



**CREATING
MEANINGFUL
VALUE**

Sustainability Report 2025

ENDEAVOUR MINING IS ONE OF THE WORLD'S LEADING GOLD PRODUCERS AND THE LARGEST IN WEST AFRICA

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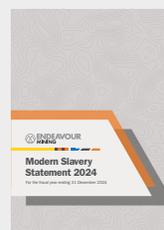
Our ESG reporting suite



Tax and Economic
Contribution Report



Conflict Free
Gold Report



UK Modern Slavery
Statement



ESG
Factsheets



ESG
Data Centre

[View full ESG reporting suite](#)

Annual report



[View 2025 Annual Report](#)

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2025 at a glance

Creating meaningful value



\$4.2B

Revenue

1.2Moz

Gold production

\$2.8B

Economic contribution to host countries

[Further details on page 22](#)

Developing our people



0.99

TRIFR

95%

Nationals

\$309m

Salaries, wages and benefits Paid to employees

[Further details on page 24](#)

Empowering our communities



2,321

Community consultations

\$37.4m

Total social investment

\$1.6B

Spent on in-country suppliers

[Further details on page 38](#)

Protecting the environment



0.57

tCO₂e/oz emissions intensity

68%

Water recycling rate

997ha

Protected

[Further details on page 52](#)

Ethical conduct



95%

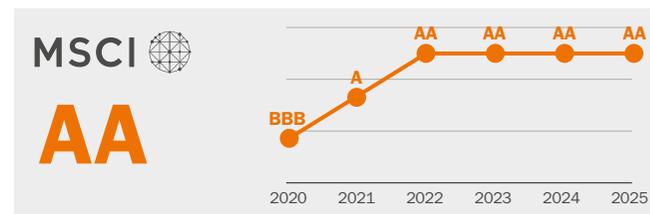
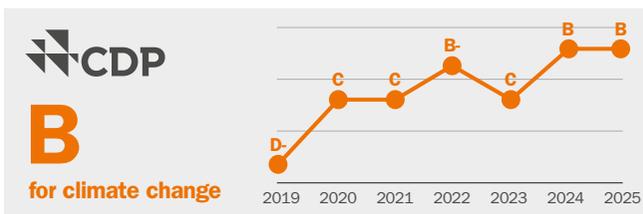
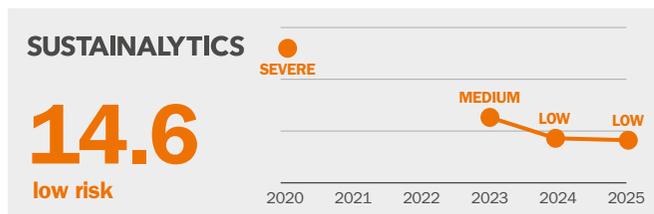
Employees completing ethics training

0

Substantiated reports of bribery, corruption, human rights violations or modern slavery

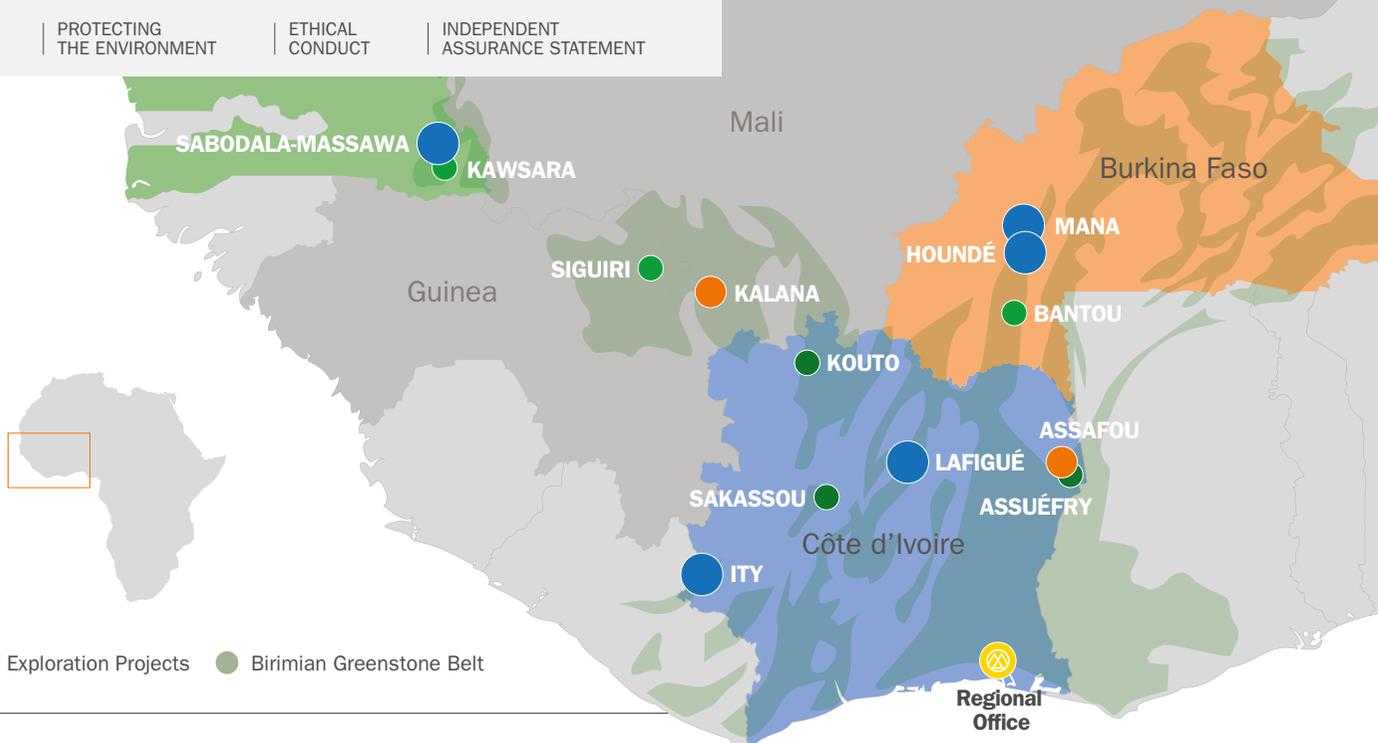
[Further details on page 84](#)

Sector leading ESG ratings



Our diversified portfolio

We are focused on optimising and managing our assets in line with our purpose-driven framework to focus on a diversified portfolio of large, low-cost and long-life gold mines.



Sabodala-Massawa

An open pit mine with CIL and BIOX® processing facilities.

Production	273,533oz
AISC	\$1,248/oz
M&I resources	5.2Moz

Workforce	2,829
Safety	0.14 LTIFR
Total social investment	\$4.5m
Emission intensity	0.70 tCO₂e/oz
Energy intensity	10.4 GJ/oz

Ity

An open pit mine with a CIL processing facility.

Production	318,659oz
AISC	\$1,197/oz
M&I resources	5.5Moz

Workforce	3,093
Safety	0.00 LTIFR
Total social investment	\$3.8m
Emission intensity	0.49 tCO₂e/oz
Energy intensity	6.4 GJ/oz

Lafigué

An open pit mine with a CIL processing facility.

Production	187,030oz
AISC	\$1,251/oz
M&I resources	2.3Moz

Workforce	2,511
Safety	0.16 LTIFR
Total social investment	\$3.9m
Emission intensity	0.72 tCO₂e/oz
Energy intensity	9.3 GJ/oz

Houndé

An open pit mine with a CIL processing facility.

Production	256,862oz
AISC	\$1,354/oz
M&I resources	2.6Moz

Workforce	2,786
Safety	0.00 LTIFR
Total social investment	\$14.6m
Emission intensity	0.46 tCO₂e/oz
Energy intensity	8.0 GJ/oz

Mana

An open pit and underground mine, with a CIL processing facility.

Production	172,877oz
AISC	\$2,160/oz
M&I resources	1.2Moz

Workforce	1,968
Safety	0.17 LTIFR
Total social investment	\$9.1m
Emission intensity	0.45 tCO₂e/oz
Energy intensity	7.5 GJ/oz

Resources shown inclusive of Reserves. M&I Resources shown on 100% basis, but please note percentage of Endeavour ownership is as follows Houndé Mine 85% owned; Ity Mine 85% owned except 90% owned Le Plaque area; Sabodala-Massawa Complex 90% owned; Mana Mine is 85% owned and Lafigué Mine is 80% owned. The mineral Reserves and Resources were estimated as at December 31, 2025 with the provisions adopted by the Canadian Institute of Mining Metallurgy and Petroleum (CIM) and incorporated into the NI 43-101. The Qualified Persons responsible for the mineral Reserve and Resource estimated are detailed on our [website](#).

2025 ESG scorecard

● Achieved
● In progress
● Missed

Health & Safety

Target: Zero fatalities.	● ● ●
Commentary: Achieved.	page 26
Target: TRIFR target of 0.70.	● ● ●
Commentary: TRIFR of 0.99.	page 26
Target: Conduct externally facilitated review of fatal risk matrix.	● ● ●
Commentary: Completed.	page 26
Target: Reinforce contractors' adoption of Endeavour's safety culture and practices.	● ● ●
Commentary: Completed with over 120 people from major contractors attending workshops.	page 27
Target: Target Group malaria incidence rate of 175/1,000 per employee.	● ● ●
Commentary: Achieved 50/1,000, 73% reduction vs 2024.	page 29
Target: Launch second community 'Health Caravan' (Caravane de Santé).	● ● ●
Commentary: Achieved.	page 45

Employees

Target: Address feedback from employee survey.	● ● ●
Commentary: Achieved.	page 34
Target: Develop female leadership training programme.	● ● ●
Commentary: Launched LeadHER Programme with 15 women enrolled.	page 37
Target: Publish a paternity leave policy.	● ● ●
Commentary: Achieved.	page 36
Target: Continue dedicated diversity training.	● ● ●
Commentary: Achieved.	page 36

Communities

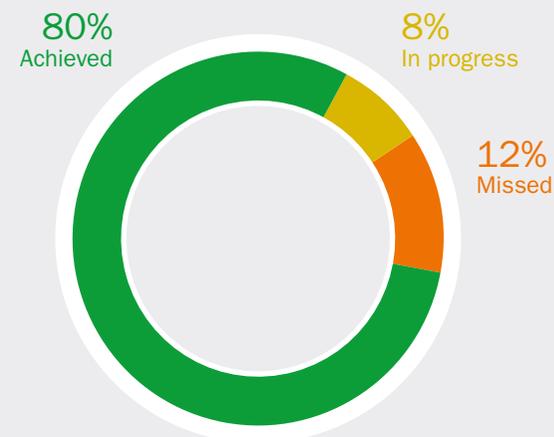
Target: Local content procurement target of 80% Group-wide spend, including 35% from national suppliers and 3% from local suppliers.	● ● ●
Commentary: Partially achieved.	page 50
Target: Awareness campaign to deepen community understanding of our grievance mechanism.	● ● ●
Commentary: 2,875 people attended awareness meetings.	page 40
Target: Organise a 'Health Caravan' to provide free mother and child health screening.	● ● ●
Commentary: 5,472 mothers and children received free medical care.	page 45
Target: Launch scrap metal initiative at Lafigué and Sabodala-Massawa.	● ● ●
Commentary: Underway.	page 46

Ethical business

Target: Implement Modern slavery supplier self-certification.	● ● ●
Commentary: Completed.	page 85
Target: Conduct site observations to identify any potential modern slavery.	● ● ●
Commentary: To be completed in H1-26.	page 85
Target: Audit effectiveness of our anti-bribery/corruption procedures.	● ● ●
Commentary: Completed.	page 87
Target: Launch Employee Compliance Day.	● ● ●
Commentary: Achieved.	page 87

Environment

Target: Target <600kg CO ₂ e/oz emissions intensity.	● ● ●
Commentary: Achieved an emission of 572 kg CO ₂ /oz.	page 54
Target: Target 30% engagement or 12% integration with suppliers on Scope 3.	● ● ●
Commentary: Achieved.	page 55
Target: Protect 540 hectares and rehabilitate 150 hectares Group-wide.	● ● ●
Commentary: Protected 997 hectares and rehabilitated 158 hectares.	page 60
Target: Target Group average of 70% recycled water.	● ● ●
Commentary: We reported an average of 68%.	page 56
Target: Maintain ≥95% reduction of single-use plastic water bottles vs 2022 baseline.	● ● ●
Commentary: Achieved 99%.	page 59
Target: Eliminate plastic sachets at Lafigué, Houndé and Mana.	● ● ●
Commentary: Achieved.	page 59
Target: Implement community plastic waste project at Ity.	● ● ●
Commentary: Achieved.	page 59



CEO statement



Mining responsibly has the potential to deliver transformational socio-economic benefits and a positive lasting legacy. Our ability to sustainably maintain a high-quality portfolio, be a trusted partner and reward shareholders depends on earning and sustaining our licence to operate.



While gold markets are cyclical, we remain disciplined and driven by our values regardless of the gold price. With more than five decades in this industry, I have seen that long-term value is created through consistency, not short-term reaction.

Today, stakeholders rightly demand greater accountability and tangible impact; by delivering on both, we fortify our business and our partnerships. This report details how we translate these commitments into meaningful, wide-ranging action on the ground.

Zero harm

To maintain the quality of our portfolio of assets we depend on the talent of our people and the culture they uphold. Safety remains our first priority.

In 2025, we again reported a low LTIFR 0.07, reflecting our commitment to protecting every member of our workforce and raising standards across the industry. While we have built a strong safety culture, we remain actively aware of the need to fight 'safety complacency'. Our safety teams constantly innovate and introduce new initiatives and campaigns to keep safe practices front of minds throughout every shift. This is supported by a focus on leading indicators, critical controls and safety leadership out in the field, an area we are reinforcing in the coming year.

Investing in our people

Operational excellence requires investing in our people so they can thrive. We run targeted programmes to identify, develop and support high potential employees as they progress in their careers at Endeavour.

We are proud to have two national General Managers leading our Ity and Houndé mines, one of whom was awarded 'Manager of the Year' by peers in Côte d'Ivoire. We have strong senior management teams on site, 68% of whom are West African nationals, and last year, we promoted our first two female Heads of Department at our Lafigué and Sabodala-Massawa mines. Our pipeline of talent extends throughout our organisation with emerging leaders identified and nurtured. Our Management Development Programme has produced over 100 graduates since its launch, many of whom have since advanced in their careers to new positions of responsibility. To further accelerate female leadership development in operational roles, we launched LeadHER, under our 'Women at Endeavour' initiative, during 2025.

Strengthening diverse voices across the Group remains a key priority and is critical to our resilience and long-term performance. We are proud to maintain high diversity on our Board with 50% female representation, and 40% from a minority ethnic background, while on our Executive Committee 33% are women. In the wider organisation, 12% of our employees are female, and significantly, we have seen a 30% increase in women in management roles since 2021.

CEO statement

Continued

Shared value

Periods of strong gold prices can raise questions about value distribution. Transparency is therefore essential. Our gold bar value distribution graphic clearly demonstrates how the value we generate is shared across stakeholders. Host countries receive more than 25% of the total benefit, while investors receive sector-leading shareholder returns and Endeavour cements its position as a trusted partner.

In 2025, our economic contribution totalled \$2.8 billion in our host countries. Over the last five years, we have contributed nearly \$12 billion in taxes, royalties, government payments, procurement and wages.

Beyond direct fiscal flows, our operations create a ripple effect across national economies. We employ over 14,600 people, including our contractors. Our supply chain supports over 1,200 in-country suppliers, which in turns supports other supply chains and domestic manufacturing. We have also invested \$124 million in socio-economic development over the past five years, contributing \$96 million to the Local Mining Development Funds and \$29 million to voluntary community initiatives.

Being a trusted partner means ensuring that the benefits of mining are visible, measurable and fairly distributed. Strong host-country partnerships underpin stable operating environments and lower disruption risk, ultimately driving sustainable long-term returns for all our stakeholders.



1. 86% of our procurements are in-country based
2. 95% of our workforce are nationals

CEO statement

Continued

**Beyond the mine gate**

We operate as guests of our host governments and communities across West Africa. Our social licence is not assumed, inherited or negotiated once. It is earned every single day, through respect, transparency and meaningful engagement.

During the year, we held more than 2,320 engagements across our sites, inviting host communities, civil society, government and regulatory representatives to share their views and feedback with us, visit our operations and learn more about the Group's strategy, progress and plans. A notable example were the tailings emergency simulation exercises at our Ity and Mana mines.

One remarkable success this year has been our malaria prevention programme which stands testament to what can be achieved through a multi-stakeholder partnership between a mining company, local health authorities, malaria experts and effective community mobilisation. This year, we reported a 90% decrease in malaria cases at our Ity mine, where malaria is the most prevalent, compared to five years ago. In 11 villages around

the mine, we have seen an uptake in indoor residual spraying from less than 10% to 95% which has contributed to a 76% reduction in the community malaria incidence rate. We cannot rest on our laurels and will continue this programme in 2026.

Promoting ethical sourcing and traceability

With the strong gold price environment, there has been renewed interest in gold. However, in an increasingly digital world, supply-chain integrity is foundational. Investors, consumers and governments need confidence that their gold is responsibly sourced and traceable.

As a member of the Single Mine Origin (SMO) initiative, we are proud to support fully traceable, responsibly sourced gold. SMO offers customers a QR Code to trace the origin of the gold and discover the ESG initiatives led by the mine. Now in its fifth year, SMO has continued to grow its customer base across Europe and the United States and with the launch of the SMO ETC in 2024, we are expanding transparency for both consumers and investors. With growing demand for our gold, this year we were proud to onboard Sabodala-Massawa as a member mine.

This complements our participation in the World Gold Council's Gold Bar Integrity Programme, which is digitising gold's journey from mine to end user, an innovation relatively new to our industry. By linking miners, refiners and market participants we can strengthen transparency and confidence in gold's provenance, which benefits all our stakeholders.

ESG leadership

We remain committed to ESG transparency and disclosure through comprehensive public reporting, which continues to earn external recognition.

In 2025, we were ranked the top gold producer globally by Sustainalytics for the second year in a row, consolidating our position among the most responsible operators in the industry. We are also proud that Sustainalytics recognised Endeavour as a low-carbon leader. We continue to advance our decarbonisation strategy towards achieving a 30% reduction in emissions intensity (Scope 1 and 2) by 2030. Our solar project in Senegal is a significant contributor to this ambition, alongside broader operational efficiencies being rolled out across the portfolio.

Our dedication to mining responsibly was recognised across our host countries. For example, in Senegal, the Salon International des Mines awarded Endeavour the title of Mining Company of the Year. Our Ity mine in Côte d'Ivoire was granted the Award for Excellence in Operational Risk Management, reflecting the respect we have earned as a partner of choice and the dedication of our people. And, in Burkina Faso we were awarded for our commitment to local content.

Successful partnerships

From the local communities and governments that host us, to our employees and suppliers who drive our daily operations, and the continued support of our shareholders, I would like to extend my thanks to all our partners that are the foundation to our success.

Ian Cockerill

Chief Executive Officer
March 2026

Five-year impact highlights from Phase 1 ESG strategy (2021-2025)

Environment

Protecting and promoting the places where we operate



Biodiversity

1,500 hectares

No Go Zone created within our mining permit to protect the chimpanzees' habitat.

5

biodiversity conservation zones

set up totalling **2,044 hectares** within our operating permits.



Climate change

27% reduction

in absolute emissions across our current operations since 2022.

Built a **solar farm** at our Sabodala-Massawa mine.



Plastic

99% reduction

in single-use plastic water bottles across our sites since 2022.

Social

Creating resilient and self-sustaining communities



Health

55k people

benefitted from our **\$1.8m** investment in healthcare services, equipment, awareness campaigns and infrastructure.



Education

38k children

received education support in the form of school kits, prizes, awards, bursaries and scholarships.



Economic development

1,200 in-country suppliers supported

\$6.6B spent

on procuring goods and services.

\$3.4m invested

supporting **~9,800** people.

11k people

participated in capacity building activities at a cost of **\$1.5m**.



Access to water

Improved **water access** for **~48,000** people through 31 new boreholes, towers, and pumps.

Governance

Being trusted to unlock the full benefits of the material we mine



Economic contribution

\$11B total economic contribution

\$3.3B payments

to host governments.

Partnerships

- RGMP compliance.
- Member of the SMO initiative.
- Membership of the VPSHR.



