

ENERGY MANAGEMENT POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**” together with its subsidiaries, the “**Group**”) is a global gold producer committed to sustainable development. We support the Paris Agreement on climate change, and we are actively working to align our operations to the 1.5°C change scenario pathway.

We recognise that energy is a critical input for mining operations. It is also a significant business cost and a major source of our greenhouse gas (“**GHG**”) emissions. Working to improve the efficiency of our operations, reduce energy use and associated costs, and lower our emissions are key drivers for the long-term sustainability of our business.

We have a Group Energy and GHG Emissions Management Framework in place to help us manage the reduction of our energy use and GHG emissions across our sites in a systematic and consistent way. This framework includes this Energy Management Policy (“**Policy**”), strategies, standards and operating procedures, all of which are supported by our business and information management systems.

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 the Group across the life cycle of a mining operation, from exploration through to construction, operation, and closure.

3. Scope of the Policy

We will manage our energy and GHG emissions according to the following principles:

- We comply with all applicable laws, regulations, relevant industry standards, and all other compliance obligations that we subscribe to in relation to the management of energy and GHG emissions and the associated risks and impacts.
- We will develop an energy and carbon management strategy to support our carbon reduction targets of Net Zero by 2050 and a 30% reduction in Scope 1 and 2 emissions intensity by 2030.

- We will ensure energy and GHG management systems are in place at each of our operating sites in order to effectively manage energy use and GHG emissions, to continually improve energy performance, and to reduce GHG emissions in line with our decarbonisation strategy, which includes the use of renewable sources of energy.
- We will measure our GHG emissions across the Group’s value chain, which includes Scopes 1, 2 and 3, with the aim of improving energy efficiency as part of our continuous improvement process.
- We set energy and GHG emissions performance targets at each of our mines and we will implement accurate tracking and reporting systems of our energy use and GHG emissions for both internal use and public reporting.
- We will engage and encourage our Relevant Stakeholders, our suppliers and business partners to efficiently manage their energy use on an ongoing basis.
- We will publicly report on our performance, actions and initiatives annually against international recognised standards, including the Responsible Gold Mining Principles.

We are committed to:

- Setting objectives and targets and developing the resources and action plans necessary to deliver results in accordance with this Policy for Scope 1, 2 and 3 emissions.
- Defining and publicly disclosing our GHG emissions and carbon reduction strategy that will enable us to meet our 2030 and 2050 emissions targets.
- Assuring the availability of resources to acquire the skills, equipment, controls, processes and monitoring systems needed to meet our objectives and targets.
- Promoting energy saving awareness to all our Relevant Stakeholders.

4. Implementation

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



5. Reporting violations

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 that 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 ESG Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

Last updated:
4 March 2026

Approved by:
ESG Committee
Board of Directors of Endeavour Mining plc