

FRAUD POLICY

1. Introduction

Endeavour Mining plc (together with its subsidiaries, the "Company") is committed to maintaining the highest standards of business conduct and ethics, as set out in the Company's Code of Business Conduct and Ethics (the "Code"). The Company adopts a zero-tolerance approach to fraud and takes proactive steps to prevent, detect, and respond to fraudulent activity.

2. Application of the Policy

The purpose of this Fraud Policy (the "Policy") is to outline the Company's approach - led by the Board of Directors - to preventing and prohibiting fraud, and to ensuring that all business is conducted honestly, ethically, and in compliance applicable anti-fraud laws and regulations, including the UK Economic Crime and Corporate Transparency Act 2023. Compliance with this Policy is a requirement under the Code.

The Company is committed to identifying and promptly investigating any suspected fraudulent or dishonest activity affecting the Company, or its stakeholders.

3. Objective of the Policy

The Policy applies to all directors, officers, employees, consultants, contractors, sub-contractors, and agents working under the Company's direct supervision (collectively, the "Relevant Stakeholders"). It also reflects the standards the Company expects from its business associates, partners, agents, and consultants when acting on its behalf.

The Company strictly prohibits fraud by any Relevant Stakeholder and does not knowingly facilitate fraud by any Relevant Stakeholder or third party.

4. Definition of Fraud

For the purposes of this Policy, fraud includes any deliberate act or omission by a Relevant Stakeholder - including making a dishonest statement, committing an act, concealment, or omission - intended to secure an unfair or unlawful financial or personal gain for themselves or the Company. Examples of dishonest and fraudulent activities include but are not limited to:

- Falsification or modification of documents (cheques, bank drafts, time sheets, invoices, agreements, etc.) or bank accounts.
- Failure to disclose information about the Company when there is a legal duty to do so.
- Misrepresentation of information on documents or in relation to a decision or transaction.
- Misappropriation of funds, supplies, or assets.
- Obtaining services dishonestly.
- Theft or destruction of Company property.
- Knowingly creating, submitting or authorising false claims or invoices.
- False statements by senior management to defraud shareholders or creditors.
- Cheating the public revenue or tax authorities.
- Receiving payments for services not performed.
- Fraud by abuse of position.

Relevant Stakeholders must remain vigilant and report any suspicious activity that could expose the Company to Fraud risk.

All Relevant Stakeholders are expected to adhere to this Policy.

5. Our Commitment

The Company does not tolerate fraudulent conduct and does not support or facilitate fraud by others. To uphold this commitment, the Company will:

- Assess risk areas for fraud.
- Carry out thorough due diligence on its third parties.
- Provide training to employees on the prevention of fraud.
- Implement and maintain internal controls to detect and prevent fraud.
- Investigate all suspected fraud thoroughly and impartially.
- Report suspected fraud to the appropriate authorities.
- Cooperate fully with law enforcement and regulatory bodies in the investigation and prosecution of suspected fraudsters.
- Encourage employees to report concerns or any suspicion of fraud without fear of retaliation.

6. Communication and Accessibility of the Policy

A copy of this Policy has been or will be made available to all Relevant Stakeholders of the Company as well as its auditors, legal counsel, and other advisers. It is also displayed on the Company's intranet and website at www.endeavourmining.com. Relevant Stakeholders are required to refer to the Company's website regularly to keep themselves informed of changes made to this Policy from time to time. A copy of the current version of this Policy may also be obtained at any time from the General Counsel & Company Secretary.

7. Reporting alleged violations or complaints

The Company retains the services of an independent 24/7 whistleblower service provider, Integrity Counts, to receive both phone and web-based written reports in either English or French on an anonymous basis.

Anyone wishing to submit a complaint on a confidential and anonymous basis are encouraged to email endeavourmining@integritycounts.ca or use the worldwide call collect/reverse charge number: +1

(604)-922-5953.

Alternatively, any person that becomes aware of actions relating to the Company which could constitute a violation of this Policy is required to report it to their relevant mine General Manager, the Head of Internal Audit, any Executive Committee member, or their Compliance Champion, or by writing to:

Endeavour Mining plc
Attention: Chair of the Audit & Risk Committee
5 Young Street, London, England W8 5EH

8. Consequences of Non-Compliance with the Policy

Any breach of this Policy may result in disciplinary action, including, but not limited to, termination of employment or contractual relationship. In some cases, individuals may also face criminal prosecution, fines, or imprisonment. The Company takes fraud seriously due to the potential for reputational harm, regulatory sanctions, and financial loss.

9. Review and amendment of the Policy

The Company's Audit & Risk Committee will review and evaluate this Policy on an annual basis to determine whether the Policy is effective in ensuring compliance by the Company and its Relevant Stakeholders with applicable laws and best practice. The Audit & Risk Committee will submit any recommended amendments to the Board of Directors for approval.

10. Queries

For any questions about this Policy or its application, please contact the General Counsel & Company Secretary, the Internal Auditor, or the Chair of the Audit & Risk Committee.

Last Updated: 30 July 2025

Approved by: Audit & Risk Committee
Board of Directors