Diversity

50% women on our Board

33% Executives are women

60% African General Managers

68% West African Senior Managers

Our vision for 2030



Sustainability succeeds only as a shared mindset. We promote ownership of our ESG initiatives across every function and site, guided by a simple directive: “Make it relevant to your work.” Progress happens when ESG moves beyond a corporate mandate to become a responsibility embraced by everyone. From safety to biodiversity, our people are the ones who “bring ESG to life.”



Djarra Traore

EVP Operations and ESG

As we conclude Phase 1 of our ESG strategy (2021-2025), we are proud of what we have achieved, detailed throughout this report. This provides a robust foundation as we define our next phase of priorities for 2026-2030 and beyond, ensuring our strategy evolves in step with our stakeholders' expectations and global best practices.

Over the past five years, our investments in education, healthcare and biodiversity conservation have delivered strong results. For example, more than **38,000 children** received much needed education support, kits, bursaries, school infrastructure. Young careers were launched through vocational training, internships and our 'Elite Demain' university scholarships. Schools, roads, clinics and hospitals have been refurbished. More than **55,000 people** from impacted communities have benefitted from improved access to healthcare, equipment and free health screenings. Our reforestation and biodiversity conservation initiatives are ensuring nature's ecosystem services are supported in the face of climate change. These actions are delivering immediate impact today.

We also recognise there are areas where we must go further. When we engage with young people, the message is clear: they want jobs, income and opportunity. While our economic development initiatives have already reached over **9,800 individuals**, we are committed to scaling our impact. That is why we will intensify our focus in Phase 2 on technical and vocational training, income generating activities, alongside local content capacity building, to accelerate pathways toward employment and entrepreneurship.

Our commitment to continuous improvement drives us to expand our impact. The Phase 2 strategy balances immediate social benefits with long-term resilience, that will be anchored by clear five-year targets to ensure a measurable legacy. Designed to be future-fit and industry-leading, the 2026-2030 strategy was developed through

interviews, workshops and employee surveys, incorporating external feedback gathered during our double materiality process and ongoing community engagement.

Our updated ESG pillars reflect an 'evolution not revolution' transition to address emerging priorities:

-  **Health:** Remains a core pillar, building upon the foundation of existing high-impact health initiatives.
-  **Education and skills:** Expanded to intensify a Group-wide focus on capacity building and skills development.
-  **Economic development:** Redefined as a dedicated pillar focused on boosting local economies through local content, enterprise support, and sustainable livelihoods.
-  **Climate and nature:** Remains a critical priority, with plastic reduction now integrated into a broader pillar of responsible resource use.
-  **Championing our people:** We remain committed to a “zero harm” and inclusive workplace that prioritises safety and career growth.
-  **Ethical standards:** Upholding the highest levels of integrity and ethical conduct remains a non-negotiable foundation of our operations.

We believe our proactive approach sets us apart. We aim to remain the benchmark for responsible mining in Africa, consolidating our role as a trusted partner for communities, governments and investors alike. By integrating ESG into the heart of our business, we aren't just mining for today – we are building a legacy of shared prosperity for the future.

Our vision for 2030 – Phase 2 ESG strategy

Championing our people



A working environment where everyone is safe, respected, and able to build a long-term career.

Zero harm and well-being

We work every day to prevent incidents and protect everyone's physical and mental health.

Inclusive employment and career growth

We ensure everyone has the opportunity to learn, grow and succeed.

Empowering host communities



Tangible opportunities to improve health, education and skills around our sites.

Health

We strengthen prevention, awareness and access to healthcare to improve the well-being of all in the community.

Education and skills

We expand access to learning and training so children and adults build the knowledge and skills to succeed.

Boosting local economies



Stronger, more resilient local economies creating value now, on foundations built to last.

Local content

We strengthen the competitiveness of local and national suppliers to increase the value created in our host countries.

Livelihoods and local enterprises

We help local stakeholders strengthen livelihoods to make a dignified and sustainable living through all forms of local enterprise.

Protecting the environment



Ongoing efforts to protect land, wildlife and biodiversity to preserve nature for future generations.

Climate and nature

We protect and restore land and wildlife, while reducing emissions and strengthening resilience to climate risks.

Responsible resource use

We use water, energy and materials responsibly to help preserve our shared resources.

Upholding ethics and compliance



Decisions, systems, and conduct designed to meet the highest standards of integrity and accountability.

Human rights

We uphold the dignity and fairness of every individual.

Business ethics beyond compliance

We make responsible decisions grounded in transparency and integrity.

2026 ESG targets

Championing our people



Zero harm and well-being

Zero fatalities

0.90 TRIFR

161/1,000 malaria incidence rate

Inclusive employment and career growth

Deliver

Second Employee Engagement Survey **EDV Voices**

Bring our 4P values to life

implementation of the **4P Ambassador Programme**

Design & deploy

a new **Technical Training Programme** to support critical capability building

Empowering host communities



Community health

10% reduction in malaria cases in targeted villages

Improve

mother and child health with free access to healthcare through our annual Health Caravan and increase **children immunisations rates**

Repair

water points in villages around our lty, Lafigué, and Houndé mines

Launch

community WASH awareness campaign

Education and skills

Launch

adult literacy programmes at our lty, Lafigué and Tanda sites

40

secondary school bursaries

Provide

vocational training skills for 250 youths

Boosting local economies



Local procurement

80% on **in-country registered suppliers**

35% on **nationally owned suppliers**

3.5% on **local suppliers**

Livelihoods and local enterprises

200

beneficiaries/site for **microfinance or income generating activities**

Sponsor

local cooperatives to attend and showcase their products at the biennial SIAO Fair (the largest and most prestigious handicrafts trade show in Africa)

Offer

business training to 10 local entrepreneurs/site

Continue

implementation of the innovative **AgriFuturs project** in Burkina Faso

Protecting the environment



Climate and nature

<580kg CO₂e/oz emissions intensity

>40%

electricity mix from **renewable sourced-electricity**

>50%

engagement and **35% integration** with Tier 1 suppliers on Scope 3

>200ha

land protection

Launch

biodiversity conservation initiative at Mana

Responsible resource use

Complete

Gap Assessment on Water against TNFD

Undertake

feasibility study on waste management at our lty and Lafigué mines

Launch

plastic waste “3R” project at our Houndé mine

Upholding ethics and compliance



Human rights

Conduct

third-party review of **human rights impact observations**

Business ethics

Refresh

ABC baseline risk assessment

Conduct

VPSHR compliance audit at our Lafigué and Sabodala-Massawa mines

ISO 28000

Achieve ISO 28000 certification



Awards and achievements



Burkina Faso

SAMA O

- Best Company Committed to Local Content
- 3rd Prize for Best Exhibitor – Mining Companies Category



Côte d'Ivoire

CGECI Academy

- Drissa Soro, General Manager of the Ity mine, named Manager of the Year – Multinational Category



Senegal

SIM, Dakar

Best Mining Company



UK

Resourcing Tomorrow

Exploration Discovery Award (Assafou)

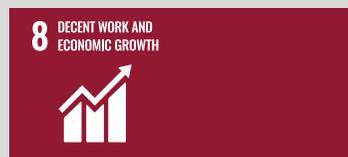
Our 2025 contribution to the UN SDGs



<p>SDG target</p>	<p>1.4 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, to safe, nutritious and sufficient food all year round.</p>	<p>2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers.</p>	<p>3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.</p>	<p>4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education.</p> <p>4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>5.5 Ensure women's full and effective participation in and create equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>
<p>Related material topic</p>	<p>Local Communities</p>	<p>Local Communities</p>	<p>Zero Harm Health and Safety</p>	<p>Local Communities Diversity, Equality and Inclusion</p>	<p>Corporate Governance Diversity, Equality and Inclusion Employee Attraction, Retention and Development</p>
<p>Endeavour's 2025 contribution</p>	<ul style="list-style-type: none"> • \$5.8 million invested in community projects. • Implemented a range of income-generation and livelihood restoration projects. 	<ul style="list-style-type: none"> • Total investment of approximately \$0.8 million in economic development projects around our mines. • Supported a range of projects around our mines in agricultural improvement and food security, including market gardens, poultry farms, pork farms and agricultural equipment. 	<ul style="list-style-type: none"> • 73% reduction in Group's malaria incidence rate. • +\$0.5 million invested in community health projects around our mines, including malaria and HIV/AIDS testing and counselling. • 5,472 mothers and children from our host communities benefitted from the Health Caravan which offered free antenatal consultations, paediatric care, ultrasounds, vaccinations and nutritional support. • Breast and prostate cancer awareness. • Blood donations campaign. 	<ul style="list-style-type: none"> • 671 children of Endeavour employees rewarded for academic success. • 60 four-year bursaries awarded to the most academic young girls in secondary schools in our host communities. • 3,387 students attended free educational workshop about risks and consequences of early pregnancy and promoting responsible, protective behaviour. • 844 internships provided to men and women for on-the-job experience. • Investment of \$0.6 million in education projects across our sites. 	<ul style="list-style-type: none"> • 44% female representation on our Board. • 30% women on the Executive Management Committee. • 35% of direct reports to the Executive Management Committee are women. • 14% women in technical jobs. • 14% women in management roles. • Launched LeadHER programme to support development of future women in operational roles.

Our 2025 contribution to the UN SDGs

Continued



<p>SDG target</p>	<p>6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all.</p> <p>6b Support and strengthen the participation of local communities in improving water and sanitation management.</p>	<p>7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.</p>	<p>8.5 Achieve full and productive employment and decent work for all women and men.</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers.</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.</p>
<p>Related material topic</p>	<p>Water Stewardship</p>	<p>Climate Resilience Energy and GHG Emissions</p>	<p>Zero Harm Employee Attraction, Retention and Development</p>	<p>Climate Resilience</p>	<p>Biodiversity, Nature and Land Use</p>
<p>Endeavour's 2025 contribution</p>	<ul style="list-style-type: none"> • We invested \$0.6 million towards improving access to water around our local communities. • We recycled or reused 68% on average of our Group water usage. 	<ul style="list-style-type: none"> • Commissioned of a 37MWp photovoltaic solar facility and 16MW battery system at our Sabodala-Massawa mine. 	<ul style="list-style-type: none"> • Group LTIFR and TRIFR performance better than industry benchmark. • 95% of our employees are nationals. • 68% of our senior management are West African. • 12% of our employees are women. • 430,212 training hours related to health, safety, and emergency response for employees and contractors. 	<ul style="list-style-type: none"> • Net Zero (Scope 1 & 2) ambition by 2050. • Targeting 30% reduction in emissions intensity by 2030. • 45% of our Tier 1 suppliers engaged with our Supplier Sustainability Programme on Scope 3. • Strengthened our Scope 3 emissions data collection and reporting. 	<ul style="list-style-type: none"> • We have committed to not mining in World Heritage sites. • Protected 997 hectares through various biodiversity conservation initiatives. • Partnered with YeS Foundation and SODEFOR to reforest 40 hectares near our Assafou Project. • Building a 40-hectare 'Green Wall' at the University of Daloa to support biodiversity conservation and protect their boundaries from residential development. • Published 2nd TNFD Report.

Gold: The Journey Continues

We were proud to be featured in an episode of Gold: The Journey Continues, a documentary series produced by the World Gold Council, which spotlights our Lafigué mine in Côte d'Ivoire.



The film offers an authentic look at the impact of building a new mine, told through the voices of those most directly involved – local community members, site employees, and public authorities.

From community consultation to education, skills development, social investment projects and support for local entrepreneurship, the development of our Lafigué mine is a compelling example of how mining can drive sustainable human impact.



THE GOLDEN THREAD VIDEO

[Click here to watch](#)

Our ESG framework

Endeavour's long-term value creation is built upon a strong social licence, responsible environmental stewardship and ethical business practices.

Our comprehensive ESG Framework is embedded into every aspect of our business and ingrained in our corporate values, supporting responsible practices throughout the entire mining life cycle – from exploration through production to closure. It is more than just a compliance measure, it is a strategic tool that enables us to mitigate risks and unlock opportunities to fulfill our purpose of producing gold that provides meaningful value to people and society.

We identify our most material sustainability issues and use world-class management practices to manage the risks and opportunities associated with each issue. This is integrated into Endeavour's risk management process, which is discussed in detail in Endeavour's 2025 Annual Report, pages 36-43.

We are members of the World Gold Council (WGC), the UN Global Compact, the Extractive Industries Transparency Initiative (EITI), the Women's Empowerment Principles, the SMO initiative and the Voluntary Principles on Security and Human Rights (VPSHR).



RISK MANAGEMENT PROCESS

See Annual Report, pages 36-43 for further details

External reporting to stakeholders

We follow globally recognised ESG reporting frameworks reflecting our commitment to transparent, world-class reporting standards. We engage regularly with stakeholders on our progress (refer to page 18) and conduct annual independent third-party assurance (refer to page 92) of our key ESG data.

Metrics and targets

To drive continuous improvement, we track our ESG performance against ambitious, UN SDG-aligned targets across multiple timeframes. By integrating ESG KPIs into both short- and long-term incentive plans, we ensure that executive remuneration is directly tied to the successful delivery of our ESG strategy. Refer to page 17.

Robust management systems and approach

Throughout the mine life cycle – from exploration to closure – we maintain robust management systems aligned with international best practices and globally recognised frameworks. To ensure continuous effectiveness, our operations undergo regular internal assessments and external audits against standards including ISO, RGMP, GRI, SASB, TNFD, and the LPRM.

Read about our management approach for key ESG topics

Maintaining the right governance structure

Our Board oversees ESG strategy and performance, supported by Board committees, delegating implementation to the Executive ESG Steering Committee. This structure ensures site-level leadership and corporate oversight, fostering shared ownership as executives drive operational performance to meet our sustainability targets across the organisation.

Identification of material topics

In alignment with global reporting standards, we conduct regular materiality assessments informed by extensive stakeholder engagement. These results are published in our Sustainability Report, ensuring our strategic priorities remain transparent and reflect our most significant impacts.

Comprehensive policies

Our Board-approved policies are informed by, and aspire to meet, international best practice, codifying our ESG commitments. They are reviewed annually to reflect our evolving sustainability goals and global expectations.

Effective risk management

Sustainability risks and opportunities are included in our risk management process, assessing them alongside, and often as an integral part of, financial, operational and strategic risks. Our approach integrates project-level, topic-specific and Group-wide assessments, scenario analysis and stakeholder engagement supported by senior management and Board oversight.



Commitment to continuous improvement

Our ESG framework operates as a dynamic feedback loop, continuously evolving through stakeholder input, performance tracking, and emerging trends. This iterative approach allows us to adapt our policies and practices to meet evolving standards and expectations.

Our ESG governance

Endeavour’s Board of Directors is ultimately responsible for the Company’s ESG strategy and performance, and has collective oversight of all ESG matters.

ESG matters are delegated to the Board Environmental, Social and Governance Committee (ESG Committee), which meets quarterly and reports back to the Board on its activities. By codifying our approach, we ensure these strategic matters are managed with clear oversight and this in turn ensures accountability at every level of the business.

The ESG Committee advises the Board and senior management on ESG initiatives to ensure that the Company operates and reports in a manner consistent with mining industry best practices, as well as its commitments as a member of the World

Gold Council. This includes oversight of policies, compliance systems, managing sustainability risks and opportunities, and monitoring targets and performance.

The executive-level ESG Steering Committee (ESG SteerCo) reports to the ESG Committee on a quarterly basis and tracks our ESG actions, targets and performance. Responsibility cascades through executives to the operational level. Each mine is responsible for the day-to-day implementation, supported by Group functions to facilitate successful delivery. Members of the ESG SteerCo comprise the CEO, CFO, Executive Vice President

(EVP) Operations and ESG, Chief Technical Officer, EVP HR and Communications, EVP Public Affairs, Security and Social Performance, and EVP General Counsel, as well as key representatives from Technical Services, ESG, Social Performance, HSE and Investor Relations.

The Board Technical, Health & Safety Committee assists the Board in fulfilling its oversight responsibilities in respect of specific technical, safety and health matters and the Board Audit and Risk Committee reviews all the financial-ESG related disclosures and sustainability-related risks.



ESG COMMITTEE REPORT

See Annual Report, page 89 for further details

Board expertise and skills



	Alison Baker ⁵	Patrick Bouisset ¹	Ian Cockerill ^{1,2}	Cathia Hall-Lawson ³	Alison Henwood	Livia Mahler	Sakhila Mirza ¹	John Munro	Naguib Sawiris	Venkat ^{1,4}
Metals & mining	●	●	●		●	●	●	●	●	●
Health, safety, sustainability	●		●	●	●	●		●		●
Operations & exploration		●	●			●		●	●	●
Finance & accounting	●		●	●	●	●		●	●	●
Risk management & compliance	●		●	●	●	●	●	●	●	●
Human resources & remuneration	●	●	●	●	●	●	●	●	●	●
Mergers & acquisitions	●	●	●	●	●	●		●	●	●
Strategy & leadership	●	●	●	●	●	●	●	●	●	●
CEO/President			●					●		●
International business	●	●	●	●	●	●	●	●	●	●
West African experience	●	●	●	●				●	●	●
Governance/Board	●		●	●	●	●	●	●	●	●
Public policy			●	●			●			
Independence	●			●	●	●	●	●		●

1 ESG Board Committee 2 Endeavour Chief Executive Officer (CEO) 3 ESG Board Committee Chair 4 Endeavour Chair 5 Endeavour Senior Independent Director

Linking leadership compensation with measurable ESG targets

We align executive compensation with our sustainability goals by integrating measurable ESG targets into our Short-Term (STIP) and Long-Term (LTIP) Incentive Plans. We publish our performance against these metrics in our Annual Report (refer to pages 90-100) and in this Report, see the table below.

● Achieved
● In progress
● Missed

2025 STIP ESG

Measure	Weighting	Threshold	STIP target	Maximum	Actual
ESG: Climate & Procurement Scope 3	7.5%	20% Engagement or Integration 6% of total Supplier Spend as defined per the Greenhouse Gas (GHG) Protocol.	30% Engagement or Integration.	35% Engagement and Integration.	● ● ●
ESG: People Strategy	7.5%	Completion of Group-wide grading project, to have all positions graded.	Threshold and Succession plan implemented for all roles from HoD level and above across the organisation.	Target and Development plans created for all identified successors for GM, VP Exploration positions, SVPs, and ExCom roles.	● ● ●
Health, Safety and Environment: Safety fatality = zero	7.5%	No Major TSF or Environmental incident (Level 4) in the period.			● ● ●
	7.5%	TRIFR group average for FY2024 and FY2025 below mid-point of Peer Group and no fatality in the period.	Threshold and all sites Emergency Response Team qualify and compete in FY2025 Company Mine Rescue Competition.	Target and Complete 6 Visible Felt Leadership Inspection per EVP during FY2025 visit.	● ● ●

2026 STIP ESG performance

Measure	Weighting	Threshold	Target	Maximum
Community Buy-In "Keep our Commitments"	7.5%	These annual commitments align with all commitments made during the official consultation frameworks, which are part of our engagement and trust-building tools. Above 75% of the 10 key commitments identified by site closed by year end.	Above 85% of the 10 key commitments identified by site closed by year end.	Above 100% of the 10 key commitments identified by site closed by year end.
People Strategy	7.5%	Delivery of People Strategy as presented to the Committee. 60% achievement as defined by positions filled.	80% achievement as defined by positions filled.	100% achievement as defined by positions filled.
HSE	7.5%	TRIFR group average for FY2025 and FY2026 below the mid-point of ICMC Member reporting and no fatality in the period.	Threshold plus increase overall Leading Indicators by 15% compared to FY2025, with a 5% increase in closed corrective actions compared to FY2025.	Threshold plus Increase overall Leading Indicators by 20% compared to FY2025 with a 10% increase in closed corrective actions compared to FY2025.
	7.5%	No Major Environmental Incidents as per Endeavour Classification of Environmental Incidents (Level 4) in FY2026.	Threshold plus maintain an AEFR ("All Environmental Incidents Frequency Rate") of ≤ 0.50 , based on the average frequency rate of environmental incidents over the past four years.	Target plus close out an additional 5% of open corrective actions identified from internal environmental inspections compared to FY2025.

