports essential public services, and creates new economic opportunities for local households.**

By working hand-in-hand and sharing infrastructure, Endeavour and our local communities are building a brighter, self-sustaining future that will benefit the region for generations to come.



“

Behind every figure in this report, there are faces, families and communities. A young girl pursuing her studies thanks to a scholarship, a rice producer at Lafigué proudly selling his produce in the local market, a mother giving birth safely in a maternity ward we helped to build and equip at Kouepieu.

That is what social performance truly means: recognising that the value of gold is measured first and foremost by what it tangibly changes in people's lives.

We will not always get it right, and we own that. But we are progressing, listening closely to the communities that host us, and acting in respect of our host countries and the vision they have set for their future.

”

Adama Soro

Vice President, Social Performance,
Endeavour



Transforming daily life through access to water

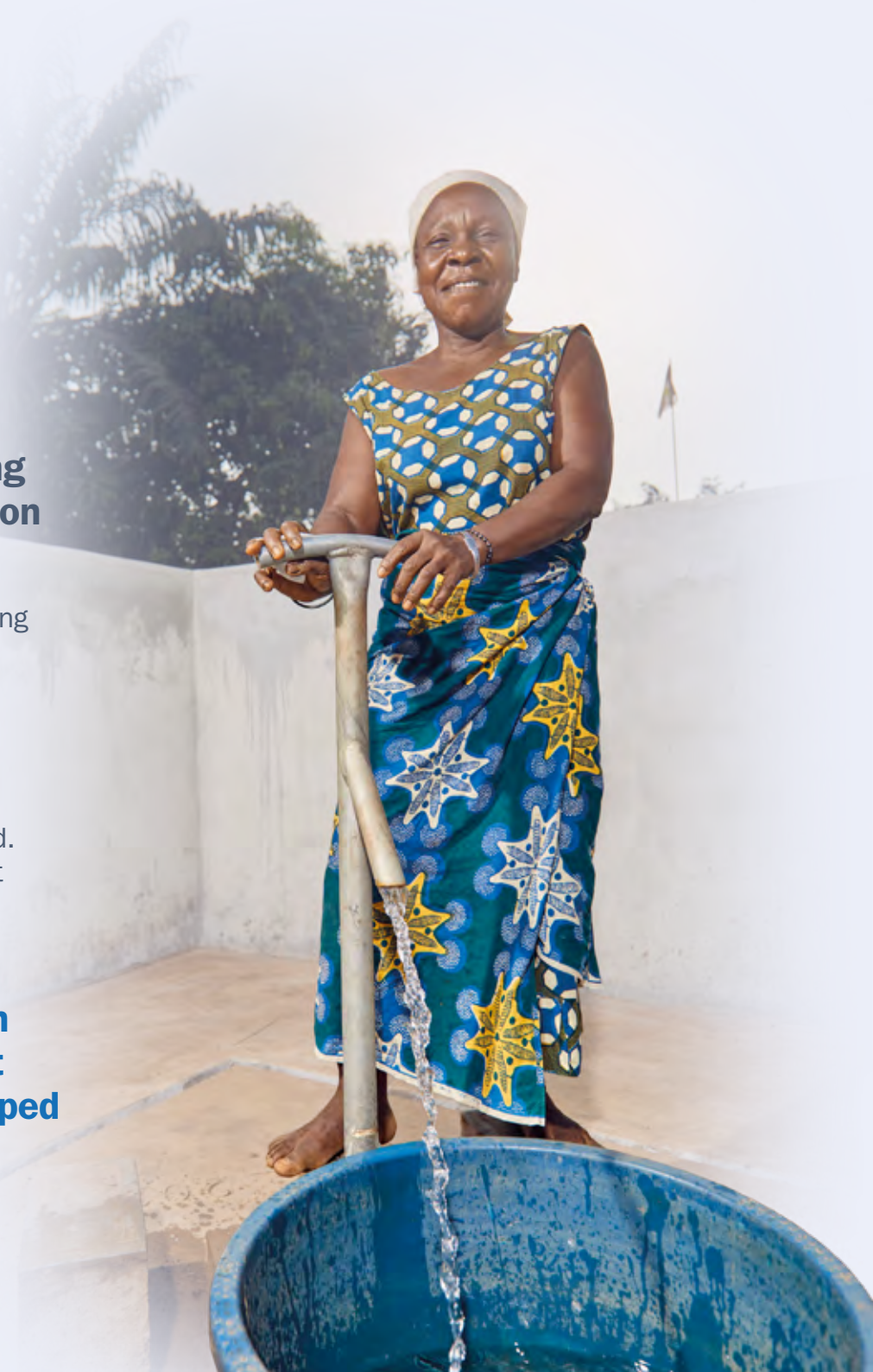
For many years, accessing clean water was a daily challenge for families in Koundodougou, Côte d'Ivoire. Women, children, and the elderly regularly travelled long distances to collect water, spending a significant portion of their day securing this basic resource.

