

# LOCAL CONTENT POLICY

## 1. Introduction

Endeavour Mining plc (together with its subsidiaries, referred to as “**Endeavour**”) is committed to operating as a responsible mining company that contributes positively to the communities and countries in which it operates. This Local Content Policy (the “**Policy**”) outlines the commitment of Endeavour to promoting local economic development and the inclusion of host community and country actors in its activities.

Endeavour’s approach is informed by international instruments such as the International Labour Organisation’s fundamental principles as well as its membership of the World Gold Council. This includes a commitment to implement the Responsible Gold Mining Principles and implementing best practices in Environmental, Social, and Governance (**ESG**).

## 2. Application of this Policy

This Policy applies to Directors, officers, employees, consultants, contractors, sub-contractors and agents (together, referred to as “**Relevant Stakeholders**”) of Endeavour. It governs all the procurement activities within Endeavour, including supplier selection, contract awards, and ongoing supplier management. Additionally, it covers all employee hiring and management. The Policy applies across all sites owned and operated by Endeavour throughout the entire lifecycle of a mining operation, from exploration and discovery to construction, operation, and closure.

## 3. Scope of the Policy

Endeavour is dedicated to fostering the economic and social development of the communities and countries where it operates. It is committed to:

- promoting economic development by maximising the positive economic impact of our mining operations on local communities and regions. This includes prioritising local sourcing, creating job opportunities, and fostering capacity-building initiatives to support sustainable growth.
- engaging with local communities to understand their needs, concerns and development objectives, promoting collaboration, and aligning activities with the Endeavour’s social and environmental priorities.
- ensuring environmental responsibility by minimising the environmental footprint of Endeavour’s operations and supply chain, adhering to responsible mining practices, and supporting environmental conservation efforts in operational areas.
- ensuring compliance by committing to adhere all relevant laws, regulations, international standards, and voluntary initiatives in the areas of sustainability, human rights, and ethics.

- prioritising local suppliers by giving preference to local suppliers and service providers when sourcing goods and services required for mining operations, provided they meet acceptable standards of quality, cost, and timeliness.
- engaging in gender-sensitive procurement to ensure women-owned suppliers are given fair access to supplying opportunities, including through proactive and transparent communication of procurement processes and opportunities, and targeted communications to women-owned suppliers.
- supporting supplier development by actively assisting the development of local suppliers through training, mentoring, and financial assistance to enhance their capacity and competitiveness.
- creating job opportunities by prioritising the recruitment and training of host country citizens, particularly from nearby communities, for employment opportunities within the Endeavour’s mining operations.
- facilitating skills transfer by implementing programs that ensure local employees acquire the necessary skills and expertise to assume skilled positions within mining operations.
- monitoring compliance by establishing a robust monitoring and auditing system to ensure compliance with this Policy.
- reporting on Endeavour’s procurement practices in annual sustainability reports, following the guidelines of the Global Reporting Initiative (GRI), International Sustainability Standards Board (ISSB), the Mining Local Procurement Reporting Mechanism (LPRM), and other relevant standards where applicable.

## 4. Roles and responsibilities

The Senior Vice President Supply Chain, with the support of the Executive Committee, will oversee compliance with this Policy and will allocate the required resources to ensure its successful implementation.

## 5. Review and amendment of the Policy

This Policy will be reviewed and evaluated on an annual basis to determine its efficacy and will also be adapted where determined to be appropriate by the Executive Committee.

Last approved:  
6 March 2025

Approved by:  
The Executive Committee  
Endeavour Mining plc