2023-2025 LTIP Targets

Measure	Weighting	Threshold	Target	Maximum	Actual
ESG: ISO 14 001 / ISO 45 000 certification	7.5%	80% compliant by 31 December 2025.	90% compliant by 31 December 2025.	100% compliant by 31 December 2025.	● ● ●
ESG: Carbon Emissions strategy	7.5%	Carbon emissions not to exceed 618kg CO ₂ /oz by 31 December 2025.	Carbon emissions not to exceed 593kg CO ₂ /oz by 31 December 2025.	Carbon emissions not to exceed 568kg CO ₂ /oz by 31 December 2025.	● ● ●

LTIP Targets

	Weighting	Targets	
2024-2026	15%	Close TNFD gap assessment. Protect & preserve. Land rehabilitation.	● ● ●
2025-2027	15%	Land restoration.	● ● ●
2026-2028	10%	Implement the Global Industry Standard for Tailings Management (GISTM) at the defined % by the committee.	● ● ●

Stakeholder engagement

Building strong and trust-based relationships with our stakeholders is fundamental to our business.

We have identified seven key stakeholder groups. By proactively engaging with them through tailored programmes, we can address group-specific expectations to foster informed decision-making and mutually beneficial outcomes. We approach all our engagements with cultural sensitivity and respect. Notably, site-level assessments – conducted in accordance with IFC Performance Standard 7 – confirm that no indigenous groups are present within our current operating areas.



Stakeholder engagement

Continued

	Why we engage	What matters to them	How we engage	Examples of 2025 engagement
Employees and Unions 	Effective employee engagement drives collaboration, enhances culture, boosts satisfaction, promotes safer practices, and improves productivity and performance.	Safe work environment, competitive remuneration, job satisfaction, internal mobility, career development, positive and inclusive culture, channels for employee feedback.	Safety briefings, employee well-being programmes, collective bargaining and/or contract negotiations, performance reviews, training and development programmes, CEO and senior leadership town hall meetings, normal line management responsibility, employee communication channels, grievance and whistleblowing mechanisms, policies and standards.	<ul style="list-style-type: none"> • Held 36 workshops with 515 participants on our 4Ps values and distributed an updated Values booklet. • Held HSE Open Days and toolbox talks involving employees and unions. • Regular formal dialogue sessions with employee representatives and unions at Sabodala-Massawa, addressing working conditions, safety performance and benefits. • 1,519 helmets donated and distributed during road safety awareness campaign • Hosted Board visit at our Sabodala-Massawa mine.
Communities 	Our host communities are key partners whose broad-based support is essential for the long-term success and sustainability of our business.	Local employment, local procurement, community development – infrastructure, social and environmental programmes.	Meetings with community stakeholders, public hearings and consultations, participation in ESIA, grievance mechanisms, resettlement committees, cultural and sporting events, community health campaigns, mine visits, local media, and the annual sustainability reports.	<ul style="list-style-type: none"> • Organised grievance mechanism awareness campaigns across our sites. • 5,472 patients received free health screening and treatment during our Mother and Child community health caravan • Held TSF Emergency drill in collaboration with the national authorities at Ity mine. • Launched two biodiversity conservation initiatives in Senegal, protecting 891 hectares in the Ninéfécha Community Nature Reserve and restoring 4.5 hectares of urban public spaces in Cambérène.
Suppliers and Contractors 	Our suppliers and contractors are critical partners who provide essential inputs, contribute to operational efficiency, and support safety and sustainability in the mining industry.	Payment terms and practices, clear and transparent tender processes, training opportunities.	Communication of policies and standards, supplier appraisal process, supply contracts process, meetings, grievance mechanisms, relationship building by Group and site-level procurement teams, safety meetings and participation in local content events.	<ul style="list-style-type: none"> • Launched Materialize Programme for Tier 1 suppliers on Scope 3 emissions. • Launched the Local Content Accelerator initiative. • ~120 suppliers Contractor Safety workshops across our three countries of operations. • 75 local suppliers and contractors engaged in tender workshops at Ity and Lafigué.
Investors 	We engage with investors to enhance shareholder value through transparent communication and disclosure.	Investors are focused on Endeavour's ability to generate sustainable returns on their investment by continuing to deliver operational excellence and organic growth.	Regulatory filings, press releases, annual and quarterly reports, AGM, investor meetings, conferences, site visits, website, annual sustainability reports, and communications by email and telephone.	<ul style="list-style-type: none"> • Engaged with 97% of our active institutional shareholder register in 2025 to provide updates on Endeavour. • Attended over 27 investor conferences and held more than 400 investor meetings, which included presentations, panel discussions, event individual and group meetings.
Government and regulatory bodies 	Respectful engagement with the authorities and host governments, who are also shareholders in our operations, and ensuring Government support assists with timely issuance of permits and approvals.	Compliance with regulations, payment of taxes, royalties and dividends, investment in local communities, regular updates on the business, shared value from the benefits of mining.	Meetings, local subsidiaries' Board meetings, site visits and inspections, conferences and roundtables.	<ul style="list-style-type: none"> • Regular consultations with the Ministries of Mines in Burkina Faso, Côte d'Ivoire, and Senegal regarding production updates, regulatory compliance, sector policies, and mining code reforms. • Hosted an open day at our Lafigué mine for local authorities. • Engagement with Ivorian regulators and ministries regarding the Assafou Project. • Agreements with the Ministry of the Environment, Ministry of the Interior (DGAT), and the National Gendarmerie for improved oversight and collaboration in Burkina.
Industry associations 	To advocate for our interests, promote the mining sector, network with peers, and collaborate on industry-wide initiatives.	National regulations, industry representation and advocacy, competitiveness and promotion of the industry, provide accurate information to improve public perception of the mining industry.	Formal meetings, correspondence and events. Representation on boards and committees.	<ul style="list-style-type: none"> • Representation in regional and national mining associations such as Chamber of Mines Burkina Faso, Côte d'Ivoire Mining Chamber, and Senegalese Mining Association. • Sponsorship of the official launch and activities of Women in Mining Côte d'Ivoire. • Sponsoring of HeForShe Mines Côte d'Ivoire activities. • Joint workshops on environmental protection, community engagement, and mine safety in Burkina.
Non-governmental organisations 	Effective engagement with NGOs allows Endeavour to communicate our perspective and ensure our interests are represented in key discussions.	Ethical business practices, support for civil society, community programmes, protection of human rights, protection of the environment, shared value from the benefits of mining.	Meetings, correspondence, conferences, forums, roundtables and strategic partnerships.	<ul style="list-style-type: none"> • Collaboration with EITI multi-stakeholder groups to support governance and extractive sector reforms. • Engagement on projects co-funded or supported by the World Bank, including local development, infrastructure, and community programs. • Collaborated with the World Bank and the WGC on an ASGM formalisation initiative.

About this report

This report has been prepared in accordance with the GRI Standards, including the Mining Sector Standard, and is aligned with the Sustainability Accounting Standards Board (SASB) requirements. It has been assured against identified Key Performance Indicators (KPIs). Please refer to page 92 for the assurer's report.

This report also contains our second report in line with the Task Force on Nature-Related Financial Disclosures (TNFD), see pages 61-83. Please refer to our ESG Data Centre for our annual report on the implementation of the Responsible Gold Mining Principles (RGMPs) and our disclosures against the Local Procurement Reporting Mechanism (LPRM).

The report has been prepared in collaboration with external and independent ESG specialists. It has been reviewed by Endeavour's Executive Management Committee, the ESG Board Committee and approved by the Board of Directors.

Please read this report in conjunction with the Cautionary Statement on page 95, and our Management Approach Fact Sheets on key material topics and our ESG Data Centre which contains the GRI, SASB and TNFD Content Indexes. These are available online at our ESG Reporting Centre.

Scope

Headquartered in London, UK, Endeavour Mining plc is a public listed company listed on the London and Toronto stock exchanges, under the ticker symbol: EDV.

This Sustainability Report considers actual and potential negative impacts that the Company causes or contributes to through its activities, as well as those directly linked to its operations, products, or services by its business relationships where possible. Endeavour includes information on where impacts of each topic occur within the Management Approach Fact Sheets.

Reporting focuses on Endeavour's mines which were operational in 2025: Houndé, Ity, Mana, Sabodala-Massawa and Lafigué, which achieved commercial production on 1 August 2024. Where material to our sustainability performance, we also report information on ancillary properties such as regional and corporate offices, development projects and exploration sites. Unless otherwise stated, data includes all entities covered by Endeavour's financial statements.

Endeavour has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025, and provides three-year comparative data. All reported information is current as at 31 December 2025, unless otherwise indicated.

All financial figures are reported in US\$ unless otherwise stated. References to 'Endeavour', 'the Company', 'the Group', 'we' and 'our' refer to Endeavour Mining plc and/or our subsidiaries. Metric tonnes (t) are used throughout, and all ounces are troy ounces. Rounding of numbers may result in computational discrepancies

Restatements

We continue to improve our data collection systems and processes which may result in restatements of previously reported data. Such restatements are noted in the footnotes or corresponding disclosures.

Significant changes in reporting parameters

On 1 July 2023, we divested the Boungou and Wahgnion mines. We have included their six-month performance data for 2023 for safety, emissions and energy only, otherwise it has been excluded.

On 1 August 2024, our Lafigué mine achieved commercial production. We have included relevant Lafigué performance data for five months for 2024.

Feedback

We welcome any feedback or questions you may have about this report. Please contact Alex Buck, VP ESG, at investor@endeavourmining.com or visit our [website](#) for further information.



Our material issues

To ensure we have a comprehensive understanding of the material ESG topics that could impact our business, wider society and the environment, as well as our ability to deliver long-term value for our stakeholders, we conduct regular sustainability-related materiality assessments.

Our last double materiality assessment was undertaken in 2024 to coincide with the opening of our Lafigué mine so we could take into account the perspectives of new stakeholders. The results are presented in the graph opposite.

We plan to repeat this process every three years, with annual reviews of material topics. This ensures that our assessment remains relevant in light of potential business changes.

Beyond the materiality assessment, we engage regularly with all our stakeholder groups as discussed on page 18.

Materiality matrix

Our material topics were identified, analysed and defined in terms of their importance to society and environment (impact materiality) and to the financial performance of Endeavour (financial materiality). While all these topics are considered important to the Company and are managed accordingly, thresholds have been added to the materiality matrix to show the topics' relative significance to Endeavour and its stakeholders. Our sustainability reporting focuses on medium priority topics and above.

 <p>High</p>	<ul style="list-style-type: none"> Indicates the topics of critical importance to both Endeavour's financial performance and its impact on society and the environment. These topics require immediate/continued attention and resource allocation to manage risks and capitalise on opportunities effectively.
 <p>Medium-High</p>	<ul style="list-style-type: none"> This reflects their significant, but not critical, importance to both Endeavour's financial performance and its impact on society and the environment. These topics require frequent attention and resource allocation to manage risks and capitalise on opportunities effectively.
 <p>Medium</p>	<ul style="list-style-type: none"> This indicates their notable importance to both Endeavour's financial performance and its impact on society and the environment. These topics require attention and resource allocation to manage risks and seize opportunities effectively.
 <p>Low</p>	<ul style="list-style-type: none"> Includes the topics which scored the lowest, and the topics which fall under the 'medium priority' threshold. These issues typically require minimal attention and resource allocation, as they pose limited risks and opportunities (in comparison to other material topics).

- Environment
- Social
- Governance

Our double materiality results



High

- 1 Local Communities
- 2 Tailings Management
- 3 Health & Safety
- 4 Biodiversity, Nature & Land Use

Medium-High

- 5 Corporate Governance
- 6 Ethics & Compliance
- 7 Responsible Supply Chain
- 8 Artisanal & Small Scale Gold Mining
- 9 Water
- 10 Socio-Economic Impacts
- 11 Innovation & Technology
- 12 Energy & GHG Emissions
- 13 Human Rights
- 14 Information & Cybersecurity
- 15 Waste

Medium

- 16 Climate Resilience
- 17 Employee Attraction, Retention & Development
- 18 Cultural Heritage
- 19 Diversity, Equality & Inclusion
- 20 Industry & Policy Engagement
- 21 Labour Practices

Low

- 22 Marginalised & Vulnerable Groups
- 23 Air Quality & Pollution

CREATING MEANINGFUL VALUE

Gold mining is a powerful catalyst for local opportunity and growth in West Africa and we are proud of our contribution to our host communities and countries.

Principal risk

- ❗ Geopolitical Risk
- ❗ Macroeconomic Risk
- ❗ Legal and Regulatory Risk



DETAILED PRINCIPAL RISKS

See Annual Report, pages 36-43 for further details

Materiality

- ● ● **High**
 - Local Communities
- ● ● **Medium-High**
 - Responsible Supply Chain
 - Socio-Economic Impacts

SDG contribution



In this section

- 23 2025 Performance
- 23 Transparent payments to government
- 23 Responsible tax practices

Creating value

We create real economic value for our employees, communities and business partners through jobs, skills development, infrastructure, community investment, procurement and wages.

2025 Performance

Our operations generate tax revenues, royalties and sustainable benefits that support long-term socio-economic development. We have transparent and accountable tax practices, and publish our payments to governments annually. By collaborating closely with our host governments, local communities and business partners, we aim to create lasting, positive impacts around our operations. According to a World Gold Council Report, every job in the gold mining industry supports almost ten more, including induced and indirect jobs.

In 2025, we generated \$4.2 billion in revenue from gold sales (by-product sales of silver and copper accounted for \$17 million and \$3.5 million respectively). We paid \$919 million to host governments in the form of taxes, royalties and dividends, \$308 million in employee wages, salaries and benefits, \$943 million in operating expenses, \$32 million in social and community investments and \$13 million in other taxes and fees. In total, Endeavour distributed \$2.2 billion in economic value.

Transparent payments to government

Endeavour reports tax and royalty payments on a country and project basis annually as required under the Canadian Extractive Sector Transparency Measures Act (ESTMA) and we publish a bi-lingual Tax and Economic Contribution Report, which we present to the authorities in our host countries. Both of these reports are available at our ESG Reporting Suite.

Responsible tax practices

The taxes paid by Endeavour are vital for supporting the development and growth of our host countries

and their economies. We are therefore committed to responsible tax practices, transparency and engagement on broader tax policy matters. Our approach is guided by the Group Tax Strategy, published annually on our website, and underpinned by our Code of Business Conduct and Ethics. The Code reinforces our commitment to comply with all applicable tax laws and regulations and provides clear guidance to employees on avoiding unethical or unlawful tax-related behaviour.

The Board holds ultimate responsibility for the Group's tax practices, ensuring that tax risks are monitored and managed effectively. Endeavour's Chief Financial Officer oversees tax matters, with the Group Tax Team implementing processes and systems to identify, evaluate and manage tax risk.

We report annually through our Tax and Economic Contribution Report, detailing how we manage tax as part of the Group's commercial activities, in alignment with GRI 207 and the RGMP principles, including Principle 1.5.



WORLD GOLD COUNCIL

Click here to download the World Gold Council social and economic contribution report



LOCAL CONTRIBUTIONS

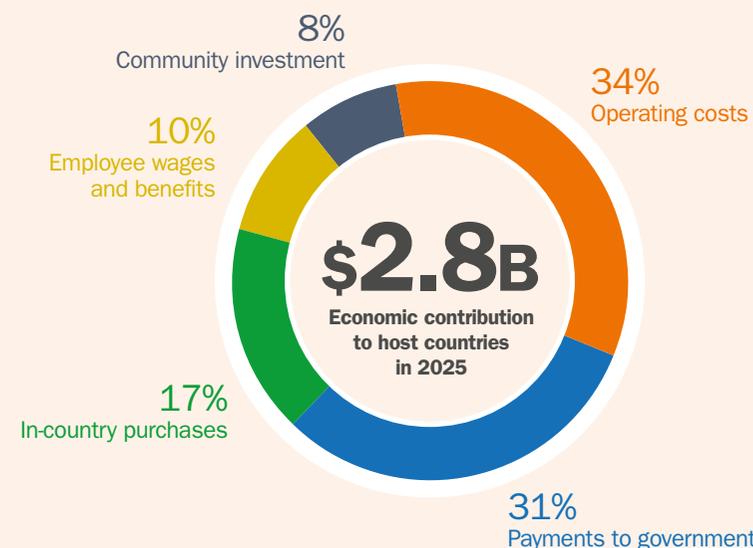
See page 32 for more information on local employment and page 50 for local content

Direct economic value generated and distributed

\$m	2023	2024	2025
Direct Economic Value Generated (A)	2,601	2,683	4,234
Gold revenue	2,315	2,677	4,234
Revenue from sale of assets	285	8	0
Economic Value Distributed (B)	1,684	1,775	2,171
Operating costs (excluding employee costs)	769	835	943
Gross employee wages and benefits (including payroll taxes)	229	240	308
Payments to Governments:			
Côte d'Ivoire	195	288	367
Burkina Faso	246	240	383
Senegal	216	211	167
Mali	2	-	-
Community investments and donations*	21	14	32
Other (fees and other taxes)	6	8	13
Economic Value Retained (C) = (A) – (B)	917	908	2,063

Notes: Please note that the basis for preparation and disclosure of this information may differ from methodologies used by Endeavour for other purposes, such as our ESTMA report.

* This represents Local Mining Development Fund contributions only



DEVELOPING OUR PEOPLE

Our people are at the heart of our success –
keeping them safe is paramount

Principal risk

- ! Human Capital Risk
- ! Operational Performance
- ! Licence to Operate Risk



DETAILED PRINCIPAL RISKS

See Annual Report, pages 36-43
for further details

Materiality

- ● ● **High**
 - Health and safety
 - Human rights
- ● ● **Medium**
 - Employee attraction, retention and development
 - Diversity, equality and inclusion
 - Labour practices

SDG contribution



In this section

- 25 Our people
- 26 Health and safety
- 29 Occupational health and hygiene
- 31 Employee attraction, development and retention
- 36 Diversity and inclusion

Our people

We value fairness, respect and integrity in our relationships with our employees and business partners alike. With a global workforce representing diverse nationalities, cultures, skills and experience, we are committed to fostering an inclusive and supportive environment where everyone can thrive.

Central to this commitment are the health, safety and well-being of our people, which are fundamental to both individual success and strong business performance.

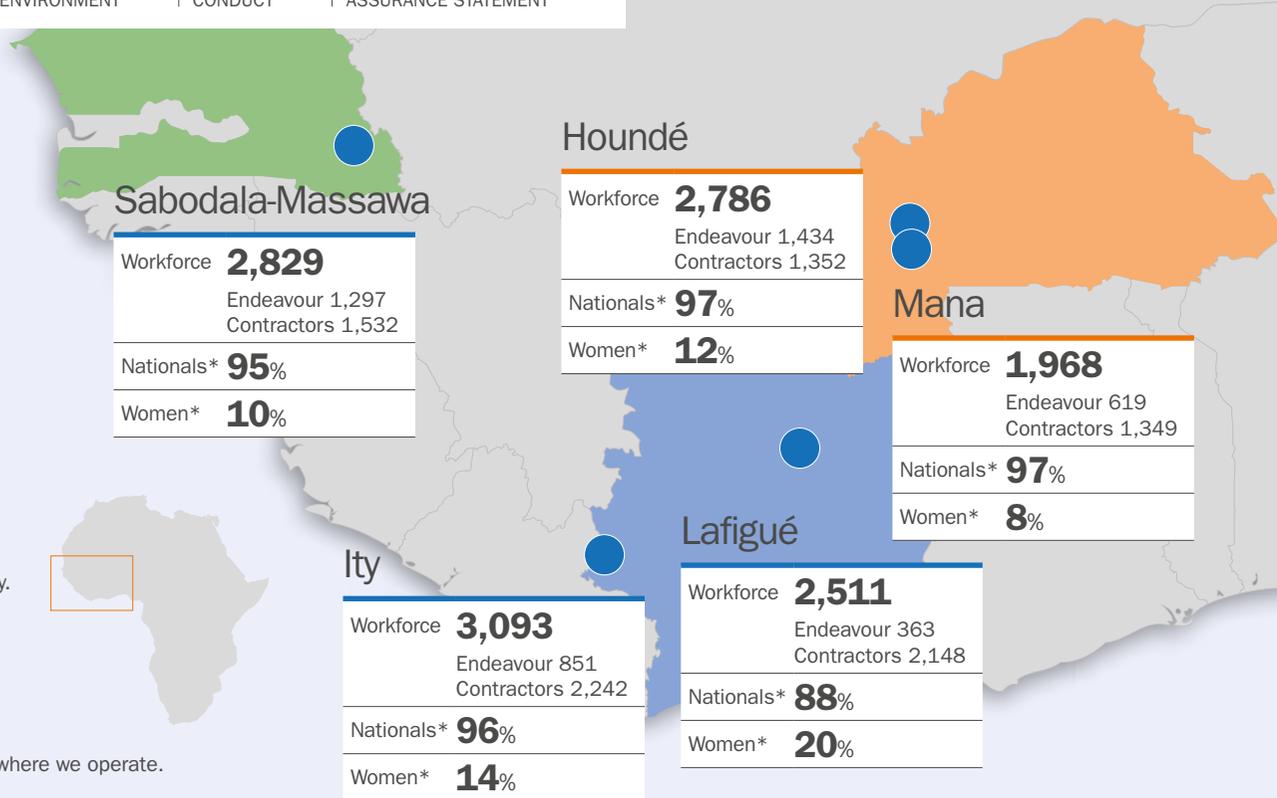
Safety is our top priority, and our Zero Harm culture is founded on the belief that all injuries and illnesses are preventable. This commitment extends to every member of our team, each of whom plays a crucial role in protecting their own safety and that of others. Through collaboration, empowerment and continuous improvement, we strive to create a workplace where everyone feels supported and, most importantly, goes home safe every day.