In 2024, the installation of covered, solar-powered boreholes marked a turning point for the community. **Benefiting nearly 3,000 residents**, this project has established a sustainable, reliable water supply close to home, significantly improving living conditions.

Beyond providing clean water, the initiative has transformed daily routines across Koundodougou. Families save valuable time, the burden of domestic chores has been eased, and community well-being has significantly improved. This project demonstrates that reliable infrastructure delivers more than just utility; it restores dignity and provides a foundation for community health.

“The arrival of this upgraded village pump has given us easy access to safe drinking water in sufficient quantities for the entire household. It has also helped reduce waterborne diseases.”

Virginie Coulibaly
Community member



Bridging the gap in Mouhoun

In 2022, Endeavour invested in the construction of two vital bridges in Safané, a rural commune located 25km from our Mana mine in the western Boucle du Mouhoun region in Burkina Faso.

Previously, the deteriorating condition of the local bridges presented a major obstacle for residents trying to conduct business. Recognising that new infrastructure could catalyse local commerce, we **financed the two new bridges at a total cost of 190 million FCFA.**

This investment has significantly enhanced regional economic activity, facilitating **safe travel for approximately 70,000 people across 40 villages in Safané and the surrounding areas.**



190m

FCFA invested



40

villages



70,000

people

Empowering vulnerable communities

In 2024, the Endeavour Foundation, in partnership with TotalEnergies, delivered a comprehensive infrastructure and equipment package in Neboun, located within the Biéha commune, Burkina Faso.

Valued at approximately 600 million FCFA, the initiative responded to the national call for solidarity to assist internally displaced persons (IDPs), benefiting communities across six regions of Burkina Faso.

The initiative focused on combining immediate humanitarian relief with long-term structural support. The assistance package included 500 tons of food supplies, 133 tents, and over 6,000 individual solar lamps. **To improve local infrastructure and safety, the partnership also installed 170 solar streetlights across 21 sites and constructed four solar-powered water pumping systems, significantly improving community access to basic services.**

In tandem with these relief efforts, the launch of a hybrid solar-diesel mini power plant project, led by the Rural Electrification Agency, aims to establish a foundation for community resilience. **By stabilizing the energy supply, the project seeks to stimulate the local economy and support income-generating activities.** This collaborative model demonstrates how corporate and state partnerships can transition short-term aid into durable pathways toward stability and economic self-reliance.

+6,000

solar lamps supplied
by TotalEnergie

500

tons of food supplied

133

tents

170

solar streetlights
across 21 sites

4

solar-powered water
pumping systems







BOOSTING LOCAL LIVELIHOODS AND ECONOMIES

A reliable source of income can make a real difference to everyday life. It helps families meet their daily needs, put food on the table, keep children in school, invest in their land or small businesses, and plan for the future.

Over the past five years, **Endeavour has partnered closely with host communities, local cooperatives, and entrepreneurs to foster sustainable economic opportunities.** Spanning agriculture, market gardening, and local supply chains, we have supported more than 344 income-generating initiatives across West Africa, through a **2.1 billion FCFA investment – unlocking economic opportunities for over 10,000 individuals**, with a deliberate focus on women and youth.

Our approach delivers practical, hands-on support, ranging from the provision of critical machinery – such as tractors and processing mills – to tailored mentorship and business development. By working side-by-side with local enterprises and cooperatives, we equip them with the vital skills needed to maximise productivity, scale operations, and establish thriving, independent livelihoods.

04

2.1 billion FCFA



invested in 344 income generating initiatives
supporting +14,470 people

4,573

beneficiaries from +215 agricultural based initiatives
and 1.26b FCFA investment

22

market gardens
1901 beneficiaries,
investment of 834m FCFA

60

chicken farms
294 beneficiaries,
investment of 256m FCFA



51

livestock farms
252 beneficiaries,
investment of 231m FCFA

39

fish farms
166 beneficiaries,
investment of 128m FCFA



1,987

beneficiaries received
equipment seeds or supplies
worth ~1b FCFA



185

beneficiaries received
15 mills



11,209

beneficiaries were supported
through 48 capacity building initiatives



252

beneficiaries supported through
37m FCFA investment in 4 local
supplier development programmes

Building the future

The N’Goto Yetehe programme, meaning ‘Building the Future’ in the local Djimini language was launched in 2024 to support community development following the construction of the Lafigué mine.

