

WATER MANAGEMENT POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) recognises that water is a shared and vital resource, and access to clean water is a fundamental human right. Endeavour also recognises that its long-term social license to operate is dependent upon responsible water stewardship that protects the environment and safeguards of the rights its project-affected communities. We seek to minimise the disturbance caused by our necessary water management activities at our operations, mitigating any long-term adverse impacts, and, on closure, ensure the long-term sustainability of water resources to our host communities.

Our values and environmental principles which underpin this Water Management Policy (the “**Policy**”) are based on the aim of “Zero Harm” to people and the environment. This aim is integrated into our decision-making regarding water stewardship throughout the mining facility’s lifecycle.

This Policy should be read in conjunction with Endeavour’s other corporate policies which are available on our website at: www.endeavourmining.com/esg/governance/our-policies/.

2. Application of the Policy

This Policy is applicable to all Directors, officers, employees, contractors and agents (together, referred to as “**Relevant Stakeholders**”) and covers all sites owned and managed by Endeavour.

3. Scope of the Policy

We will ensure that all communities affected by our projects and Relevant Stakeholders are aware of this Policy as well as the responsibilities that it sets out.

- We comply with all relevant and applicable national or local governmental statutes, laws, regulations, licenses, and requirements in the jurisdictions in which we operate.
- We respect the rights of project-affected communities and meaningfully engage them at all phases of the mining facility lifecycle including closure and post closure.
- We ensure consistent security of water supply for our operational needs without compromising other users, by integration of water management into our strategic business planning.
- We establish and implement levels of review, as part of a strong quality and risk management system, regarding water management issues for all phases of the mining facility’s lifecycle. We proactively identify and manage our water risks to include allowance for external weather phenomena such as climate change, seasonal cycles, or extreme events. This includes the provision for management of hazardous materials which may impact water quality, as part of emergency management, preparedness and response plans.
- We develop site-specific, water management plans, which are regularly updated, to monitor and manage our impacts on the environment and stakeholders, which are informed by each of our mines’ Environmental Social Impact Assessment. These will consider the operating context, various water sources, local issues and climatic conditions that represent different, but potentially significant, water risks of each mine.
- We identify baseline conditions in relation to our water resources and surrounding catchments through appropriate investigations and modelling. We will establish quality and volume criteria to initiate further actions, where water impact trigger levels may be met.
- We develop robust, efficient water facility designs and diligently operate our facilities to manage and minimise the risk to people and the environment.
- We monitor all external water withdrawals and discharges, all internal mine dewatering, ore treatment and tailings disposal activities to verify performance of water consumed, reused or recycled at each site and to generate an overall water balance. We publicly report on our water performance annually.
- We strive to minimise water abstraction from, and discharge to, the external environment, reducing our internal usage of water through water conservation projects employing technology, reuse or recycling. We will set short-, medium- and long-term targets for improvement and support initiatives through investing in viable solutions.
- We design, govern, and manage our water management systems in line with industry good practice and in accordance with relevant industry guidelines, such as those of the International Council of Mining and Metals (ICMM). We ensure our water management practices align with the Responsible Gold Mining Principles.



- We establish policies, systems, and accountabilities to support water management.
- We promote awareness and provide training to enhance our stakeholder involvement and commitment.
- We are committed to public accountability, transparent communication, and consultation with interested and affected parties directly or indirectly impacted by our water management activities. Where possible, we will adapt our practices to address concerns and further reduce the impact of our activities.

4. Implementation

The Board is accountable for ensuring this Policy is effectively implemented and it has delegated the oversight and implementation of this Policy to Endeavour's senior management and the Group compliance functions.

5. Reporting alleged violations or complaints

Endeavour 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 and confidential basis.

Anyone wishing to submit a complaint on a confidential basis is encouraged to email endeavourmining@integritycounts.ca or use the worldwide call collect/reverse charge number: +1 (604)-922-5953.

Alternatively, any person who becomes aware of actions relating to the Group which could constitute a violation of this Policy is required to report it to their relevant mine General Manager, VP Risk and Assurance, any Executive Committee member, or their Compliance Champion, or by writing to:

Endeavour Mining plc

Attention: Chair of the Audit and Risk Committee
5 Young Street, London, England W8 5EH

6. Review and amendment of the Policy

Endeavour's Technical Health & Safety Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

Last approved:
4 March 2026

Approved by:
Technical, Health & Safety Committee
Board of Directors of Endeavour Mining plc