About our people

Listed in London, with a Group head office in the UK, the overriding majority (95%) of our workforce are in West Africa, where Endeavour is one of the largest employers. We believe local leadership is driven by a global mindset; while our operations are anchored in West African culture, our benchmarks remain international. Our People strategy bridges these worlds, providing a safe, inclusive, and world-class environment for all our employees, everywhere we operate.

At the end of the year, we had a total workforce of 14,615 people, including 5,381 Endeavour employees. 95% of our employees were nationals and 22% were from our host communities. Our Ity and Mana mines had the highest number of local community employees, at 47% and 33% respectively. Women comprised 12% of our workforce. For more details on our diversity and inclusion initiatives, refer to page 36. Our employee turnover rate was 1.3%, the majority of which were voluntary.

The majority of contractors within the Group are involved in mining-related activities, as three out of our five mines are contract mining. In 2025, our contractor workforce was 9,234, with 11% female representation.



Our people

Total workforce		Nationals*		Host communities*		West African senior managers*		Women*	
2025	14,615	2025	95%	2025	22%	2025	68%	2025	12%
2024	13,491	2024	95%	2024	36%	2024	59%	2024	12%
2023	16,212	2023	94%	2023	37%	2023	57%	2023	11%

* Endeavour only

Health and safety

How do we manage this topic?

Health & safety

The ESG frameworks and disclosures we follow for this topic are:

- GRI 403
- SASB EM-MM-320
- RGMP 4 Safety and health
- ISO 45001
- SDG 3 Good health and well-being
- SDG 8 Decent work and economic growth



OCCUPATIONAL HEALTH & SAFETY

Why it matters: We believe that all occupational health and safety incidents are preventable with the right approach, people, policies and procedures in place.

Management approach to safety: We have a strong safety culture and a commitment to continuous improvement. Our approach is based on the principles of ISO 45001, which focuses on preventing harm to people and the environment.

ESG REPORTING CENTRE

Click here to find out how we manage health and safety and related company Policies



2025 Safety performance

Endeavour recorded three lost time injuries in 2025, resulting in a lower Lost Time Injury Frequency Rate (LTIFR) of 0.07 (2024: 0.13). The Total Recordable Injury Frequency Rate (TRIFR) increased to 0.99 (2024: 0.73) which was above our target of 0.70. This was predominantly due to an increase in medical treatment injuries and restrictive work injuries. While both our LTIFR and TRIFR performance is better than the industry benchmarks, we will be increasing our focus on Leading Indicators in 2026 to improve our TRIFR. We maintained our ISO 45001 for our occupational health and safety management systems.

Compliance

Following the successful launch of our new '10 Golden Rules' for safety in 2024, we continued to raise awareness throughout 2025 to ensure that our workers are familiar with them and are following them in their daily practices. To support this, and our broader safety culture, we use a third-party HSE reporting platform that centralises data collection across the Group, enabling more efficient and integrated monitoring and analysis. Designed to comply with ISO standards and support our legal and regulatory obligations, the system is also accessible to our contractors. During the year, Endeavour maintained its ISO 45001 certification for all our sites, and surveillance audits were conducted ahead of the recertification process in 2026.

Safety leadership

Safety must start at the top, supported by clear accountability at every level. During the year, we have worked to ensure that our supervisors are focused on safety performance as well as production. Playing a critical role in driving safety culture, it is crucial that they take ownership of safe practices and ensure that procedures are implemented correctly and consistently by their teams across the Group. To strengthen this, we developed a Safety Leadership Programme and have begun training supervisors through a combination of classroom learning, role play and practical exercises. To date, 300 supervisors have completed the training, with the remaining supervisors scheduled to participate in 2026.

Critical risk controls

Over the past two years, our sites have undertaken comprehensive reviews of their risk registers to identify and consolidate the most critical risks across our operations into a single fatal risks register. Following this, we implemented a collaborative process to define effective control measures for mitigating and managing these risks. Workshops were held to evaluate control options and identify opportunities to reduce risk exposure. The control measures were subsequently reviewed by the Technical Services team and formally approved by the General Managers.

During 2025, we developed a critical risk controls manual and related training videos that are now being rolled out across the Group. The next phase will focus on assessing our safety culture through an externally facilitated survey to ensure objectivity and depth of insight. As we roll out critical risk controls, we will evaluate how well our established processes align with actual practices on the ground to ensure our expectations are being effectively translated into day-to-day operations.

Health and safety

Fatality

0	
2025	0
2024	1
2023	0

AIFR¹

3.08	
2025	3.08
2024	2.74
2023	2.86

TRIFR¹

0.99	
2025	0.99
2024	0.73
2023	0.89

LTIFR¹

0.07	
2025	0.07
2024	0.13
2023	0.08

¹ Based on 41,610,744 hours people worked.

Health and safety

Continued

Contractor management

Integrating local contractors and suppliers into our operations is fundamental to our business, in line with our Local Content Policy and national regulations. This requires us to take a holistic view of our supplier base, as many local contractors are still developing the experience, safety practices and equipment standards needed to meet our requirements. This presents challenges in maintaining a consistent safety culture and has affected our overall safety performance.

We have adopted a collaborative approach to support our contractors and help them gain a deeper understanding of our expectations and the importance of shared accountability. All major contractors are audited, given clear improvement roadmaps and supported through implementation.

In addition to existing practices such as safety inductions, training works and baseline medical assessments, we share our procedures, provide free training, involve contractors in safety-related activities and work closely with them to build capability. During the year, we held contractor safety

workshops in each of our countries of operations, with around 120 people attending. Our partners have shown strong commitments to raising their standards, and these efforts are helping to close skill gaps and ensure contractor performance meets our required safety levels.

Safety training

In 2025, our employees received a total of 66,645 hours of training and our contractors received 363,567 hours. This represents an average of 24 hours per person (2024: 12.07). This included 15,264 and 8,083 hours respectively for employees and contractors in emergency response training.

We conduct regular training needs analysis based on each work group's safety responsibilities and operational risks, then training materials are adapted accordingly. We make sure that practical and theoretical training are balanced. Post training, frontline supervisors monitor and measure workers' retention of the training and its application to their work is consistent with the training they received.

In 2025, we rolled out a new training initiative. We trained and certified 47 trainers at each site to improve light vehicle operational safety. Within eight months of rolling out this training, light vehicle accidents had decreased by 28% across our sites compared to 2024.

Emergency response

This year, we focused on strengthening the safety, well-being and preparedness of our people, suppliers and host communities. Emergency response training for site teams and contractors was enhanced to ensure consistent standards and readiness across all operations. Our Corporate Crisis Management Plan was updated, supported by simulation exercises involving senior leadership and key operational sites. We also strengthened partnerships with local authorities and emergency services to improve external communication and resource mobilisation during emergencies. Joint training and awareness programmes with regional governments and civil protection agencies helped align community response frameworks with mine operations and build local resilience. Support and mentorship for mine rescue teams and suppliers continued to promote a shared culture of safety and responsibility, while challenges in maintaining consistent preparedness across remote sites were addressed through improved planning, digital tracking tools and stronger cross-site coordination.

During the year, we held our third Mine Emergency Rescue Competition, this time it was hosted at our Sabodala-Massawa mine, bringing together mine rescue teams from all our sites. This event is a cornerstone in strengthening our safety culture and emergency response capabilities across the Group. This year, the team from Houndé were the winners of the 'Best Overall Performance' category. For the first time, participation was expanded to include external mining companies, strengthening collaboration and further establishing our profile as a regional leader in mine emergency preparedness.



The event tested teams' emergency response capabilities through realistic fire, underground rescue and first aid scenarios, enhancing operational readiness and reinforcing a culture of safety leadership across all participants. Providing an opportunity to assess teams under realistic, high-pressure conditions, the competition allowed us to identify key areas for improvement – such as equipment standardisation, greater female participation and cross-training between medical and emergency response training teams – while at the same time laying the groundwork for a future Community Emergency Response Team (CERT) programme to strengthen community resilience.

We achieved global recognition during the year as the first West African mining company to join the International Mine Rescue Body. We believe this achievement reflects Endeavour's growing influence in shaping international safety standards as well as our ongoing investment in the well-being of employees and host communities.



Health and safety

Continued

Safety initiatives**Houndé's Inaugural Health, Safety at Work, and Environment (HSE) Day**

In December 2025, the Houndé mine launched its first HSE Day, an annual initiative designed to reinforce the mine's strong safety culture and combat "safety complacency" among its workforce.

In the presence of our EVP Operations and ESG and local and regulatory authorities, it was an occasion to celebrate Houndé's exceptional safety record over the past 10 years, since the construction of the mine commenced in 2016. During this period, there have been no fatalities recorded on site and no lost-time injuries reported for four consecutive years.

Over two full days of mobilisation, nearly 3,000 employees and business partners took part in targeted awareness sessions focusing on HSE policies, the Group's 10 Golden Rules, identified critical risks, HSE procedures and associated control measures.

The HSE Day also provided an opportunity to identify and recognise "HSE Champions" across various departments, highlighting best practices, positive actions, innovation and continuous improvement in safety and environmental performance.

**Fatigue management**

We have identified fatigue management as a critical issue for safety and performance across our operations. Working in a mining environment requires discipline, focus and constant vigilance. Just one second of inattention due to fatigue can be enough to cause an accident. This is why it is essential that everyone feels free to speak up without fear when they sense that fatigue is becoming a risk.

The primary ways we encourage our people to manage this risk are by helping them recognise the signs of fatigue, ensuring they take breaks or seek support when needed, and reinforcing that they can speak up without fear of retaliation.

**Hand injury awareness**

To mark the World Day for Safety and Health at Work, we launched a Company-wide awareness campaign focused on preventing workplace injuries. This year, the spotlight was on hand injuries, which are among the most common incidents in mining and industrial environments. Through interactive sessions, practical demonstrations and essential safety reminders, our teams were empowered to remain vigilant and proactive on the ground.

At our Lafigué site, we welcomed the Ivorian Federation of Victims of Work-Related Accidents and Occupational Illnesses to take part in the campaign. Their moving testimonial brought a powerful human dimension to our efforts, underscoring a fundamental truth: working safely is first and foremost about protecting life. These shared moments also provided an opportunity to highlight safe behaviours, exchange practical lessons, and reinforce the importance of collective responsibility in maintaining a safe and secure workplace.

**Hazardous materials safety**

To ensure safe handling of hazardous materials, we display safety data sheets (SDS) at the point of use and in the offices of our supply chain department, which are used during the toolbox meeting to enhance awareness. In addition to this, we have a dedicated induction process covering the safe handling and storing of cyanide for all employees and contractors working in the process plant. Routine monitoring and medical surveillance are conducted across our operations to assess exposure to certain categories of hazardous substances.

In 2025, we conducted a hazardous materials management awareness campaign across our operations to strengthen community understanding of the risks associated with cyanide. The sessions highlighted the dangers of misuse, which can expose people, the environment and nature to serious harm. Participants received guidance on precautions and were reminded that only trained specialists, operating within regulated frameworks, handle cyanide. Participants reported that the sessions greatly increased their understanding of the hazards and the precautions needed to avoid contamination, and they expressed interest in continuing such awareness activities. Communities were also encouraged to notify the relevant authorities about any hazardous material use sites in their villages to ensure ongoing safety and monitoring.

Occupational health and hygiene



During the year, external consultants conducted an audit of our occupational health programme across the Group, assessing adherence at all sites and the effectiveness of our monitoring of occupational hazards such as noise, dust, gases, and vibration. The audit also evaluated whether equipment and PPE are appropriate and properly used. Recommendations arising from the audit are being actively implemented.

In 2025, we rolled out a structured Health Management Plan across all sites, aligned with our Group standards, to enhance the coordination and effectiveness of health initiatives. The plan aims to standardise medical practices across Endeavour's sites, ensure consistent availability of essential equipment for site-specific health and emergency needs and prepare HSE teams through targeted training. The Health Management Plan serves as a strategic framework, guiding health actions and ensuring consistency across the Group.

HSE team training continues to be a major area of for our operation. Over the course of the year, we delivered a series of technical webinars covering a wide range of topics, including health emergencies, women's health, health risk factors, communicable and non-communicable conditions related to hypertension and diabetes.

Our fight against malaria

Malaria remains a critical public health challenge in Côte d'Ivoire, Burkina Faso, and Senegal, with all three countries classified among the highest-burden nations in West Africa.

Our holistic, Group-level malaria control plan provides an integrated framework to prevent, control and treat malaria across our sites and surrounding communities. The plan is effective because it combines site-specific interventions focused on prevention and vector control with a broader, harmonised approach that ensures continuity and consistent impact across all of our sites.

A wide range of initiatives, control strategies and awareness campaigns are implemented under this framework, supporting our commitment to achieving zero malaria.

Thanks to our dedicated efforts and targeted programmes (such as wearing protective clothing, using repellents during night shifts, fogging, treating identified breeding sites and conducting indoor residual spraying), strong leadership commitment and employee ownership, we are making excellent progress in reducing malaria cases. Our success reflects strengthened health surveillance and case management systems, including expanded coverage and consistent availability of rapid diagnostic tests, prompt and standardised treatment to break transmission chains and systematic data collection to monitor trends.

Regular awareness campaigns are conducted at all sites, with messaging tailored to employees and local communities and intensified during high-transmission periods. We mark World Malaria Day with awareness-raising activities across all our sites. In 2025, this included a community spraying ceremony in Zouan-Hounien, a town near our Ity mine, which was attended by local authorities and HSE teams – a reflection of our inclusive, community-focused approach. Trophies and certificates of recognition were awarded to several colleagues in honour of their exemplary commitment. The day concluded with a webinar co-hosted with the Institut Pasteur de Dakar, under the theme "Towards Malaria Elimination: Challenges and Research", which highlighted fresh perspectives on emerging solutions.

Collaboration with regional health authorities, national malaria programmes and specialised institutions has further strengthened our response. Sustained engagement with community leaders continues to foster accountability, shared responsibility and long-term impact. As a result of our awareness campaigns, training and continuous messaging, we are observing significant behavioural changes among our employees – not only on site but also within our host communities, reflecting greater adherence to malaria prevention practices. By fostering this cultural shift, we aim to demonstrate that malaria is not an inevitable part of life, but a preventable disease.

In 2025, we saw a significant reduction in the incidence of malaria across the Group, reporting 891 cases compared to 3,019 cases in 2024, representing a 73% decrease to an incidence rate of 50 cases per 1,000 employees. Our programme at Ity has been particularly impactful reducing the incidence rate from 1,286 in 2021 to 259 in 2025. We believe this is largely due to due to our technical partnership with the National Institute of Public Hygiene in Côte d'Ivoire, strong leadership and coordination between site management and community stakeholders, active ownership by the community and employees and the establishment of a local community monitoring system.

Health awareness and monitoring

To mark World Blood Donor Day, Endeavour's sites and offices rallied throughout the month of June to organise a large-scale blood donation campaign and collected 1,218 units of blood, a remarkable increase of nearly 77% compared to 2024, particularly when considering the cultural challenges related to blood donation in West Africa.

As part of our Group-wide commitment to women's health, we ran a range of on-site awareness campaigns and screening initiatives during 'Pink October' to fight breast, cervical and other types of female cancers. This included 215 site-based employees and 307 women from surrounding communities receiving free screening, and 750 women from host communities taking part in community outreach campaigns.



Community health awareness around Assafou

On October 18, 2025, Endeavour partnered with the Shunamites Women's Foundation and local Ivorian health authorities to launch a high-impact health intervention in the Tanda region, near our Assafou Development Project.

This large-scale screening campaign was designed to combat breast and cervical cancers through early detection and community education.

Over 1,500 women participated in this initiative, resulting in five confirmed cases and 30 suspected cases identified. These will now be followed up for treatment and further investigation.

Beyond the gates: Turning the tide on malaria at our Ity Mine

The Integrated Malaria Control Programme is not a standalone effort; it is a multi-stakeholder framework developed in alignment with the Ivorian National Malaria Control Programme.

In partnership with the Zouan-Hounien Health District and the Institut National d'Hygiène Publique, Endeavour has invested over \$1 million into a scientific, three-pronged strategy to tackle malaria in the host communities around our Ity mine:

1. Indoor Residual Spraying (IRS): Protecting the sanctity of the home.
2. Environmental Management: Eliminating breeding sites at the source.
3. Community Mobilisation: Turning awareness into a local movement.



Results by the numbers

The data from 2021 to 2025 tells a story. Within the mine's own workforce, the impact has been nothing short of transformative. Malaria incidence has fallen by 83%, effectively avoiding over 4,400 cases annually. For our employees, this means the incidence rate dropped from a staggering 460 cases to just 50 per 1,000.

However, the programme's true legacy lies "beyond the gates." In adjacent communities like Floléu, the intervention has reduced malaria rates from 263 to 63 cases per 1,000 population. With a 95% coverage rate for indoor spraying across more than 8,000 households, the initiative has become a vital pillar of the regional healthcare infrastructure.

To date, the programme has empowered 252 community members with the training and tools to manage thousands of breeding sites. This localised expertise ensures that the fight continues even when the spray teams have moved on.

As Endeavour continues to push toward the national goal of malaria elimination, the Ity mine stands as a beacon of what is possible when corporate resources meet community needs.

Employee attraction, development and retention

How do we manage this topic?

Our people

The ESG frameworks and disclosures we follow for this topic are:

- GRI 202, 401, 402, 404, 407
- SASB EM-MM-310
- RGMP 6 Labour rights
- RGMP 7 Working with communities
- SDG 1 No poverty
- SDG 4 Quality education
- SDG 8 Decent work and economic growth



OUR PEOPLE

MANAGEMENT APPROACH

ENDEAVOUR MINING

ESG REPORTING CENTRE

Click here to find out how we manage our people and related company Policies

Responsible employment

We regularly review our roles, compensation structure and employment conditions to understand broader market trends and maintain our position in West Africa as an employer of choice. With the employment landscape becoming increasingly competitive due to the high gold price environment, attracting and retaining the right talent requires a compelling employee offering. Staying attuned to evolving expectations and benchmarking against current market standards ensures that our total rewards remain relevant, competitive and aligned with industry best practices.

We offer a range of benefits that may vary by geography, including provisions such as insurance coverage, pension schemes and family-support initiatives like tax-efficient childcare where applicable. This enables us to respond to local needs and regulatory requirements, while upholding our commitment to meaningful and responsible employee support. For example, flexible working is less common in our countries of operation, where most of our employees work at our sites on roster systems. Even so, we remain committed to helping our people balance their work commitments with family life while maintaining productivity and efficiency. Around 90% of our workforce is roster-based, and we design these schedules to optimise fatigue management and performance while at the same time recognising the importance of personal and family time. Our approach is tailored to each location and role, with London operations following local norms and site-based teams adopting practices that reflect their specific context.

Endeavour defines a living wage as a base compensation package for a standard work week that enables workers and their families to maintain a decent standard of living. This commitment is upheld in full alignment with local regulations and collective bargaining agreements signed with union representatives.

Labour practices

Our approach to labour and employee relations are guided by our internal HR standards and policies and applied across all our sites and offices. These include policies on recruitment, mobility and promotions, annual leave, maternity and paternity leave, merit increases, staff privacy as well as diversity, harassment prevention, Anti-Bribery and Anti-Corruption and cyber security. These policies help to prevent misconduct and ensure employees are aware of appropriate behaviours and expectations. They are communicated to employees during their onboarding, are available on our intranet and form part of our regular internal employee communications. Our values, the 4Ps, support these policies.

We support the right to freedom of association and collective bargaining, ensuring that our employees can engage without interference, fear of retaliation, or restrictions on their choice of union representation. This commitment is reinforced in our Human Rights Policy. We respect and comply with all applicable labour and employment laws, and insist that our contractors meet the same standards.