Over three months, participants trained in eight trades, from hairdressing and pastry-making to electronics, solar energy, poultry farming, borehole maintenance, and office administration. Beyond the courses, the programme gave graduates support into the job market, awarding certifications, and trade-specific starter kits, equipping them to launch businesses or shape their own futures. **Since 2024, Endeavour has invested over 150 million FCFA and celebrated the graduation of 63 young people, including 19 women.**

“ The Lafigué employability programme made me discover a new profession, acquire new skills and land a position as an electrician with a supplier to the Lafigué mine. ”

Valery Drougnanwele
Trainee electrician, Oualeguera



63

young graduates



“

Our success at Lafigué is built on partnership. Through collaborative initiatives like ‘N’Goto Yetehe’ and our employability and entrepreneurship programmes, we are working alongside our communities to help young people and local business owners gain the skills they need to succeed working at the mine or across the region.”

N’faly Kante

General Manager, Lafigué mine,
Endeavour



“

The mine has offered jobs to many young people in the community. The CHOP Ladies project has allowed women to leave artisanal gold mining and agricultural work, and has given us the means to be truly independent.

”

Yenin Solange Ouattara
Member of the Association

”



From gold panning to self-sufficiency

In Cote d'Ivoire, just a few years ago, the women of the CHOP Ladies Association shared a common reality: dividing their days between artisanal gold mining and farming, while facing highly unstable incomes.

The launch of the CHOP Ladies Association marked the beginning of a life-changing transformation.

Today, following practical training and capacity-building programmes provided by our Lafigué mine, these women successfully manage a catering business, preparing daily meals for the mine's subcontractors.

The economic impact is already tangible. **Now earning a regular and reliable income, many are investing their earnings into building homes and purchasing motorcycles.** Looking ahead, the CHOP Ladies plan to expand their business to other mining and commercial sites, firmly securing their long-term economic independence.

Female empowerment

Founded with the support and funding of our Ity mine in Côte d'Ivoire, the Female Association of Cassava Producers of Meantouo brings together 45 women determined to build a better future through *attiéké* production. By establishing a legal entity, learning new skills, and getting their hands on modern equipment, they have completely transformed a traditional, home-based activity into a thriving business built on pride, sisterhood, and financial freedom.

Over the years, the Association has really taken off, creating reliable opportunities for the members and their families. Since 2020, **Endeavour's investment of over 13 million FCFA has given their production a massive boost.** Today, the cooperative sells about 20% of what they make to our Ity mine and another 40% to 50% in local markets. The rest goes straight to feeding their own households, providing food security.

Going forward **the Association hopes to modernise and semi-industrialise the production chain,** aiming to more than triple weekly production from 700 kg to 2,500 kg – a powerful example of how investment, partnership, and women's entrepreneurship can create sustainable prosperity for entire communities.

“

Before this project was launched, some of us were running small trades, while others had stayed in the village with unstable jobs. Today, thanks to the attiéké production, we are able to support ourselves and our families.

We send our children to school and provide for their healthcare. We are no longer financially dependent on our husbands. We save money through the AVEC savings groups – each of us can set aside an average of 500,000 FCFA a year.

This project has given us confidence in ourselves. We have even invested in a second project, the processing of groundnuts into butter, and every member has been able to launch her own small income-generating business. Some of us have acquired land, others have built their homes. This project has truly changed our lives.

”

Sabine Tieu

Chairwoman of the Association



Empowering women through agri-food processing

In Senegal, MUSO WAKILO is a vibrant collective of women from diverse backgrounds – housewives, traders, artisanal miners, and restaurateurs – who play a vital role in supporting their families and strengthening community solidarity.

Before this project, the women worked individually and informally with limited technical knowledge in agri-food processing. Their labour, while essential, yielded only a modest income, leaving them with few opportunities for sustainable growth or economic independence.

The turning point came through a strategic partnership with the Sabodala-Massawa mine, which **provided comprehensive technical training and support**. This equipped the women with professional skills in agri-food processing, hygiene, packaging and commercialisation. Today, they process local cereals, fruits, and vegetables into high-quality goods alongside a line of liquid and solid soaps sold in the local market.

The project enabled them to move from isolated activities to a structured and legally recognised Economic Interest Group (GIE). **They now aspire to evolve from artisanal production to a semi-industrial unit** with official certification to distribute their products across the country.

