

# MAJORITY VOTING POLICY

## 1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) believes that each of its Board members should have the confidence and support of the Group’s shareholders. To this end, the Board has unanimously adopted this Majority Voting Policy (the “**Policy**”).

## 2. Majority of votes withheld

Unless there is a contested election of Directors of Endeavour (which is not covered by this Policy), if the number of votes against and withheld for a specific nominee is greater than the number of votes they receive in favour, then the nominee will be considered not to have received the support of the shareholders and not elected.

## 3. Individual voting

Forms of proxy provided for use at any shareholders’ meeting where Directors are to be elected, will enable the shareholders to vote in favour of, against, or to withhold from voting in respect of, each nominee separately. The detailed results of the vote will be filed on SEDAR and the London Stock Exchange immediately following such a meeting.

## 4. Effect of resulting vacancy

Subject to any applicable corporate law restrictions or requirements, if a nominee is not elected, the Board may leave the resulting vacancy unfilled until further consideration at the next annual general meeting. Alternatively, it may fill the vacancy through the appointment of a new Director whom the Board considers to merit the confidence of the shareholders, or it may call a special meeting of shareholders at which it will present a management nominee or nominees to fill the vacant position or positions.

## 5. Application of the Policy

In this Policy, a “contested election” means an election of Directors of Endeavour where the number of nominees for election as a Director is greater than the number of Directors authorised to be elected, as determined by the Board.

For greater certainty, this Policy does not apply where an election involves a proxy battle, specifically where proxy material is circulated and/or a solicitation of proxies is carried out in support of one or more nominees who are not part of the Director nominees supported by the Board.

## 6. Review and amendment of the Policy

This Policy is subject to change from time to time by the Board. In addition, the Board may, from time to time, permit departures from the terms hereof. No provision contained herein is intended to give rise to civil liability to shareholders of the Group or other liability whatsoever.

**Last approved:**  
4 March 2026

**Approved by:**  
Corporate Governance & Nominating Committee  
Board of Directors