We actively engage with labour inspectors and union leaders on a regular basis to discuss a wide range of topics, including working conditions, benefits, health and safety, as well as the Group's strategy and performance. We regularly invite labour inspectors or union leaders to conduct training sessions on employee rights and freedom of association. We also authorise unions, upon request, to meet with staff and communicate on matters of interest to their members. This helps ensure that employees feel free to express themselves without fear of retaliation or restriction. We maintain regular communication with the union and workforce representatives through monthly meetings, which aim to share key information and collect concerns raised by employees. In addition, we provide annual training sessions to help employees become familiar with relevant internal policies. Any new decisions are communicated through various channels – with memoranda circulated via the intranet and notice boards, as well as toolbox meetings or General Assemblies.

In 2025, 91% of our employees were covered by collective bargaining agreements. There were no reported incidents of under-age or forced labour during the year. During the year, there were no strikes.

Employees who are not covered by the collective bargaining agreement are expatriate staff. This is due to the specific nature of their assignments, which are determined by their level of expertise and particular employment conditions. Given these characteristics, establishing a collective agreement for this category of employees was deemed unnecessary. Nevertheless, the business remains fully committed to ensuring compliance with all applicable local regulations, irrespective of the specific conditions governing their employment.

Nurturing local talent

We offer a wide range of internships to support young people starting off in their careers, predominantly at our operations and regional offices. In 2025, 844 young people benefitted from an internship at Endeavour, an 85% increase compared to 2024. Through a variety of vocational courses, learning programmes and community initiatives, we aim to equip local community members with practical knowledge and tools that enable them to building secure livelihoods, as well as ensuring a future talent pool for opportunities at our mines or with our contractors. For example, our N'Goto Yè Tè Hè programme at Lafigué supports the mine's transition from construction to operations while creating employment opportunities for young people from surrounding communities.

Reinforcing our focus on talent development and demonstrating that local expertise can now meet the highest international standards, we were proud to see our Chief Geologist, Adjé Georges Bony, at Ity become the first Ivorian geologist to earn the Qualified Person (QP) and Certified Professional Geologist (CPG) qualification, awarded by the American Institute of Professional Geologists.

Employee attraction, development and retention

Continued

Employee attraction, development and retention

Maintaining trust with our employees and host communities means investing in people and building strong roots in the places where we operate. As demand for talent increases across the rapidly expanding mining industry in the region, our employees' strengths and capabilities naturally attract interest from other companies. This makes it even more important for us to strengthen our development programmes and create an environment where people can build long-term, fulfilling careers with us.

Our approach to development and retention is holistic, encompassing initiatives that advance local employment, diversity and inclusion and create a robust skills pipeline. We invest in targeted training and leadership development, enabling internal mobility and progression while breaking down barriers such as the "glass ceiling" that can limit women's advancement. In addition to nurturing our internal talent, we support the next generation of local talent to help address future skills shortages in the industry.

Retaining and supporting our talent remains a priority, as their expertise is vital to our continued success and to the sustainable development of the communities we serve. The following are some of the primary tools and initiatives we have to help advance this goal:



My Path – HR Information System

During 2025, to both improve our people management processes and address feedback from our 2024 Endeavour Voices' survey, we launched a new integrated Human Resources Information System, My Path, to harmonise our HR processes. This platform offers employees a single access point for all career-related activities – from onboarding to annual goal-setting and performance reviews – while also enhancing transparency around roles, salary and benefits. My Path also facilitates professional development by aligning individual objectives with the Group's strategic priorities, enabling collaboration with managers, and supporting personalised career progression plans. In 2025, 100% of eligible employees completed a formal performance review as part of our performance management framework.



Endeavour Next

Endeavour Next is our succession planning programme, designed to identify and nurture our current and future leaders. By providing clear pathways for advancement, we ensure our people have every opportunity to progress and excel within the organisation.

Through an annual workforce review, we assess talent, identify growth opportunities and establish succession plans for key positions, ensuring the business remains prepared to meet future leadership and continuity needs.

In addition, each Vice President level employee reviews the development potential and performance of their team members annually. The ExCom receives these outputs to design effective succession plans throughout management levels. As a result, Endeavour's Executive Committee has reliable intelligence on the pool of potential successors and the time horizon within which those individuals might be appointed.

Our commitment to fostering long-term careers and strengthening our diversity pipeline was exemplified in 2025 by Fleur Oula Bony, a senior plant metallurgist from our Ity mine, who successfully completed her Masters on Minerals Processing at the University of Exeter – Camborne School of Mines in the UK. Having been identified through our succession planning process, we invested in Fleur's advanced technical training and have established a tailored career development path to support her continued growth as she returns to her role at Ity.



Manager of the Year

Demonstrating the success of our Endeavour Next programme, we were delighted that Drissa Soro, General Manager of our Ity mine, was named 'Manager of the Year' in the Multinational Category by the Confédération Générale des Entreprises de Côte d'Ivoire (CGECI).

This prestigious award highlights Ity's vital contribution to the Ivorian mining industry and marks a historic milestone: the first time a mining operation has received such recognition by the CGECI. It celebrates not only Drissa's career and leadership but also his success in embodying and promoting Endeavour's values of excellence, performance, and responsibility.

Employee attraction, development and retention

Continued



Endeavour Academy

The Endeavour Academy, our in-house university, is the cornerstone of our commitment to professional development and training. By leveraging a blended learning model that combines flexible digital platforms with rigorous classroom-based instruction, the Academy delivers a wide range of technical and managerial training. Our tiered leadership framework is designed to bridge skill gaps and empower employees at every level of our organisation.

Collectively, these programmes ensure that Endeavour remains a leader in quality training and sustainable talent development.

- **Frontline Leadership Management (FLM):** It provides supervisors and coordinators with the essential tools to excel in supervisory roles. In 2025, 143 employees successfully completed this programme.
- **Advanced Frontline Leadership Management (FLM):** This initiative strengthens management capabilities of our heads of departments and superintendents and providing them with a more strategic view of how to manage within the structure of the Group and our overall strategy. During the year, 108 employees underwent Advanced FLM training.
- **Management Development Programme (MDP):** The MDP is an official Endeavour certification that equips high-potential talents with advanced management and leadership skills. Developed with expert input, it addresses identified skill gaps and prepares future leaders by building capabilities and broadening perspectives to manage their careers effectively. The MDP programme runs every two years, and in 2025 36 employees were selected for the 2026 course, comprising 35 nationals and seven women.
- **LeadHER Programme:** Our focus on professional growth is inextricably linked to our diversity and inclusion goals. In 2025, we further strengthened this commitment by launching the LeadHER Programme – a leadership initiative specifically designed to accelerate the advancement of women within our Operational Teams (for more details, refer to page 37).



Internal mobility

Professional mobility is a major lever for the Company's human resources strategy and is central to the Group's growth. It supports the development of our workforce's skills so they can adapt to the business's evolving needs and environment. Our Internal Mobility Policy sets a framework with the required process and tools needed to unlock the full potential of our people, facilitating employee movements, while also ensuring a transparent process and equal opportunities to all employees. The general management team, human resources teams, managers and employees are jointly responsible for its implementation and success. 68 employees benefitted from this programme in 2025 across all levels of the Group, of which 19% were women and 81% were nationals.



Employee referral

Our employee referral programme is designed to help us recruit top talent by drawing on the people who already embody our values – Endeavour's own people. Launched in 2025 and leveraging the power of word-of-mouth, this programme allows employees to put forward talented candidates for roles advertised across the Group. When a referred candidate is successfully hired, the referrer receives a bonus in appreciation of their support. This initiative not only strengthens our ability to attract high-quality talent but also fosters team spirit by involving everyone in Endeavour's success. It has been very positively received in its first year.

Employee attraction, development and retention

Continued



Training

As part of our commitment to operational expertise and building the internal capabilities to successfully deliver our long-term strategy, we provide both targeted specialised training as well as broader foundational training through the Endeavour Academy, workshops, training courses and regular hands-on training. In 2026, we plan to design and deploy a new Technical Training Programme to support critical capability building. Some examples of our in-house designed training are:

Group blasting engineers training

We introduced a five-day programme designed to strengthen the technical and operational skills of Endeavour's junior blasting engineers. Launched in 2025, this annual training encompasses expert-led sessions combining theory, practical simulations and peer learning. Participants built technical skills through practical modules delivered in partnership with our explosives partner at Lafigué, emphasising mutual learning and collective capacity building.

Strategic mine planning

Bringing together 22 engineers from across the Group, we conducted a two-week training session on strategic planning, pit design optimisation and maximising value throughout the life of our mines. Participants underwent strategic simulation exercises using specialist software to drive sustainable value creation from our assets.

Geotechnical pilot

In 2024 we identified geotechnical skills as a key discipline that we wanted to strengthen across our sites, given our operating context. We developed and tested a pilot programme during 2025, with 55 participants, which included designing a competency framework, assessing participants against the framework, and providing training to close any gaps identified. In 2026, we will continue with this programme and roll it out to our young graduates.

Reinforcing our culture and values

Our values encompass the 4Ps: Partners, Performers, Pioneers, Proactive. For us this means valuing local cultures and traditions and listening to different perspectives; always striving for excellence; bringing forward bold, realistic ideas and putting them into action; driving and encouraging change by setting the standard as first movers in our field. To bring our values to life, in 2025 we launched a collective campaign through "4P" workshops with over 515 employees across sites and offices. The 36 workshops aimed at collectively defining the behaviours that accurately reflect these values. Thanks to these workshops, we have developed a 'Book of Behaviours' – the actions and attitudes that bring our values to life, strengthen our culture and drive performance. The guide also identifies attitudes that undermine trust, collaboration and results. From shared perspectives and lived experiences, we shaped practical behaviours that guide how we work every day.

Effective engagement and collaboration

Following on from our 2024 Endeavour Voices survey, we have been focusing on a number of initiatives to address the employee feedback we received. These have included, among other things, a new performance evaluation model in My Path, the launch of a diversity and inclusion campaign, and initiatives to recognise and value employees. We aim to measure our progress with another Endeavour Voices survey in 2026.

One Endeavour

Building on the insights from our Endeavour Voices survey, we have introduced 'One Endeavour' a new communications channel, designed to bring every colleague closer to the decisions shaping the Group's future. In each episode, a member of the Executive Committee and their teams share insights on how our decisions align with a shared vision: acting consistently, fostering cross-functional collaboration and giving purpose to our priorities. This podcast provides all employees with direct access to the Executive Committee, offering a clear view of the strategic priorities that guide our daily actions.

Engaging with our teams on the ground

By maintaining a visible and active presence across our operations, our executive management demonstrates its commitment to our people, deepens understanding of on-the-ground challenges and cultivates a unified culture of performance and accountability. Our Executive Committee, led by CEO Ian Cockerill, conducted a number of site visits in 2025, providing the opportunity to engage directly with site teams, discuss outlook and major projects and gain insight into local challenges. Our Board also undertakes an annual site visit. In 2025, they visited Sabodala-Massawa for an in-depth review of operations, security strategy, exploration potential and the long-term outlook of the mine.

Harassment

Endeavour is committed to fostering a workplace built on mutual trust, free from intimidation or exploitation, where everyone is treated with dignity, respect and fairness. A critical element of this is upholding a zero-tolerance policy towards discrimination, bullying and harassment of any kind. We do not tolerate discrimination, bullying, intimidation or harassment of any kind in our workplace. Our commitment to a safe, fair and inclusive working environment is set out in our Diversity Policy and Harassment Prevention Policy. To support our proactive approach, in 2025 we rolled out targeted training to help all employees recognise, prevent and respond to harassment effectively.

In 2025, we had one substantiated case of harassment, which followed our disciplinary procedures.



Leadership workshop

Our success depends on strong leadership alignment, bridging the gap between operational realities and global strategy. This was the aim of a workshop hosted at Sabodala-Massawa and led by Djarja Traoré, EVP ESG and Operations which was attended by our General Managers during 2025.

The session aimed to align Endeavour's vision and goals, foster consistent decision-making, and create a platform for sharing ideas and best practices to inspire innovation and continuous improvement. It also addressed operational and strategic challenges through solution-focused discussions and strengthened internal relationships, supporting cross-functional collaboration and enhanced communication across sites.

Family day

Connecting mine life to the hearts
of our families



Family Day 2025 was more than a visit – it was an immersive journey. From August to November, we opened our gates to 800 spouses and partners to experience our daily operations, fostering a deeper understanding of our culture and a stronger bond between home and work.

By participating in safety sessions, presentations and guided site tours, families gained a firsthand understanding of the vital work our teams perform, building a shared sense of pride and a stronger connection to our mining community.

Diversity and inclusion

How do we manage this topic? Diversity & inclusion

The ESG frameworks and disclosures we follow for this topic are:

- GRI 405, 406
- RGMP 6 Labour rights
- UN Global Compact Principle 6 Labour
- Women's Empowerment Principles
- SDG 5 Gender equality
- SDG 8 Decent work and economic growth



ESG REPORTING CENTRE
Click here to find out how we manage diversity and inclusion and related company Policies



Operating across diverse geographies, we value the unique perspectives and experiences that employees from different backgrounds bring to our business. Guided by our policies, the UN Global Compact and the Women's Empowerment Principles, we promote equal opportunity and gender equality at all levels, with gender-neutral remuneration and recruitment, and are committed to fostering a respectful and inclusive workplace where all employees and business partners are treated with dignity, regardless of race, gender, nationality, ethnic origin, disability, religion, age, or sexual orientation.

Improving the representation of women across the Group, particularly in operational and technical roles, has been a key focus for us. We have a dedicated diversity strategy, underpinned by our 'Women at Endeavour' programme and work hard to understand and address barriers. This involves actively engaging with our female workforce and our site-based Women in Mining associations, establishing inclusive recruitment and development practices and measuring the impact of our diversity initiatives. We also have a Diversity Steering Committee, comprising members of our senior management, that supports the implementation of our diversity strategy.

In 2025, we rolled out new diversity training materials across the Group. This included an initiative for all Heads of Department (HoD) and above to build a shared understanding of what diversity means for our organisation, along with key topics such as unconscious bias, harassment and whistleblowing. All our leaders, from the Executive Committee through to HoD level, completed this training.

Diversity performance

In 2025, female representation in the workforce remained at 12%, with the highest representation at corporate level with 30%, followed by our Lafigué Mine with 20%. Female employees in both management and technical or supervisory roles represented 14% of our workforce and at the corporate level, 33% of women were in management roles (2024: 30%) and 27% were in technical or supervisory roles (2024: 22%).

As at year end, women represented 30% of our Executive Management Committee and 44% of our Board, accounting for 71% of our Independent Non- Executive Directors, including the Senior Independent Director and the Chair of the Audit Committee, the Chair of the Remuneration Committee, and the Chair of the ESG Committee and Employee Engagement Director. 35% of direct reports to members of our Executive Management Committee were women.

Endeavour recognised for its commitment to diversity

Published in February 2025, the 2025 FTSE Women Leaders Review, which assesses female representation in companies listed on the London Stock Exchange, highlights the progress made by Endeavour:

- The company recorded the strongest advancement in female representation in leadership positions within the FTSE100.
- Ranked second for female representation in the extractive resources sector.

Women at Endeavour

We believe that family responsibilities should not be an obstacle on women's career paths and that everyone, regardless of gender, has the right to grow and develop professionally.

Having successfully launched 'Women at Endeavour' in 2024 with the 'Care' pillar which focuses on maternity, building awareness campaigns on women's health and tackling harassment and gender stereotyping (see details in the 2024 Sustainability Report), we moved to further developing the Empower pillar during 2025. Aimed at unlocking women's full potential through targeted mentoring, training, and leadership programmes at all levels of the organisation, the programme encompasses monthly training programmes on transformational leadership and quarterly conferences, with the technical support of Women in Mining (WIM) Senegal and HeForShe Mines Côte d'Ivoire. Mentoring is also a key element, with the implementation of a reference document to promote and better guide mentoring within the Group.

Extended paternity leave

Unlike in the UK, statutory paternity leave is often limited to one or two days in our countries of operation. One of the ways we aim to foster a more inclusive and equitable workplace for all parents is to have a formal Parental Leave Policy in place and in 2025, we have extended paternity leave beyond the statutory rates in each of our operating companies to seven days. We believe this is important to supporting gender equality by balancing work and family life.

Inclusion award

In 2025, we launched an Inclusion Prize scheme, overseen by the Diversity Steering Committee, to provide a meaningful way to recognise impactful, team-driven projects that advance our inclusion and diversity goals. By celebrating and rewarding contributions that strengthen inclusion across our sites, we bring our commitment to an inclusive culture to life in a tangible and engaging way. The initiative reinforces that our people are a valued asset whose insights and dedication are essential to achieving our wider goals.

Diversity and inclusion

Continued



LeadHER Programme

We are very proud of the LeadHER Programme, launched in 2025 as part of ‘Women at Endeavour’. It is a new leadership acceleration programme aimed at cultivating diverse leadership to help our Company grow, unlocking the full potential of our women and strengthening our operational talent pipeline.

This one-year course is designed to strengthen our female leadership and tailored specifically to the complex challenges of being in an operational role. 15 women have been carefully selected for the first year and will learn to master practical, proven tools and cultivate strong strategic thinking that enables confident, well-informed decision-making. Throughout the programme, they will gain the ability to navigate stress and complexity with resilience, assert their expertise in demanding environments and influence strategic outcomes at higher levels. A key focus is on communicating with impact and building personal confidence, supported by intensive leadership seminars, inspiring masterclasses, personalised coaching and rich networking opportunities with women leaders from around the world.



International Women’s Day

To celebrate International Women’s Day, Endeavour’s teams collaborated to create an Inclusion Mural, a participatory initiative launched across all our sites and offices. This event raised awareness and encouraged dialogue around diversity and inclusion. Our Dakar team piece won the competition for the most inspiring inclusion mural



Women in Mining

In February, we proudly hosted the inaugural General Assembly of the Women in Mining Côte d’Ivoire association. This landmark event for women in the Ivorian mining sector saw the election of the association’s very first executive board and brought together numerous distinguished guests, including the Ambassador of Canada, the Resident Representative of UN Women, representatives of Ivorian ministries and key stakeholders from the mining industry.

Endeavour is proud to have hosted this important event and to see several female employees appointed to strategic thereby reinforcing our ongoing commitment to promoting female talent in the mining sector.

Women at Endeavour

Board

44%



Executive Management Team

33%



Management

14%



Technical / Supervisors

14%



Total

12%



EMPOWERING OUR COMMUNITIES

A trusted partner in our communities

Principal risk

- ⚠️ Licence to Operate
- ⚠️ Supply Chain



DETAILED PRINCIPAL RISKS

See Annual Report, pages 36-43 for further details

Materiality

- ● ● **High**
 - Local communities
 - Human right
- ● ● **Medium-High**
 - Responsible supply chain
 - Socio-economic impacts
 - Artisanal and small scale gold mining (ASGM)
- ● ● **Medium**
 - Cultural heritage

SDG contribution



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Our communities

How do we manage this topic?

Our communities

The ESG frameworks and disclosures we follow for this topic are:

- GRI 203, 413
- SASB EM-MM-210
- RGMP 2 Understanding our impacts
- RGMP 7 Working with communities
- UN Global Compact Principles 1 and 2 – Human rights
- SDG 1 No poverty
- SDG 2 Zero hunger
- SDG 3 Good health and well-being
- SDG 4 Quality education
- SDG 6 Clean water and sanitation
- SDG 8 Decent work and economic growth



COMMUNITIES

Why it matters

Management approach

ESG Reporting Centre

Click here to find out how we manage our communities and related company Policies

We aim to be a trusted partner, creating lasting local impact, fostering sustainable growth and building resilience. Being trusted by our host communities means creating opportunities that matter: jobs that empower, businesses that thrive, talent that grows and healthier communities.

We take this commitment seriously, working to avoid or minimise any negative impacts, and where challenges arise, we act with proactive, responsible mitigation measures. We believe our operations serve as catalysts for sustainable development, from access to health, education and skills training to local procurement, fair and transparent tax contributions and meaningful social investments. Through respectful engagement, transparent practices and the delivery of shared value (see page 22 for more detail), we aim to foster trust and long-term prosperity, leaving a positive, lasting legacy for the communities and countries that host us in West Africa.

Stakeholder engagement

During 2025, we held 2,321 consultations with local community members to discuss a range of topics, including employment opportunities, local procurement, capacity building, livelihood restoration, community development projects, illegal mining and grievance management. We held 197 formal consultation committee meetings. We also hosted the annual presentation of our sustainability report at each of our sites and offices to our local stakeholders, including host communities, the authorities, local NGOs and the media, helping to communicate our impacts and the value created by our operations on the ground.