Shaping the next generation of farmers

In 2025, the Endeavour Foundation and the National Bureau for Major Projects of Burkina Faso partnered together to launch the AgriFuturs Burkina programme. Developed in response to the national strategy for food sovereignty, this initiative will training 150 young people in modern agricultural farming methods from communities around our Houndé and Mana mines.

The programme aims to establish agricultural cooperatives capable of producing key local crops, such as maize, cowpeas, sesame, pineapple, okra, tomatoes, and onions. By modernising farming practices, this project seeks to build long-term food security and economic self-reliance in the region.

Working collaboratively with National Bureau and the community, **this project reflects our core belief that future-facing solutions are built together, on the ground, with those who live and work there.**





“

For us, success is measured by the value we create and share with our communities. Our local presence generates a genuine multiplier effect: beyond direct employment, our partnerships help stimulate the local economy.

In Burkina Faso, by working with more than 80 local suppliers across our supply chain and directly supporting over 7,100 beneficiaries through our income-generating initiatives, we are helping to build a sustainable ecosystem of economic resilience and prosperity for the region.”

Adama Savodogo

General Manager, Houndé mine,
Endeavour

Collaborating to drive local business in West Africa

Many local businesses face difficulties in securing the necessary financing to scale up their capacities and meet the requirements of large-scale mining projects, which limits their growth. In response to this challenge, Endeavour and the pan-African banking group Ecobank have partnered to promote local content, financial inclusion, and job creation across West Africa.

Through a dedicated fund established by Ecobank, eligible national companies can access the funding needed to upgrade their equipment, manage daily operations, and fulfill larger contract volumes. Alongside this financial support, the program offers professional training to help local suppliers in essential sectors – such as transport, drilling, equipment rental, and safety supplies – align their operations with international business standards.

To date, **this partnership has deployed over 8.4 billion FCFA in loans to support local businesses in Burkina Faso.** This capital has enabled national suppliers to expand their capacities, secure larger contracts, and generate new employment opportunities within their communities.

By empowering local suppliers, this initiative strengthens their market competitiveness and builds long-term economic resilience across our host regions.

₣ **8.4B**
FCFA invested



Building local capacity together

SOPREMI

SOPREMI is a leading subcontractor at our Ity mine. Since 2019, with Endeavour's support, SOPREMI has more than doubled its workforce – all of whom are Ivorian nationals, with the majority coming from the mine's surrounding communities. As its contract scope expanded, SOPREMI successfully developed its operational capacities by acquiring its own heavy machinery, including Volvo EC 480 DL excavators. Furthermore, the company has fully integrated Endeavour's rigorous health and safety standards into its daily practices, proving that local businesses can align with international standards while generating sustainable local employment.

SCTD SARL

Led by Behi Jean Luc, SCTD SARL has also established itself as a trusted partner at our Ity mine. Specialising in drilling and geotechnical services, SCTD SARL has demonstrated that local companies are capable of delivering the safety, precision, and technical expertise required by international mining operations. By consistently meeting these high operational standards, the company has secured a steady flow of multi-year contracts.

Société Multi-Technique Riveraine Zouan

Led by Letoua Mahan Serge, Société Multi-Technique Riveraine Zouan highlights the essential role that local businesses play in supporting a mine's environmental and operational infrastructure. By providing indispensable clearing and environmental maintenance services to our Ity mine, the company ensures that mining activities are conducted safely while scrupulously complying with environmental regulations. This partnership has enabled the company to build a stable commercial foundation, proving that local providers are fully equipped to manage key industrial support services.



A local content success story

In Kédougou, Transport Dieye has become a prime example of how local suppliers can grow alongside major mining operations, reflecting the core ambition of our local content strategy: empowering home-grown businesses to build the skills, capacity and competitiveness needed to thrive within and beyond the mining sector.

What began in 1998 as a small, family-owned transport business has evolved into a cornerstone of Senegal's mining sector, recognised as a leader in the transport of minerals, fuel, and lubricants, as well as heavy equipment rental.

Transport Dieye has been a trusted partner of the Sabodala-Massawa mine since 2015. The partnership began with the construction of the Gora Road, expanded to haulage at Massawa, and culminated in the award of a five-year contract in 2023 following a competitive tender process. By 2025, the company participated in tenders not only within Senegal, but also across Côte d'Ivoire and Burkina Faso.

Central to this success has been Transport Dieye's commitment to local recruitment within the Kédougou region and investing in skills development through dedicated driver and mechanic apprenticeship programmes.