We use stakeholder feedback to inform our approach and guide our actions. A concrete example of how community engagement impacts our approach was seen at Houndé during 2025. In order to extend project boundaries, we needed to conduct a land inventories project to plan the expansion responsibly while maintaining trust with local communities. This involved systematically identifying, documenting and mapping land ownership, use and tenure in the affected areas. We delayed this at Houndé by a year in response to community feedback and, then following a dedicated and transparent engagement process, we were able to complete the inventories for the TSF and pit extension in 2025. We also continued to engage our local communities around our Sabodala-Massawa mine on the proposed in-pit tailings project, listening to their concerns and we will continue our engagement in 2026.

Community awareness campaigns were conducted around our cyanide management process – reaching 1,201 participants – as well as our grievance mechanism (refer to page 39). Additionally, tailings emergency exercises were held at our Ity and Mana mines.



Nungbama Cup – a celebration of unity

In 2025 we launched the Nungbama (meaning unity in the local Djimini language) Cup at Lafigué. Organised by the mine, this community football tournament brings together eight neighbouring villages around shared values: unity, cohesion, and citizenship. Each weekend, more than 1.000 spectators turned out to support their local teams. Beyond providing a platform for community sport, the Nungbama Cup reflects the mine's commitment to sustainable and inclusive local development by promoting listening, dialogue and solidarity. It also serves to enhance community engagement and awareness-raising, with key messages shared and reinforced throughout the tournament on the role of Endeavour's community liaison officers, our grievance management mechanism, local development projects and road safety.



This tournament is also an opportunity to celebrate local sporting talent, encourage team spirit, and channel our youth's energy into positive values: respect, discipline, effort and solidarity.

Paul Day, General Manager of the Lafigué mine

Our communities
Continued



Cultural heritage

Endeavour is committed to preserving cultural heritage from adverse impacts associated with project activities and development. We include both tangible and intangible elements in culture heritage such as historical sites, landscapes, artifacts, traditions and knowledge that holds cultural, scientific, spiritual or religious value.

In line with our Social Performance Policy, we are committed to respecting people, their customs and cultural heritage, while taking responsibility for the impacts of our activities. We avoid affiliations with political or religious agendas and work to prevent or minimise impacts on cultural heritage through thorough assessments, mapping and our chance finds procedures. Our Group Standard on land access, cultural heritage, ASGM and resettlement, aligned with IFC Performance Standards 5 and 8, ensures a consistent, systematic approach across the mining life cycle. Guided by a mitigation hierarchy focused on preservation, responsible management and stakeholder engagement, we prioritise avoidance of damage, followed by minimisation, restoration or compensation where necessary.

In 2025, we successfully relocated 20 graves at Ity in order to extend the waste dumps in compliance with our standard operating procedures on cultural heritage management. We have to manage any chance finds and receive any complaints regarding cultural heritage.

As part of the environmental and social impact assessment process for the Assafou project in Côte d'Ivoire, which was completed and approved in 2025, impacts on cultural heritage were considered and 11 sacred sites were identified.

The sacred sites which will not be physically impacted by the project. They will be fenced and protected from any intrusion. For those sites that will be impacted, a procedure will be triggered according to national laws, Endeavour's standard and procedure on cultural heritage, and international best practices to relocate them. In addition, two graveyards were identified which will need to be relocated and these will be aligned with the same procedure.

Livelihood restoration programmes

Endeavour has successfully launched a number of income-generating projects as part of our livelihood restoration programmes (LRPs). In line with our Group compensation and resettlement guidelines, we carefully plan projects to contribute positively to socio-economic development. Consultation and engagement with local stakeholders (particularly

directly impacted community members) are fundamental to the successful design and implementation of these initiatives. We also conduct regular monitoring and evaluations to ensure activities meet our standards and that projects are ready for transfer to community management.

The next phase of our approach focuses on ensuring that we deliver lasting, sustainable benefits for our communities. As a result, we have formally assessed all projects in 2025 to evaluate their impact and effectiveness. Recommendations from this review were shared with each site and discussed by our Social Performance teams to inform a new strategy aimed at maximising our capabilities. From 2026 onwards, we will engage external consultants to help define suitable projects and monitor their outcomes, adding independence and ensuring that initiatives deliver meaningful results. This approach will also support the gradual transfer of project management to local communities, helping to secure long-term sustainability once projects are embedded.

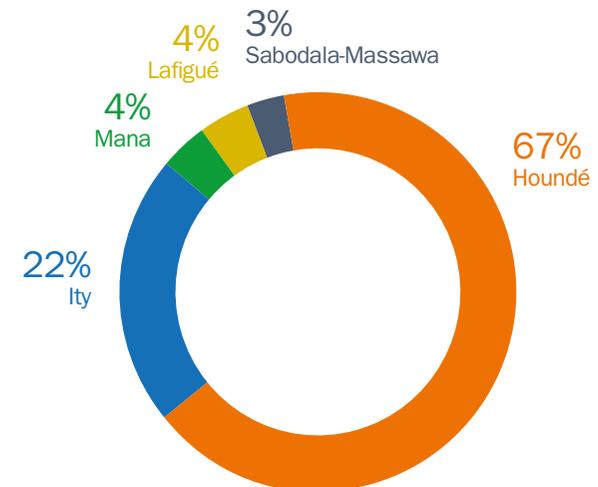
Grievance management in our community

We maintain an effective and accessible grievance mechanism at all our mines to enable communities to raise concerns and provide feedback. Grievances are tracked daily, addressed promptly and analysed for trends to implement preventive measures. Monthly reports to the Executive Management Committee ensure accountability and continual improvement in our community engagement.

Tracking the effectiveness of our grievance mechanisms is critical to the success of our engagement endeavours and to maintaining our social licence to operate. We have a Group target of resolving grievances in 14 days. Similarly to last year, we missed this target predominantly due to the time required for evaluating crop flooding complaints, which typically takes at least three months and can only occur after the rainy season ends.

Following the audit of our grievance mechanism against UN Guiding Principle 22 in 2024, a number of recommendations were made including the need to strengthen community understanding of the process through awareness campaigns. During 2025 we held sessions with 2,875 local community members to explain our grievance mechanism, including how to lodge complaints, how they are monitored and handled, and our commitment to taking concerns seriously, addressing them with integrity and providing timely resolution. The sessions were well received and the Group will continue its efforts to enhance communication and raise awareness on this important topic.

In 2025, we recorded 226 grievances (2024: 256), with the majority of complaints involving flooding, dust impact, local recruitment, youth employment and suppliers.



Key issues in our host communities

Community context

Understanding our local communities is essential to effective engagement and ensuring that the value generated by our operations delivers tangible, lasting benefits. Real positive impact comes from listening to and working collaboratively with our communities, tailoring our efforts to their unique needs and contexts. At the same time, our Group-level approach aims to provide consistency, strong governance and robust frameworks, ensuring that best practices are reinforced across all operations. By combining Group-level standards with locally tailored actions, we can deliver initiatives that are both strategically aligned and genuinely impactful for the communities we serve.

	 Sabodala-Massawa	 Ity	 Lafigué	 Houndé	 Mana
Number of impacted villages	19	32	10	9	21
Description of key issues in local communities	<ul style="list-style-type: none"> • Illegal ASGM 	<ul style="list-style-type: none"> • Malaria • Teen Pregnancy • Illegal ASGM 	<ul style="list-style-type: none"> • Illegal ASGM 	<ul style="list-style-type: none"> • Illegal ASGM 	<ul style="list-style-type: none"> • Illegal ASGM
Indigenous people	Endeavour confirms there are no indigenous people who are or could be affected by our operations.				
Stakeholder engagement plans	✓	✓	✓	✓	✓
Broad-based local community consultation committees and processes that include vulnerable groups	Regular meetings with the local administrative and traditional authorities, comprising representatives from all the social segments of the community through 11 dialogue committees. In addition, there are three subcommittees dealing with the recruitment of local unskilled positions.	Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities. There is one dialogue framework which includes all the stakeholders and three specific committees dedicated to each project area of the Ity mining complex.	There is a consultative committee at the departmental level which comprises administrative and religious authorities, community representatives. The social fund management committee has also been set up.	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three subcommittees (compensation and resettlement, local recruitment and local content).	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three subcommittees (compensation and resettlement, local recruitment and local content).
Formal community grievance process	✓	✓	✓	✓	✓
Biodiversity critical habitat	✓	✓	✗	✗	✗
Water scarce area	✓	✗	✗	✓	✓
Environment impact assessment and ongoing monitoring	✓ by the Regional Office for the Environment and Classified Areas (DREEC).	✓ by the National Environment Agency (ANDE).	✓ by the National Environment Agency (ANDE).	✓ by the National Environmental Assessment Office (BUNEE).	✓ by the National Environmental Assessment Office (BUNEE).

Endeavour strengthens community ties

A two-day summit in Ity brought together nearly 400 participants, including local community members, government officials, and institutional partners, to discuss the ongoing activities and future of the Ity mine.



In December, the Ity Mine hosted the third edition of its 'Social Dialogue and Engagement Days'. Led by the Ity Site General Manager, Drissa Soro and Laetitia Gadegbeku-Ouattara, Country Manager for Côte d'Ivoire.

This initiative underscores Endeavour's commitment to transparent and respectful engagement with its host stakeholders, prioritising active listening and the co-creation of localised solutions.

This year's forum was divided into two strategic sessions designed to address immediate concerns and long-term visions:

Day 1: Navigating Local Challenges – Discussions centered on the daily coexistence between large-scale mining operations and host communities. A key focus was placed on the regulation of ASGM to ensure safety and legal compliance within the region.

Day 2: Future Visions & Local Content – Endeavour's leadership shared the broader Group vision and local content policies, which aim to prioritise local hiring and procurement. This session served as a platform for stakeholders to align on future collaborative actions.

Beyond the presentations, the Engagement Days allowed participants to pinpoint critical areas for development. Stakeholders identified infrastructure, environmental management, employment, and access to services as the primary pillars for future investment.

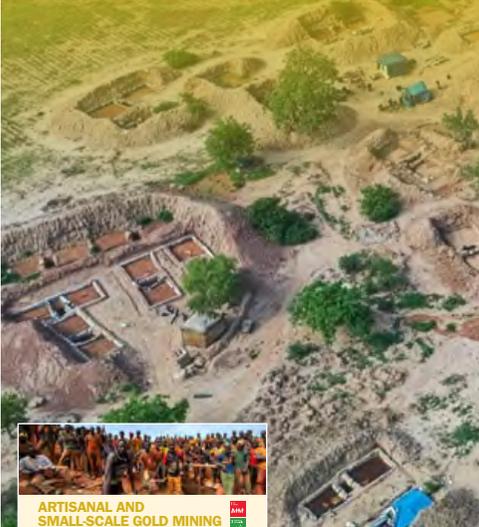
Artisanal and small-scale gold mining

How do we manage this topic?

Artisanal and small-scale gold mining (ASGM)

The ESG frameworks and disclosures we follow for this topic are:

- GRI Mining Sector Standard 14.13
- RGMP 3
- VPSHR
- SDG 1 No poverty
- SDG 3 Good health and well-being
- SDG 8 Decent work and economic growth



ARTISANAL AND SMALL-SCALE GOLD MINING



ESG REPORTING CENTRE

Click here to find out how we manage ASGM and related company Policies

Artisanal and small-scale gold mining (ASGM) refers to mining activities conducted within the vicinity of our operations by individuals who are not affiliated with Endeavour. Historically, ASGM has served as a source of subsistence income for local communities. These miners operate using their own resources, the majority of which typically employ labour-intensive methods to extract gold. Illegal mining refers to ASGM taking place within our operating permits, which is prohibited by the laws of our host countries. Criminal elements may be involved. In times of high gold prices, there is an increase in both ASGM and illegal mining activities, including semi-mechanised operations. Challenges related to health and safety practices, as well as environmental and human rights impacts, persist without proper control.

As described in our ASGM fact sheet, we have a formal ASGM strategy that continued to guide our approach throughout the year. To implement this strategy, we operate a five-pronged management plan, led by the mine General Manager with contributions from Security and Social Performance, which focuses on mapping and monitoring of ASGM and illegal mining, engagement, development of alternative livelihoods, formalisation and preventive measures.

Through this plan, we work closely with communities and maintain strong engagement with local governments to enable us to manage ASGM and illegal mining and mitigate associated risks to our people and assets. We held a number of sensitisation sessions in our host communities across all our sites to highlight the dangers of ASGM to people's health and the environment and to explain that it is illegal on our permits according to the laws of our host countries.

We maintained strong engagement with the governments in our respective countries on efforts to formalise ASGM and we continued to work with the World Gold Council, the World Bank and the Government of Côte d'Ivoire on a pilot ASGM formalisation project.

To support our engagement and management of ASGM, we have a five-pronged management plan:



Investing in socio-economic development



A key component of the broader value we create illustrated on page 22 is our social investment. We apply a targeted approach to direct support where it is most needed by focusing on four pillars: economic development, education, health and access to water and energy – all identified through stakeholder engagement.

In 2025, Endeavour invested a total of \$5.8 million on community projects, including \$4.2 million by the mine sites supporting a number of projects such as education, economic development, access to water and electricity and health projects, along with financial and in-kind support for cultural and sporting events as well as community donations. The Endeavour Foundation invested \$1.6 million in its initiatives (see further details on page 47).

Infrastructure investments and services supported

GRI 413-1 & GRI 203-1	Endeavour	Sabodala-Massawa	Ity	Houndé	Mana	Lafigué
Women-led Projects Supported	27	2	20	1	3	1
Community Investment (\$)						
Health	252,090	204,712	0	8,050	39,328	0
Education	627,451	433,366	76,252	35,447	82,387	0
Arts, culture, sport and youth	403,351	270,803	9,930	115,057	0	7,561
Environment	113,183	0	108,782	4,401	0	0
Economic development	796,516	262,077	266,906	0	47,238	220,294
Access to water	649,444	607,996	23,194	12,569	0	5,686
Access to energy	936	0	936	0	0	0
Other	1,060,704	554,232	363,500	7,970	21,448	113,555
Community donations	250,010	14,470	40,668	132,156	26,047	36,668
Total Mine Spend	4,153,685	2,347,656	890,167	315,649	216,448	383,764
Endeavour Foundation	1,594,835					
ECODEV	53,953					
Total Voluntary Community Investment spending (\$)	5,802,473	2,347,656	890,167	315,649	216,448	383,764
Contribution to Local Mining Development Funds (\$)	31,560,211	1,904,038	2,947,482	14,290,257	8,904,905	3,513,529
Total Social Investment – Local Mining Development Funds and Community Investment (\$)	37,362,684	4,251,694	3,837,649	14,605,906	9,121,353	3,897,293



Local Mining Development Fund

Endeavour contributes 1% of revenue in Burkina Faso and 0.5% in Côte d'Ivoire and Senegal to Local Mining Development Funds (LMDFs), in line with local legislation in addition to the direct community investments we make across our operations. The LMDFs finance community projects based on community-designed and approved three-year Local Development Plans, with a focus on long-term sustainable development aimed at improving local infrastructure, living conditions and fostering socio-economic growth.

In 2025, due to the higher gold prices and increased contributions from the Houndé and Mana mines, Endeavour contributed \$31.5 million to LMDFs.

\$m	2023	2024	2025
Ity	3.3	2.9	2.9
Lafigué	-	-	3.5
Sabodala-Massawa	-	2.6	1.9
Houndé	6.0	5.2	14.3
Mana	2.6	3.7	8.9
Total	11.9	14.4	31.5

Health caravan

Endeavour's health caravan initiative in 2025 focused on maternal and child health, deploying specialist gynaecologists and paediatricians to underserved communities, reflecting a strong commitment to supporting the most vulnerable.



Access to maternal healthcare can represent a significant challenge in our regions, with high maternal mortality rates posing a major concern.

In collaboration with the local health authorities across all our sites, 5,472 mothers and children received free medical care, including antenatal consultations, paediatric care, ultrasounds, vaccinations, and nutritional support – all tailored to meet the specific needs of families.

The initiative demonstrates Endeavour's commitment to improving health and well-being in local communities, particularly in areas with limited access to healthcare. It forms part of our broader, collaborative approach to promoting the health and well-being of both employees and community members and aligns with our commitment to UN SDG 3. Since we launched our first health caravan in 2023, 9,703 patients have benefitted from access to free medical screening and care.

Empowering our communities

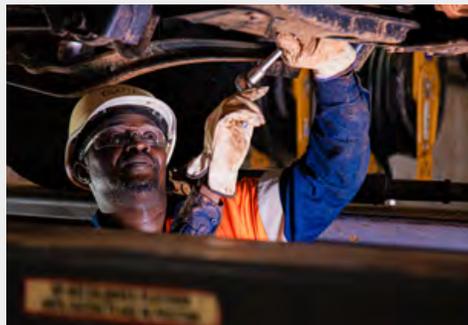


Facilitating skills transfer

Sustainable development depends on strong education and effective skills transfer. During the Lafigué's construction phase, we prioritised employing young people from the host community. However, as the operation phase began, many of these roles were no longer needed, creating potential insecurity for affected workers. To support a smooth and responsible transition, we launched a skills transfer programme for 75 young people, equipping them with capabilities that enable sustainable self-employment.

The programme focuses on building technical and professional competencies, strengthening entrepreneurial skills and supporting participants in launching their own businesses by providing start-up kits. Training areas include borehole maintenance, market gardening, tyre repair, sewing, mobile phone repair, satellite dish installation, hairdressing and beauty, office administration and poultry farming.

The N'Goto Yè Tè Hè (Building for the Future) initiative has benefitted more than 136 local community members to date with investment of \$0.3 million.



From training to transformation: 50 new entrepreneurs in Tuy Province

In July 2025, the Houndé mine held an official ceremony for the graduation of 50 ambitious young people from its host communities, following their successful completion of Houndé's local employability programme. Launched in 2024, this \$100,000 vocational initiative was designed to bridge the gap between training and self-employment and provide the foundation for lifelong financial independence, as well as strengthening the local economy.

Over three months, the participants gained expertise in 12 high-demand trades, ranging from solar electricity and telecommunications to motorcycle mechanics, carpentry, welding, tailoring and poultry farming. To support their professional integration, the graduates received the essential "starter kits" enabling the young entrepreneurs to start their activities immediately.



Scrap metal scheme

In 2024, we piloted a community scrap metal scheme at Mana designed to maximise the value from sales while ensuring the community receives a fair share of the proceeds, supported by a Group Standard. 20% of the funds will support the workers mutual fund and 80% of the sales proceeds will be invested in community projects.

In 2025, the pilot was successfully completed, generating nearly \$1 million in proceeds. Building on this success, in 2025 we started the preparatory work required at our Lafigué mine to enable it to be fully launched in 2026, followed by our Ity and Sabodala-Massawa mines.



Supporting correctional institutions

In 2024, several logistical and staffing constraints were identified as impacting both detainee dignity and the effectiveness of prison operations in Burkina Faso. In response, Endeavour has taken a collaborative approach, working closely with local authorities and penitentiary services to provide support where it is most needed.

Supporting and complementing the Ministry of Justice's approach, in 2025 Endeavour agreed to fund the construction of a visitor reception hall; the purchase of a minibus for transporting female detainees; and paving of the courtyard designated for minors. These initiatives build on our long-standing engagement with the penitentiary system and demonstrate our shared commitment to improving conditions, strengthening institutional capacity and promoting dignity, skills development and resilience through a coordinated, partnership-driven approach.



Amplify

Amplify Endeavour's ESG strategy and actions through regional, national and cross border projects.

Partner

Work closely with local and global partners – leveraging off their specialist skills and expertise.

Manage

Manage implementation of ECODEV's activities and search for new investment opportunities.

Our Endeavour Foundation aims to amplify our impact beyond the immediate communities around our mines, implementing regional, national and cross-border ESG projects across our host countries. Aligning with our Group ESG strategy, the Foundation complements our operational initiatives and takes a collaborative approach to allow us to maximise the impact of our efforts and investments.

Our Foundation is critical in helping us positively contribute to the SDGs. It also manages the implementation of ECODEV's activities supporting the creation of sustainable, small and medium enterprises in adjacent industries that are part of our host countries' national development agenda. Since its creation in 2021, the Foundation has invested \$6.7 million in a range of projects across health, education, skills training, economic empowerment, biodiversity and plastic waste.