From start-up to regional leader

Aurora Drilling is an all-female drilling service provider, founded by former colleagues who previously worked for an international drilling contractor in West Africa. The company was given its first opportunity at our Houndé mine with a contract for grade control drilling, allowing the new business to prove its technical skill and reliability in a traditionally male-dominated industry.

This initial success proved to be a turning point. Supported by **funding from the Endeavour and Ecobank partnership, the contractor purchased new drilling equipment and scaled up its daily operations.** Building on this momentum, Aurora Drilling has since competed for and won contracts for larger exploration drilling projects across West Africa.

Today, the company demonstrates how technical expertise, combined with strategic opportunity and access to funding, can build a successful regional enterprise. **By investing in Burkina Faso's technical capacity, this initiative helps retain skilled talent within the country, create local jobs, and support regional economic growth.**



Empowering regional partners: the Local Content Accelerator

Local procurement is essential for translating mining wealth into lasting regional development. Over the past five years, Endeavour has driven an ambitious local content strategy, successfully procuring more than 80% of our goods and services within our host countries.

Building on this success, we are taking the next step to expand our impact industry-wide. To scale these efforts across the region, we partnered with the **ECOWAS Federation of Chambers of Mines (EFEDCOM)** to establish a unified, collaborative platform.

Launched in April 2025, the **Local Content Accelerator (LCA)** unites mining companies, subcontractors, and financial institutions around shared economic goals to build a stronger, more competitive West African supply chain.

The LCA will act as a long-term catalyst for sustainable growth, focusing on three strategic pillars:

- **Enhancing Capabilities:** Providing local suppliers with tools to improve competitiveness, compliance, and performance.
- **Facilitating Access to Finance:** Improving capital access for regional businesses while strengthening risk management frameworks.
- **Coordinating Sector-Wide Strategy:** Aligning industry practices, sharing data, and supporting constructive regulatory reforms.

Strategic partnerships have been established with **Ecobank** and **Bank of Africa** to anchor this initiative. Concurrently, we have onboarded **45 pilot suppliers** into the LCA, all of whom will receive a targeted, comprehensive programme of technical, financial, and compliance training over the next two years to accelerate their growth.

Endeavour and its partners sign a partnership agreement for the Local Content Accelerator programme.





A photograph of a person wearing a tan jacket, seen from the side, working in a field of young corn plants. The person is bent over, tending to the plants. The field is filled with rows of green corn seedlings.

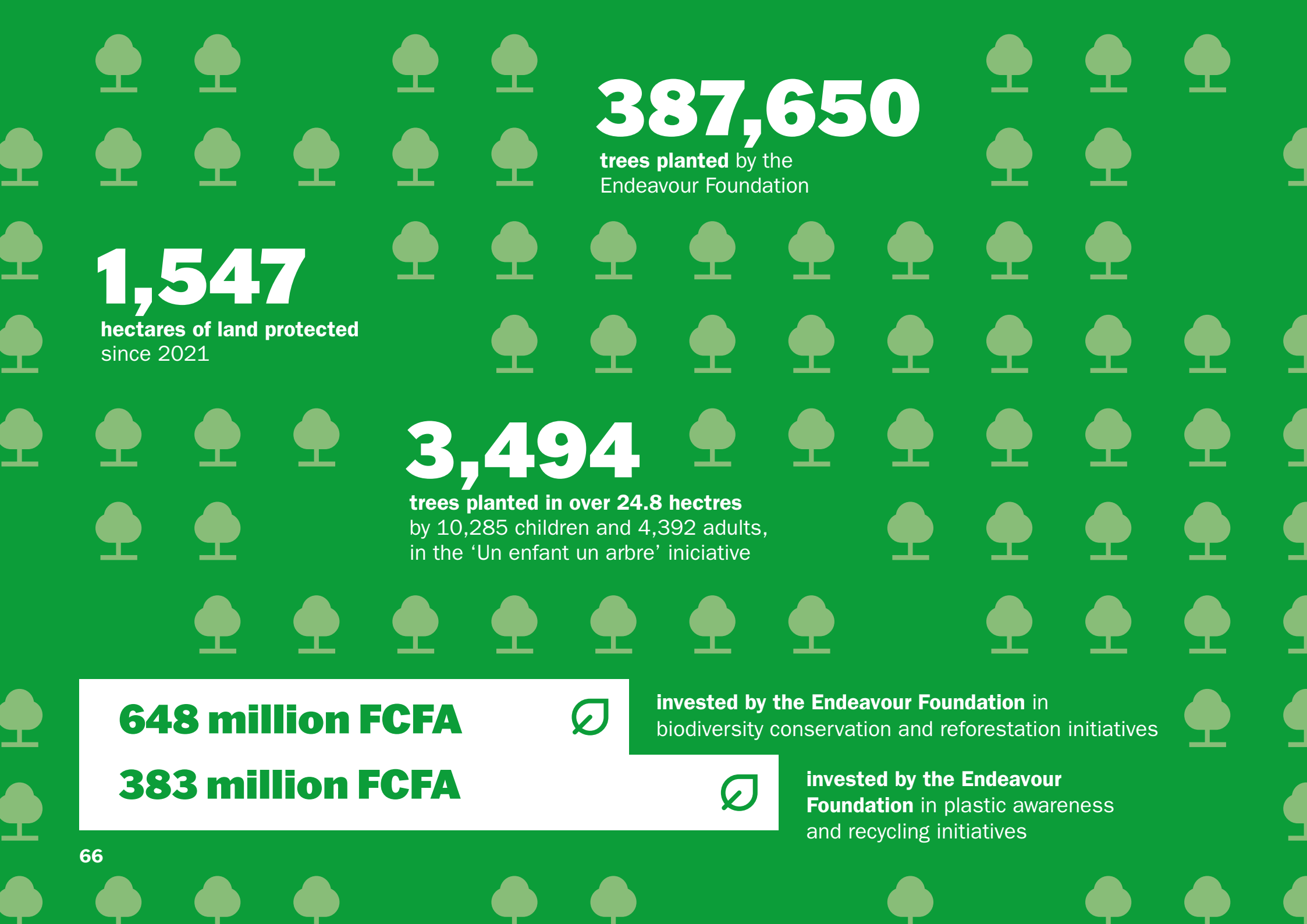
PROTECTING THE ENVIRONMENT

At Endeavour, being responsible stewards of the environment is critical to our long-term business success and the resilience of our host communities. Our environmental priorities are centred on tackling climate change, conserving biodiversity, promoting water stewardship, and combating plastic pollution.

These challenges are interconnected, bound by a fundamental truth: healthy ecosystems are the foundation of thriving societies. By securing clean water, preserving fertile land, and protecting wildlife habitats, we safeguard the local livelihoods that will sustain these communities for generations.

Active community engagement is vital to the success of our environmental initiatives.

05



387,650

trees planted by the
Endeavour Foundation

1,547

hectares of land protected
since 2021

3,494

trees planted in over 24.8 hectares
by 10,285 children and 4,392 adults,
in the 'Un enfant un arbre' initiative

648 million FCFA



invested by the Endeavour Foundation in
biodiversity conservation and reforestation initiatives

383 million FCFA



invested by the Endeavour
Foundation in plastic awareness
and recycling initiatives



2

local entrepreneurs supported in plastic management project in Côte d'Ivoire and Senegal, invested 88m FCFA



11

schools participated in plastic awareness campaign (+5,500 students + 20 teachers sensitised)



12

clean-up initiatives

Protecting the West African chimpanzee: a collaborative biodiversity project to create a safe haven

Our Sabodala-Massawa mining permit is home to roughly 5% to 7% of the country's critically endangered West African Chimpanzees. Recognising our responsibility to protect them, we have established a 1,500-hectare No-Go Zone to protect them from our daily mining operations and support population growth.

Guided by a blend of scientific research and traditional ecological knowledge, our conservation efforts are driven by close collaboration with local communities, regional authorities, and environmental organisations. Our host communities play a pivotal role in shaping and implementing the long-term conservation strategy.

On the ground, the project translates into tangible action: **provisioning water sources for wildlife, managing bushfire prevention, building protective walls between active pits and the forest, and re-greening land previously impacted by operations.**

By investing in biodiversity around Sabodala-Massawa today, we are securing a legacy for tomorrow. Our vision is that 20 years from now, this No-Go Zone will endure as a rich, abundant sanctuary where West Africa's wildlife can truly thrive.

“

Endeavour has supported our association for nearly five years in implementing activities to conserve chimpanzee habitats.

This partnership has enabled us to connect with local communities by organising municipal-level awareness sessions, during which residents pledged their commitment to safeguarding these habitats.

In this same spirit, we engaged with the mayors of the 13 municipalities that host chimpanzee populations during a collaborative workshop.