Endeavour Foundation five-year impact

Since the Foundation was created in 2021, \$6.7 million has been invested in over 30 initiatives to amplify Endeavour's actions in its host communities...

Health

- 3** **annual health caravans** offering free healthcare and screening across our sites.
- 9,703** **patients participated** in health caravans and **+1,600** patients referred to a clinic or hospital for further test and treatment.
- 559** **cataract cases identified**, 20 eye surgeries performed and 300 pairs of spectacles provided, during health caravans.
- 30** **local health personnel received** capacity building training.
- 1,519** **helmets distributed** to promote road safety.

Malaria

- +40,000** **community members** sensitised.
- +95%** **population protected** against the malaria disease at Ity.
- 5** **villages** in Burkina Faso benefitted from the project "1 village without malaria".

Education

- 1,100** **birth certificates issued** across Côte d'Ivoire and Burkina Faso, providing 900 children with the documentation needed for school enrollment and granting 200 adults a formal legal identity.
- 1,931** **children of employees received** 'Pepites d'Or' awards for their academic achievements.
- 215** **girls received** 3-4 year bursaries to pursue their secondary school education.
- 35** **university scholarships fully funded** for host community students through the 'Elites de Demain' programme.
- +20** **internships offered** to the 'Elites de Demain' across our sites.
- 1,483** **adults enrolled** in literacy initiatives across the Ity and Lafigué mining regions.
- 150** **youths received** vocational training in partnership with the Ivorian Ministry of Education.
- 13** **disabled athletes funded** from the Lvolution Academy to participate in 11 international competitions.
- 9,100** **students and 1,570 adults educated** on sexual reproductive health.

Biodiversity

- 1,547ha** **restored** in Senegal and Côte d'Ivoire.
- +387,650** **plants planted** across all the reforestation projects.
- \$1.2m** **invested** in 10 biodiversity projects.
- 125ha** **restored** with the YeS Foundation.
- 40ha** **arboretum funded** at the University of Daloa for research and recreation.
- Launched** **'1 Child, 1 Tree' initiative** with students from 10+ local schools and across our 3 regional offices with our employees and their children.
- 18,445** **students and 1,362 adults** sensitised on ecosystem protection across 15+ schools.
- 5** **kayaks donated** to rangers to strengthen anti-poaching efforts in the Taï Forest in Côte d'Ivoire.

Plastic Waste

- 2** **plastic waste management centres launched** at Zouan Hounien in Senegal and Kedougou in Côte d'Ivoire.
- 2** **local entrepreneurs supported** through the installation of plastic waste management units.
- 13** **litter clean up campaigns**.
- 24** **waste bins distributed** in 12 community schools in Senegal and Côte d'Ivoire.

Endeavour Foundation

Continued

**Women's economic empowerment project at Ity**

In partnership with UN Women, the Endeavour Foundation is addressing the barriers facing women farmers around the Ity mine. By tackling limited access to land, credit and productive resources, this initiative aims to improve women's livelihoods by strengthening the professional capacity of 10 women's associations, with 219 members, and improving access to finance. A major component of this project has been our support of the Village Community Savings Associations, which provide essential, community-led financial alternatives in rural areas where traditional banking is often inaccessible.

**Supporting education**

We have a range of projects and initiatives aimed at celebrating and investing in academic excellence, recognising the importance of developing the next generation of talent and ensuring opportunities are accessible to all. One such initiative, Pépites d'Or, celebrates the academic achievements of our employees' children. By recognising their success, the programme encourages perseverance and motivates students to pursue higher education.

We also run a targeted girls' education programme, Jeunes Filles en Scolarité, which supports the schooling of young girls in local communities by covering their fees. This initiative addresses the challenges girls face, especially in regions where socioeconomic barriers may put them at risk of dropping out, and helps ensure they can continue their education.

Through Elites de Demain, we nurture future leaders in mining and related industries by training local talent and equipping them to tackle critical challenges. In addition to financial support, scholarship recipients gain practical experience through work placements at our assets. These placements allow students to apply their academic knowledge in real-world settings, develop their skills and contribute to important optimisation projects at our mines.

**Legal Identity: A gateway to opportunity**

While often overlooked, the absence of a birth certificate remains a significant barrier, preventing children and adults in our host communities from accessing education and essential public services.

Recognising the profound impact of this issue, the Foundation has prioritised the issuance of civil documentation for vulnerable individuals – restoring their legal identities, accessing education and enabling them to participate fully in society.

In 2025, the Foundation partnered with the Association of Women Jurists of Côte d'Ivoire. This collaboration supported the issuance of 600 birth certificates for disadvantaged children near the Ity, Lafigué, and Tanda sites. Similarly, around our Houndé mine in Burkina Faso, we facilitated the issuance of 500 birth certificates (including 200 for adults), helping to remove long-standing barriers to education, employment, and social inclusion.

By restoring these fundamental rights, the Foundation reaffirms its commitment to education, equity and inclusive development, ensuring that no individual is left behind for lack of a basic document.

**AgriFuturs Burkina – shaping the next generation of farmers**

The Endeavour Foundation and the National Bureau for Major Projects of Burkina Faso signed a memorandum of understanding, officially launching the AgriFuturs Burkina programme in 2025. This ambitious initiative responds to the national call from Burkinabe authorities to strengthen the country's food sovereignty.

The Foundation will support the training and integration of 150 young people from the municipalities of our Houndé and Mana mines, to foster a new generation of modern agricultural cooperatives capable of locally producing key crops such as maize, okra, tomatoes, onions, sesame, pineapple and cowpeas. Working collaboratively with National Bureau and the community, this project reflects our core belief that future-facing solutions are built together, on the ground, with those who live and work there.

Local procurement

How do we manage this topic?

Local procurement

The ESG frameworks and disclosures we follow for this topic are:

- GRI 201, 204
- SASB EM-MM-510
- RGMP 3 Supply chain
- LPRM
- SDG 1 No poverty
- SDG 8 Decent work and economic growth



SUPPLY CHAIN

Why it matters
 Endeavour's supply chain is a critical part of our operations, and we are committed to ensuring it is resilient, ethical, and sustainable. This includes managing risks related to human rights, labor practices, and environmental impacts across our global operations.

Management approach
 We have implemented a robust supply chain management framework that includes regular audits, risk assessments, and engagement with suppliers to ensure compliance with our standards and industry best practices.

ESG Reporting Centre
 Click here to find out how we manage local procurement and related company Policies



About our supply chain

Endeavour's supply chain incorporates a wide range of goods and services, from large mining contract services and professional services, through heavy equipment, process chemicals, fuel and lubricants, explosives, equipment parts to small catering outfits and transport companies. We have around 2,100 suppliers in total. We support the transparent disclosure of our annual procurement spend and our procurement practices through this sustainability report, our Supply Chain Management Fact Sheet and the LPRM.

2025 performance

The Group's total procurement for 2025 was \$1.8 billion, marginally higher than our 2024 spend of \$1.7 billion. \$1.59 billion, which represents 86% of total procurement, was spent on in-country suppliers, exceeding our target of 80% for the year. National-owned suppliers accounted for \$564 million, or 31% of our total budget, below our 2025 target of 35% and local suppliers within the mine catchment area accounted for \$59 million of the total spend, representing 3% of the total budget and meeting our 2025 target. During the year, we supported approximately 1,290 national and local businesses across Côte d'Ivoire, Senegal and Burkina Faso.



LOCAL PROCUREMENT PRACTICES

Read the latest report on assessing local procurements practices

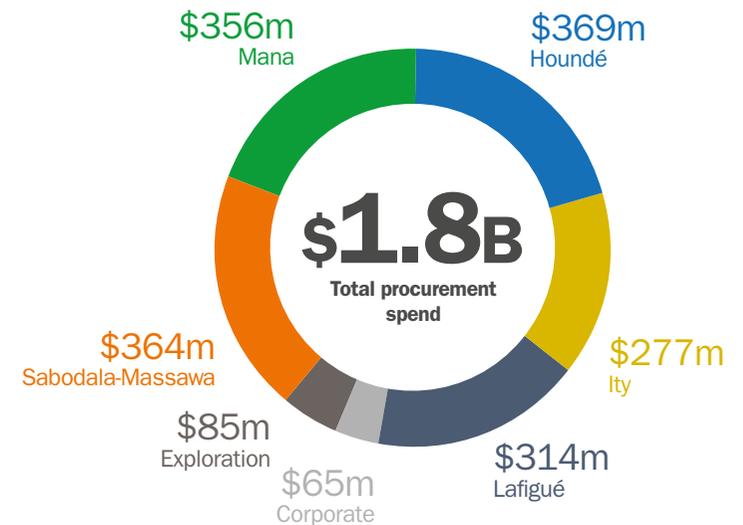
Procurement

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
2025			
Sabodala-Massawa	364	295	81%
Mana	356	337	95%
Houndé	369	336	91%
Ity	277	227	82%
Lafigué	314	288	92%
Corporate	65	22	34%
Exploration	85	79	93%
Total	1,831	1,584	86%

Notes: Corporate includes the regional Abidjan office. Total numbers may differ due to rounding.

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
2025			
Burkina Faso	725	672	93%
Côte d'Ivoire	591	515	87%
Senegal	365	295	81%
International	247	247	100%
Total	1,831		

Note: Exploration and Corporate have been excluded from the country procurement spend.



Local procurement

Continued

**Committed to local content**

Local content (procuring goods and services from local suppliers) is a cornerstone of responsible mining in West Africa and fundamental to our role as a trusted partner. At Endeavour, we strive to be recognised as a regional leader in this vital area and are committed to building strong partnerships and local capacity. We support supplier development through training, mentoring and financial assistance, and facilitating skills transfer to enhance capacity and competitiveness. Aligning with our purpose to produce gold that delivers meaningful value to people and society, we have a pioneering, ambitious and inclusive local content strategy. Our local procurement strategy is underpinned by a formal Local Content Policy. It prioritises local suppliers and promotes gender-sensitive procurement, empowering businesses, creating jobs and boosting the local economy.

To advance our efforts, Endeavour has launched a Supply Chain Graduate Programme to train the next generation of supply chain experts and address the sector's strategic needs. The programme develops essential skills, prepares participants for leadership roles and fosters a culture of excellence within the supply chain. It also promotes diversity, with 60% of the first cohort comprising women, and supports local development by sourcing talent from our operating countries. At the end of the 10-month programme, graduates will have the opportunity to join our supply chain teams.

**Building capacity among local suppliers**

We hold annual events and workshops across our sites and offices to build local supplier capacity, present business opportunities and facilitate their integration into our supply chain. They are aimed at helping local businesses gain a deeper understanding of Endeavour's operational requirements while also exchanging best practices on ESG topics.

We held five different events during the year for our local content suppliers, with more than 205 suppliers participating. One such event was a series of workshops organised at our Houndé mine during the year for 40 suppliers from the Tuy province and the Hauts-Bassins region. Another event was organised to deliver a digital capacity building training session for 15 women-owned businesses at our Ity mine to strengthen their digital capabilities and support our gender-inclusive practices.

**The Local Content Accelerator**

To amplify our impact and further structure the mining sector's local procurement efforts, we were an integral part of the creation of the 'Local Content Accelerator' (LCA) in partnership with the ECOWAS Federation of Chambers of Mines (EFEDCOM).

The LCA is an initiative designed to enhance the competitiveness of West African suppliers, facilitate their access to finance, and encourage the gradual harmonisation of practices across the mining industry by bringing together mining companies, suppliers, financial institutions, and training organisations. Launched in April 2025, the LCA has already completed a detailed supplier mapping exercise in Côte d'Ivoire, Senegal and Burkina Faso; established the foundations for a shared evaluation and monitoring framework and supported 45 pilot suppliers through technical sessions covering administrative, financial, HSE and ESG aspects. The next steps is to create a regional roadmap, which is expected to be finalised during the first half of 2026.

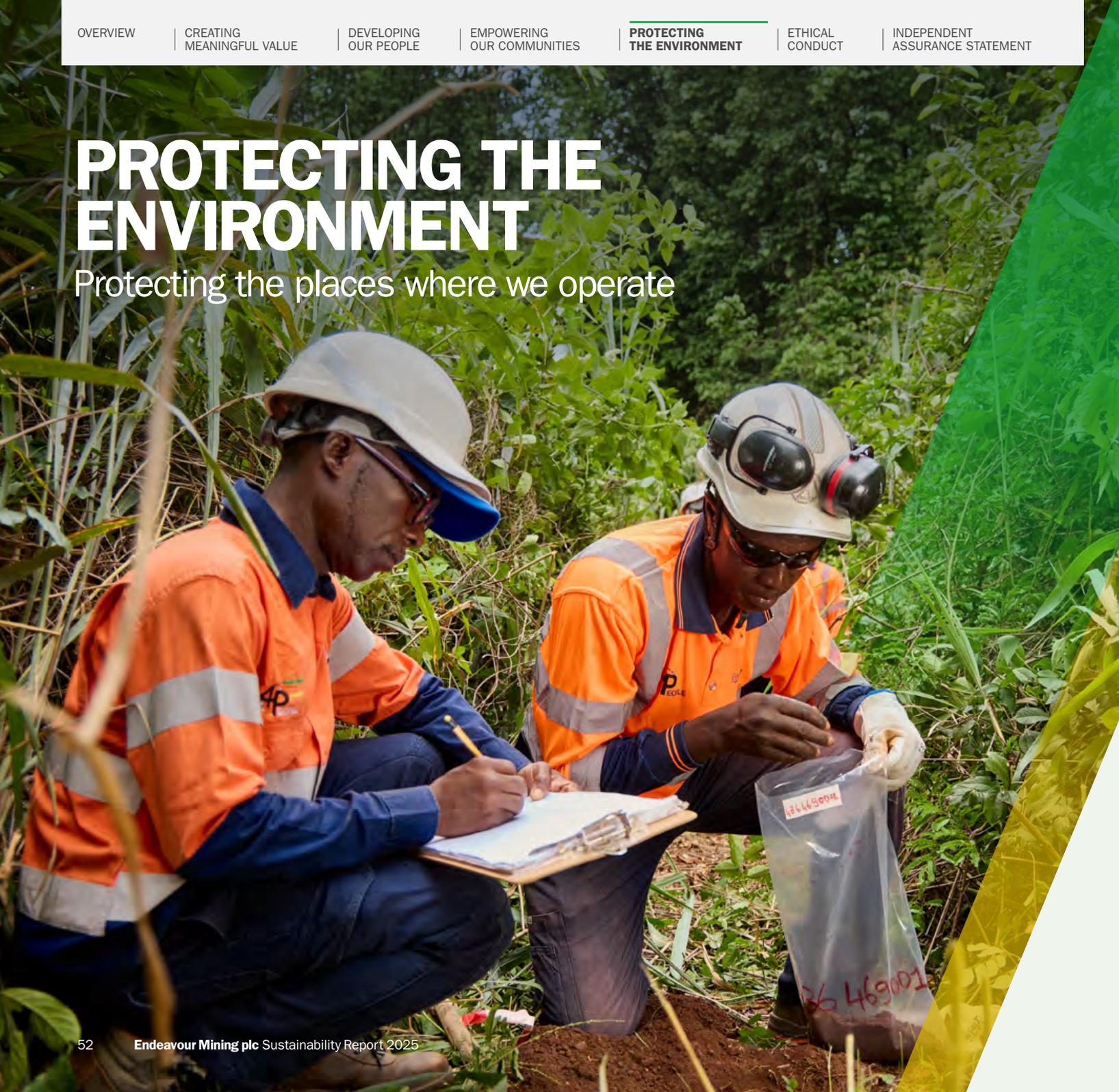
**Participation in industry events**

The SAMAO conference in Burkina Faso provides an annual opportunity to work collaboratively in our attempts to build a more inclusive mining industry. Through technical panels, workshops and a strong presence at the exhibition, our teams showcased both our commitments and our expertise. As part of this effort, our supply chain team participated in a local content workshop, reaffirming our commitment to making local content a strategic driver of sustainable growth by enhancing the integration of national suppliers into the mining value chain. Our team was also recognised during the event's closing ceremony, winning best company committed to local content.

We also attended the National Forum on Local Content in Burkina Faso in May, reaffirming our role as a major contributor to the national economy. Delegations from our Houndé and Mana mines shared evidence-based insights highlighting Endeavour's commitment to supporting local businesses. These presentations were complemented by testimonies from partners who travelled from their communities to share real-life examples of the mutual benefits of working with us.

PROTECTING THE ENVIRONMENT

Protecting the places where we operate



Principal risk

- Environmental
- Tailings Management

DETAILED PRINCIPAL RISKS
See Annual Report, pages 36-43 for further details

Materiality

- High**
 - Tailings Management
 - Biodiversity, Nature and Land Use
- Medium-High**
 - Water
 - Energy and GHG Emissions
 - Waste
- Medium**
 - Climate Resilience

SDG contribution

3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY
13 CLIMATE ACTION	15 LIFE ON LAND	

In this section

- 53 Environmental management
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- 56 Water stewardship
- 57 Waste management
- 59 Fighting plastic pollution
- 60 Integrated closure planning
- 61 2025 TNFD Assessment

Environmental management

How do we manage this topic?

Environment

The ESG frameworks and disclosures we follow for this topic are:

- GRI 101
- GRI 302
- GRI 303
- GRI 305
- GRI 306
- GRI 307
- SASB EM-MM-110
- SASB EM-MM-120
- SASB EM-MM-130
- SASB EM-MM-140
- SASB EM-MM-150
- SASB EM-MM-160
- SASB EM-MM-540
- RGMP 8 Environmental Stewardship
- RGMP 9 Biodiversity, land use and mine closure
- RGMP 10 Water Energy and Climate Change
- ISO 14001



ENVIRONMENTAL MANAGEMENT

ENDEAVOUR MINING PLC

ESG REPORTING CENTRE

Click here to find out how we manage the environmental and related company Policies

We take proactive steps to manage, mitigate and minimise the environmental impacts of our mining operations. We regularly engage with local community representatives to discuss our environmental impacts, management practices, and sustainable environmental solutions.

Our Environmental Policy guides our actions on the ground, underpinned by our environmental management systems (EMS) that ensure protection of the environment and prevention of pollution. All our sites are ISO 14001 certified.

We conduct regular internal and third-party audits to better understand our impacts, monitor and evaluate the effectiveness of our EMS. These audits ensure compliance with our policies, standards and regulatory requirements. We also provide comprehensive training for our employees on environmental best practices and compliance.

We prioritise environmental responsibility by focusing on four key areas:

- Tackling climate change by reducing greenhouse gas emissions through renewable energy use and energy efficiency.
- Water stewardship by minimising our operational water footprint, responsible tailings practices and supporting community access to clean water.
- Conserving biodiversity through responsible mining practices and ecosystem protection.
- Reducing plastic waste across our operations and collaborating with stakeholders to address this challenge in our host communities.

Environmental incidents

We use a five-part classification system to monitor, track, categorise and record any incident by severity and frequency. This enables us to effectively improve our performance and assist us to develop more robust systems, if required. We report on this annually in our public disclosures.

We have a Group Emergency Preparedness and Response Plan (EPRP) tailored to each mine's specific Tailings Storage Facility (TSF) needs. Aligned with Endeavour's Standard on Tailings Management and international best practices like the Global Industry Standard on Tailings Management (GISTM), the plan is updated every two years. The next update is due in 2026. This proactive approach aims to mitigate risks, maintain business continuity, and safeguard stakeholder value.

The EPRP focuses on preventing, preparing for, and responding to TSF-related emergencies. The plan involves drills, simulations, and training for all personnel, ensuring readiness for emergencies. Clear escalation protocols and communication frameworks are in place for both internal teams and external responders, including local authorities and communities.

In 2025, we recorded no extreme or major incidents and we maintained our ISO 14001 for our environmental management systems.

Environmental incidents

		Sadodala-Massawa	Ity	Houndé	Mana	Lafigué	Total
5 Extreme	We consider an incident to be Extreme if it: <ul style="list-style-type: none"> • Causes severe long-term damage to a large or critical aspect of the natural environment. • Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (large impact). 	0	0	0	0	0	0
4 Major	We consider an incident to be Major if it: <ul style="list-style-type: none"> • Causes major damage with medium-term impact on the natural environment where remediation is expected to last 6-12 months. • Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (minor impact). 	0	0	0	0	0	0
3 Moderate	We consider an incident to be Moderate if it: <ul style="list-style-type: none"> • Causes localised short-term controllable impact on the natural environment, where remediation is expected within one month. 	2	0	0	0	0	2
2 Minor	We consider an incident to be Minor if it: <ul style="list-style-type: none"> • Causes localised impact on the natural environment, where remediation is expected within one day. 	4	9	4	0	4	21
1 Insignificant	We consider an incident to be Insignificant if it: <ul style="list-style-type: none"> • Causes negligible impact on the environment which is difficult to notice and does not require remedial action. 	14	2	0	2	0	18
Environmental incidents reported to the authorities		0	0	0	0	0	0

Tackling climate change

How do we manage this topic?