”

President, Major Moussa Ndour
Senegalese Association for the
Conservation of Chimpanzees



Conservation, community and education

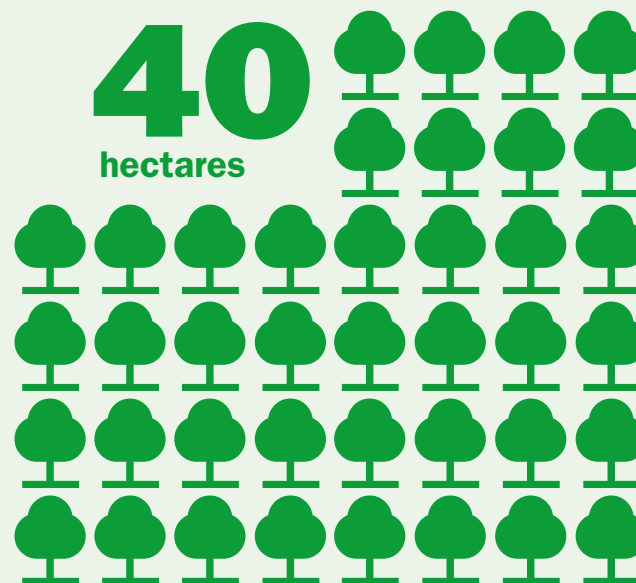
At Endeavour, we believe environmental stewardship and education go hand in hand. Through our Foundation, we have partnered with the University of Jean Lorougnon Guédé of Daloa to transform 40 hectares of land into a thriving arboretum – a living sanctuary designed to protect biodiversity, enhance education, and enrich local lives.

Backed by an investment of 58 million FCFA, this arboretum serves several key purposes: it protects biodiversity by providing a sanctuary for native plant species; it offers invaluable hands-on learning opportunities in botany, ecology, and **environmental science for 5,000 students; and it supports the development of 400 teacher-researchers, empowering them to provide expert training and conduct research.** Dedicated school outings are also envisaged to inspire children, cultivating environmental awareness from an early age.

Furthermore, **the arboretum provides recreational space for 400,000 local residents**, offering a place for relaxation, exercise, and connection with nature.

58m
FCFA invested

40
hectares



Planting for the future

Launched in 2024, the “1 Child, 1 Tree” project inspires current and future generations to protect and preserve biodiversity while strengthening the bonds within our host communities.

The initiative has brought together 10,285 students from eight local schools, alongside parents and employees, to plant 3,494 seedlings, contributing to the **restoration of 6.2 hectares of land and protecting 18.6 hectares**. Beyond tree planting, the initiative also engaged 4,392 adults through environmental awareness sessions.

Beyond the immediate environmental benefits, the project fosters a deep sense of teamwork and responsibility. **By connecting participants directly with nature, it empowers them to become active champions of the environment and nurtures a shared commitment to a greener, more sustainable future.**

10,285

students from eight local schools participated

3,494

seedlings planted





“

Carefully managing and maintaining the range of flora and fauna at our operations is an important part of our commitment to responsible environmental stewardship.

To support our efforts beyond the mine gate, we have launched a range of initiatives to engage host communities and youth on the importance of biodiversity, fostering a new generation of environmental stewards.

”

Hassan Ally

Vice President, Chief Operating Officer, Senegal

Boosting biodiversity and empowering communities

To address deforestation near our operations in Côte d'Ivoire, the Endeavour Foundation partnered with the YeS Foundation and the Société de Développement des Forêts (SODEFOR) to restore 125 hectares.

The initiative involved the local community, **mobilising over 1,800 young people to plant 102,320 trees**. By focusing exclusively on indigenous species, the project supports the long-term ecological recovery and resilience of these degraded forest ecosystems.

Alongside environmental restoration, the project built in practical economic support for local communities. Understanding that conservation depends on sustainable livelihoods, the initiative partnered with two village women's associations. Both groups received essential agricultural equipment and seeds, as well as six hectares of land dedicated to market gardening. This resource allocation provides the associations with a reliable source of income and greater financial independence.

By combining ecosystem restoration with youth employment and economic opportunities for women, the partnership addresses both environmental needs and community well-being in a tangible, lasting way.

+1,800

young people mobilised

102,320

trees planted

125

hectares restored



The fight against plastic pollution

Environmental stewardship is a core pillar of our ESG strategy. Central to this commitment is the protection of the ecosystems where we operate, which requires a decisive, proactive approach to managing plastic pollution both on our sites and within our host communities.

Plastic waste presents a severe global challenge. It degrades the health of waterways, threatens community health and well-being, and disrupts the natural capacity of ecosystems to adapt to climate change – ultimately putting a strain on vital food supplies.

In response, we established our **“Towards Zero Plastic”** strategy in 2022, focusing on the reduction of single-use plastics. Through this initiative, we are implementing a range of actionable solutions designed to eliminate plastic waste across our sites and surrounding host communities.

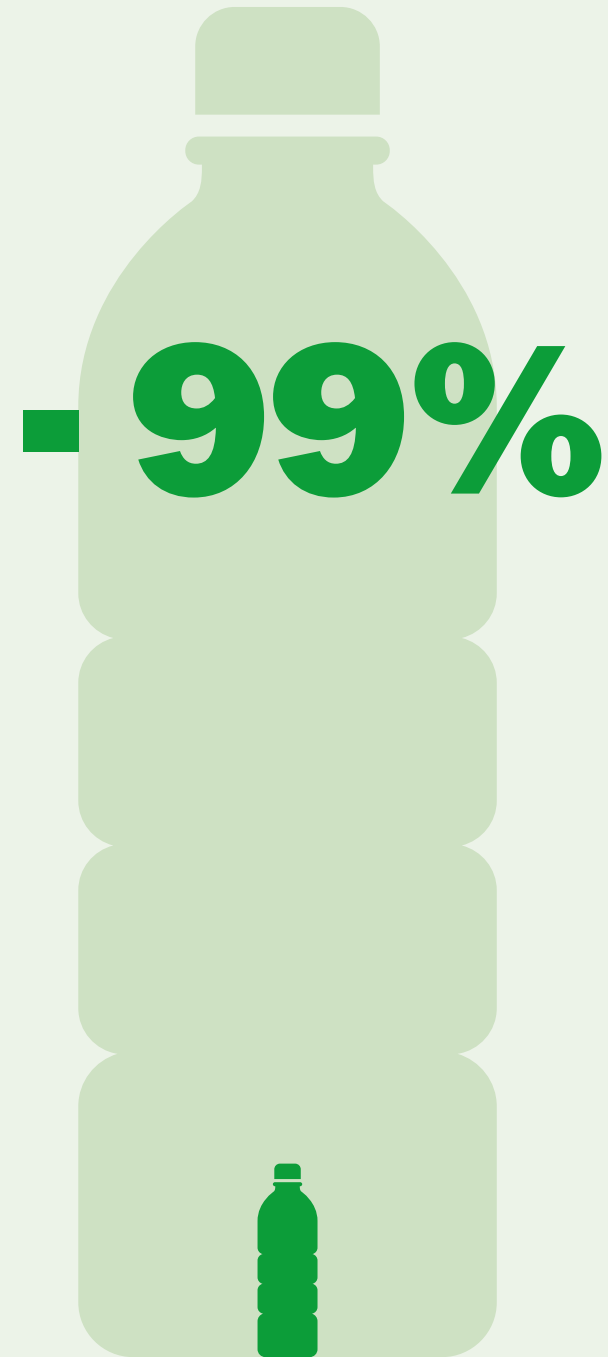
Our initiatives span our entire value chain, ranging from the elimination of single-use plastic water bottles to active engagement with suppliers to minimise plastic waste generation at the source. **Beyond our operations, we drive broader impact through community clean-ups, school awareness campaigns, and innovative recycling projects that recover and create value from remaining plastic waste.**



Eliminating single-use plastic water bottles

In 2022, we identified single-use plastic water bottles as a major contributor to our plastic footprint and committed to reducing their use to near zero.

Over the past three years, we have systematically reduced our consumption by 99%, effectively eliminating the use of single-use plastic water bottles across all our sites and offices. **This decisive action has prevented in more than 1.3 million single use plastic water bottles across the whole Group from entering our waste stream.** We have also eliminated plastic water sachets have been eliminated across all sites.



Launch of the community plastic recycling centre at Zouan-Hounien in partnership with COLIBA Africa.



Innovative community recycling solutions

Our commitment to reducing single-use plastic extends far beyond our operational sites and into the heart of our host communities. We are actively supporting local plastic waste recycling initiatives that improve urban sanitation, strengthen local waste management capacities, and promote inclusive economic development.

In Côte d'Ivoire, we collaborated with **COLIBA Africa** – a plastic waste collection and recycling company – to part-fund the installation of a containerised plastic sorting center in Zouan-Hounien, located near our Ity mine.

This facility allows plastic waste, collected and pre-sorted by local workers, to be compacted efficiently before being transported to Abidjan for final recycling. **The project has trained 80 local collectors in sorting and collection, created three direct jobs managing the container and is aiming to recycle 265 tonnes of plastic annually.**

THANK YOU



Our success does not belong to us alone; it is shared with everyone who helped build it. We owe our achievements to our committed employees, valued suppliers, business partners, host communities, and government partners.

Thank you for your continued support.





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