Tackling climate change

The ESG frameworks and disclosures we follow for this topic are:

- GRI 302, 305
- SASB EM-MM-110
- SASB EM-MM-130
- RGMP 10 Water, energy and climate change
- UN Global Compact Principle 7, 8 and 9 Environment
- TCFD
- CDP
- SDG 7 Affordable and clean energy
- SDG 13 Climate action
- SDG 15 Life on land



CLIMATE CHANGE

Why it matters
As a leading gold producer in West Africa, we are committed to being a net-zero emitter of greenhouse gases by 2030. We are committed to being a net-zero emitter of greenhouse gases by 2030. We are committed to being a net-zero emitter of greenhouse gases by 2030.



ESG REPORTING CENTRE

Click here to find out how we manage climate change and related company Policies

2025 Performance

In 2025, our total Scope 1 and Scope 2 absolute emissions (market-based) decreased by 0.5% year-on-year, from 695,654 tCO₂e in 2024 to 692,085 tCO₂e.

2025 marked the first full year of operations at both the Lafigué operation and the Sabodala BIOX® expansion, which were commissioned in mid-2024 and resulted in increased operational activity and an expected associated increase in emissions. Despite this higher level of activity, overall Group emissions declined, supported by continued progress in decarbonisation and the increased adoption of renewable energy within our electricity mix.

Our Scope 1 emissions decreased to 618,263 tCO₂e in 2025, down from 646,163 tCO₂e in 2024, representing a reduction of 4.3%. This decrease was primarily driven by a reduction in fossil-fuelled power generation across the portfolio. Greater utilisation of grid electricity, together with the contribution from the 37MWp solar PV plant at Sabodala-Massawa, reduced our overall fuel consumption for power generation. These reductions more than offset the increase in energy demand associated with a full year of production from recently commissioned assets.

By contrast, Scope 2 emissions (market-based) increased to 73,822 tCO₂e in 2025, compared with 49,491 tCO₂e in 2024, an increase of approximately 49%. This increase was driven by higher electricity consumption from the grid as operations continued to substitute on-site fossil-fuelled power generation with grid-supplied electricity. While this shift supports reductions in Scope 1 emissions, it results in higher reported Scope 2 emissions on a market-based basis where grid electricity consumption is not fully matched with renewable electricity sourcing.

Scope 2 emissions (location-based) increased to 171,800 tCO₂e in 2025, from 110,861 tCO₂e in 2024. This change was influenced by both increased grid electricity consumption and the continued carbon intensity of regional electricity grids in parts of West Africa, where fossil fuels remain a significant component of power generation.

Group emissions intensity (market-based) improved in 2025. Emissions intensity decreased to 572 kgCO₂e/oz Au in 2025, compared with 631 kgCO₂e/oz Au in 2024, representing a reduction of 9.4%. This improvement was supported by increased adoption of renewable electricity, both on-site and

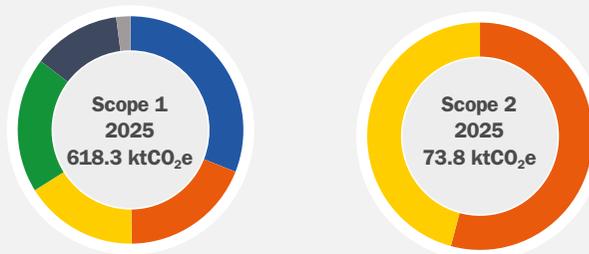
off-site, and the continued focus on targeted initiatives to reduce fossil-fuel reliance and improve energy efficiency across the portfolio.

2025 Energy use performance

In 2025, our total energy use increased to 10,180,511 GJ, compared with 9,972,890 GJ in 2024, representing an increase of 2.1%. This increase reflects the first full year of operations at both the Lafigué operation and the Sabodala BIOX® expansion, which were commissioned in mid-2024 and contributed additional energy demand across the portfolio.

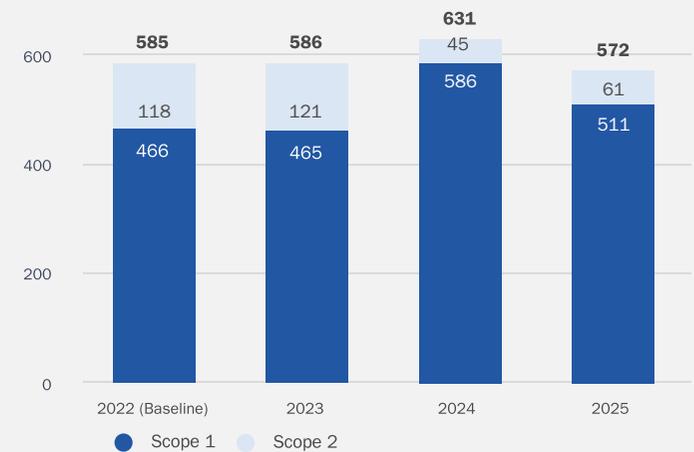
Despite higher absolute energy use, energy intensity improved in 2025. Energy intensity decreased by 6.9% to 8.4 GJ/oz Au, compared with 9.0 GJ/oz Au in 2024. This improvement was supported by operational stabilisation following the commissioning of growth projects, increased reliance on grid-supplied electricity, and the growing contribution of renewable energy within our electricity mix.

A breakdown of Scope 1 and 2 emissions by mine



	2024	2025
● Sabodala-Massawa	238,699	191,669
● Ity	135,967	116,547
● Lafigué	69,317	100,490
● Houndé	118,772	119,022
● Mana	73,858	77,958
● Exploration	9,550	12,577

Endeavour Scope 1 & 2 emissions intensity (kgCO₂e/oz Au)



Tackling climate change

Continued

Total electricity consumption increased to 735.2 GWh in 2025, from 617.8 GWh in 2024, reflecting higher operational throughput and a greater proportion of electricity used in place of on-site fossil-fuelled power generation. Purchased grid electricity accounted for 373.3 GWh, up from 251.7 GWh in 2024, increasing the share of purchased electricity from 41% to 51% of total electricity consumption. This shift aligns with our strategy to reduce reliance on diesel-fired generation where grid electricity is available.

The contribution of renewable electricity increased significantly during the year. Renewable electricity sourced through purchased electricity increased to 226.3 GWh, compared with 147.4 GWh in 2024, while self-generated renewable electricity increased to 47.2 GWh, reflecting a full year of generation from the 37MWp solar PV plant at Sabodala-Massawa. As a result, total renewable electricity consumption increased to 273.5 GWh in 2025, compared with 147.6 GWh in 2024, increasing the proportion of renewable energy within our electricity mix from 24% to 37%.

Scope 3 emissions

We capture eight of the 15 Scope 3 categories that have been assessed as relevant to our business activities. Our Scope 3 emissions are calculated in alignment with globally recognised frameworks, including the Greenhouse Gas Protocol, to support consistency and transparency in reporting.

We continue to review and refine our Scope 3 calculation methods and emissions sources to improve the accuracy and completeness of our inventory. During 2025, this included a re-evaluation of the emissions factors used for our activity data inputs to ensure alignment with recognised life cycle inventory databases, including ecoinvent 3.11. In particular, an updated emissions factor for cyanide resulted in a marked increase in reported emissions within Category 1.

We are also progressing efforts to incorporate a greater proportion of primary supplier emissions data into our accounting framework. While primary data currently represents approximately 1% of total

Scope 3 emissions, we continue to engage with our Tier 1 suppliers through our Sustainable Suppliers Programme to improve data quality over time.

In 2025, total Scope 3 emissions increased to 817,060 tCO₂e, compared with 621,310 tCO₂e in 2024, an increase of approximately 32%. The primary driver of this increase was the first full year of operation at both the Lafigué operation and the Sabodala-Massawa BIOX® expansion, which were commissioned in mid-2024. With all major projects operating for a full year and construction largely completed, emissions profiles shifted across key categories.

Category 1 emissions increased to 579,928 tCO₂e in 2025, compared with 304,369 tCO₂e in 2024, reflecting higher procurement of goods and services associated with steady-state operations across the expanded portfolio, as well as the updated emissions factor applied to cyanide. By contrast, Category 2 emissions decreased significantly to 40,550 tCO₂e, from 112,347 tCO₂e in 2024, consistent

with reduced capital purchasing following the completion of major construction activities. Category 3 emissions remained broadly stable at 172,020 tCO₂e, as the anticipated increase associated with a full year of operations was offset by progress in decarbonisation and increased sourcing of renewable energy. Emissions across other Scope 3 categories showed only minor changes and remained immaterial relative to Categories 1-3.

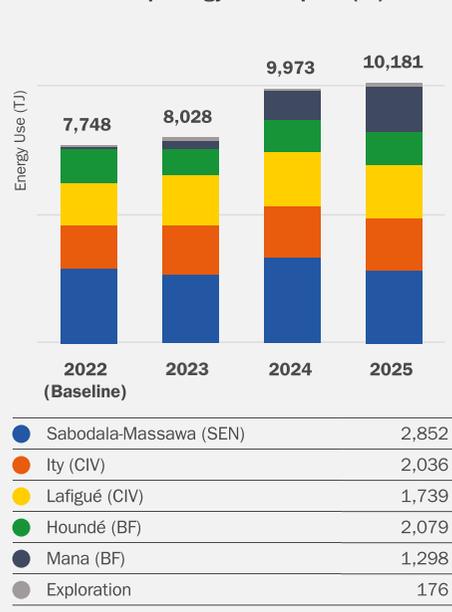
The increase in overall Scope 3 emissions is broadly consistent with the transition from construction to full operations of our growth projects. We continue to focus on improving data quality, supplier engagement and transparency as key levers for managing Scope 3 emissions over the medium and long term.



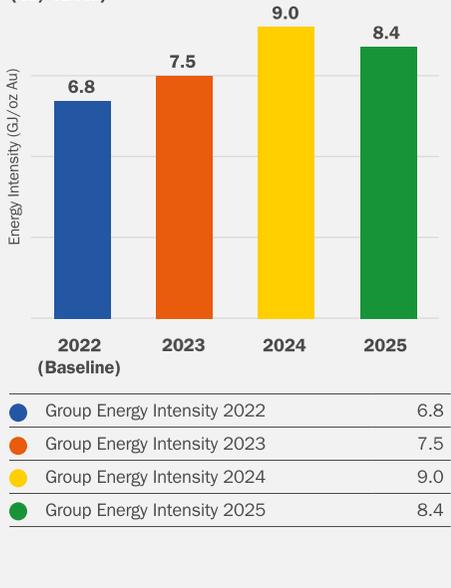
TCFD DISCLOSURES

Refer to our TCFD disclosures in our 2025 Annual Report for a complete overview of our decarbonisation strategy and initiatives

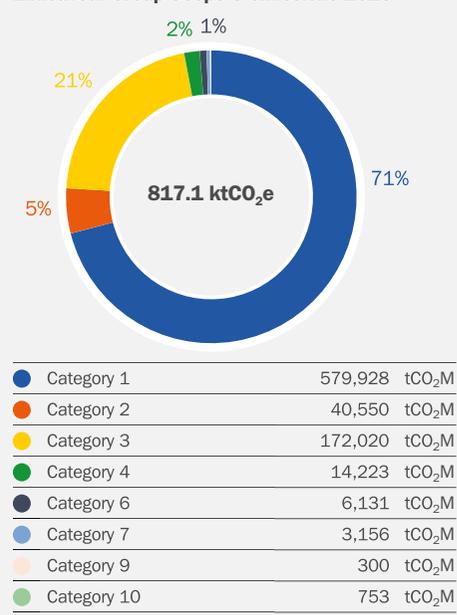
Endeavour Group energy consumption (TJ)



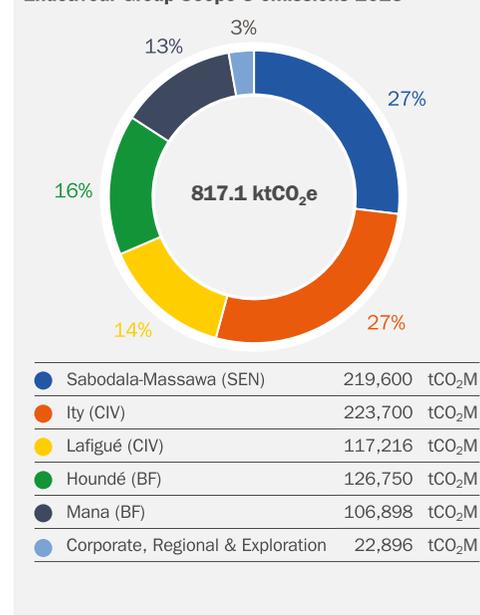
Endeavour Group energy intensity (GJ/oz Au)



Endeavour Group Scope 3 emissions 2025



Endeavour Group Scope 3 emissions 2025

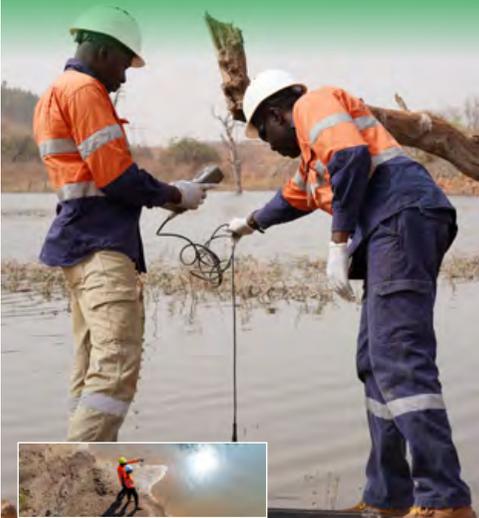


Water stewardship

How do we manage this topic? Water stewardship

The ESG frameworks and disclosures we follow for this topic are:

- GRI 303
- SASB EM-MM-140
- RGMP 10 Water, energy and climate change
- UN Global Compact Principle 7 and 8 Environment
- SDG 6 Clean water and sanitation



WATER MANAGEMENT

WATER MANAGEMENT
 Water is a shared and vital resource across the Group, and its availability is essential to our operations. We are committed to responsible water stewardship, recognising water is a shared and irreplaceable resource, and access to clean water is a human right. We prioritise a balance between minimising our operational water use and protecting water quality and quantity for our host communities.

WHY IT MATTERS
 Water is a shared and vital resource across the Group, and its availability is essential to our operations. We are committed to responsible water stewardship, recognising water is a shared and irreplaceable resource, and access to clean water is a human right. We prioritise a balance between minimising our operational water use and protecting water quality and quantity for our host communities.

MANAGEMENT APPROACH
 We are committed to responsible water stewardship, recognising water is a shared and irreplaceable resource, and access to clean water is a human right. We prioritise a balance between minimising our operational water use and protecting water quality and quantity for our host communities.



ESG REPORTING CENTRE

Click here to find out how we manage water stewardship and related company Policies

Three of our sites, Mana and Houndé in Burkina Faso and Sabodala-Massawa in Senegal are located in water-stressed areas.

We are committed to responsible water stewardship, recognising water is a shared and irreplaceable resource, and access to clean water is a human right. We prioritise a balance between minimising our operational water use and protecting water quality and quantity for our host communities.

2025 performance

In 2025, Endeavour was in conformance with our water permits across all our operations.

During the year, we continued to implement a number of water initiatives, including the ongoing upgrades of the Sabodala Massawa infrastructure including TSF decant and dust suppression at the Massawa pits, and continued upgrades of Ity Recyn plant to improve decant water quality, allowing for increased recycling. Locking in water use optimisation efforts at our Lafigue and Ity mines were a major contributor to the improvement in the Group's overall group water recycling rates, in spite of an overall increase of mill throughput at these operations. However, we narrowly missed our Group wide 70% recycling target due to challenges with the recycling system at our Sabodala Massawa mine for most of the year. This was resolved in Q4 2025 and by December, recycling rates had improved considerably.

Our annual water withdrawal was 11,472 megalitres (ML), compared to 13,046 ML in 2024. This equated to a water withdrawal intensity of 0.0443 ML per ounce of gold produced for 2025, an increase over 2024 (0.012 ML/oz).

Our total water consumption for 2025 was 13,028 ML, compared to 7,013 in 2024.

We reused or recycled 24,301 ML of water, with an average Group water reuse and recycling efficiency rate of 68% (2024: 60%), slightly lower than our target of 70%. For 2026, we are maintaining our target of an average of 70% across the Group for water recycling and reuse.



Community Water

In 2025, we spent \$0.6 million on access to water infrastructure across our sites. We also completed feasibility studies at our mines in Côte d'Ivoire and Senegal to gain better insights into the state of water infrastructure in our host communities and the challenges they face. This work supported the development of our five-year water strategy that we will be launching in 2026.

Water by numbers

Total water withdrawal for use

11,472ML

2025	11,472
2024	13,046
2023	10,650

Withdrawal intensity gold produced

0.0443ML/OZ

2025	0.0443
2024	0.0118
2023	0.0099

Water consumed

13,028ML

2025	13,028
2024	7,013
2023	7,573

Water reused and recycled

24,301ML

2025	24,301
2024	19,362
2023	17,638

Water reused and recycled as % of withdrawal + reused

68%

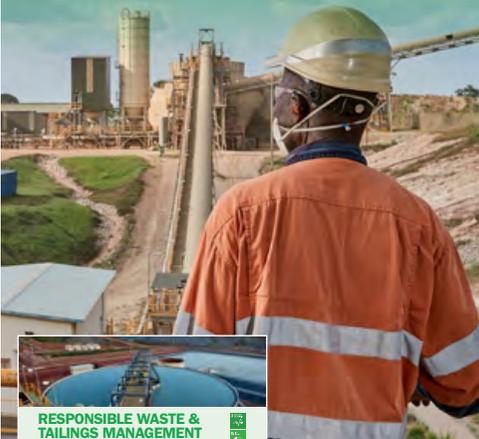
2025	68%
2024	60%
2023	62%

Waste management

How do we manage this topic? Waste management

The ESG frameworks and disclosures we follow for this topic are:

- GRI 306
- RGMP 8 Environmental Stewardship
- SASB EM-MM-150
- SASB EM-MM-540
- UN Global Compact Principle 7 Environment
- Global Industry Standard on Tailings Management (GISTM)
- Investor Mining and Tailings Initiative (IMTSI)
- International Cyanide Management Code (ICMC)



RESPONSIBLE WASTE & TAILINGS MANAGEMENT

WHY IT MATTERS
 Mining operations generate waste, which is managed in a responsible manner to ensure that all waste is handled in a way that minimises the risk of environmental damage and ensures that the waste is managed in a way that is consistent with the applicable laws and regulations.

ESG REPORTING CENTRE
 Click here to find out how we manage waste and related company Policies



Tailings

Our approach to tailings management is grounded in the principle of Zero Harm to the environment and governed by our Group Tailings Policy and Group Standard on Tailings Management. We support the Investor Mining and Tailings Safety Initiative and publish disclosure details annually on our website.

We currently have six active Tailings Storage Facilities (TSFs) in operation, and an inactive upstream TSF at our Kalana development project. We ensure all active TSFs are designed, constructed, operated and closed in compliance with all applicable laws and regulations and in alignment to international best practice.

Internationally reputable design consultants are engaged to provide robust designs and Engineer of Records services across each site.

As part of the Governance structure, the EVP Operations and ESG has been appointed Accountable Executive. This role reports directly to the CEO and communicates with the Board on the safe management of the tailings facilities and for minimising the social and environmental consequences of the potential failure.

INVESTOR MINING AND TAILINGS SAFETY INITIATIVE
 Click here for for further information

The Group Technical Experts (SMEs) also provides technical advice and ongoing internal reviews of the TSF through the life cycle of the facility.

Site specific Responsible Tailings Facility Engineers have been appointed to ensure the facility is constructed and operated as per the design intent. These engineers communicate to the Engineer of Record on a regular basis.

Independent third-party reviews are conducted by qualified experts to provide expert opinions on the performance of the tailings storage facility and demonstrate an acceptable level of care from the geotechnical, hydrotechnical and environmental perspective in line with internal best practice.

We take TSF safety seriously and conduct regular multi-layered internal and external audits to monitor, measure and evaluate the effectiveness and safety of our TSFs. Audit findings are shared with the site teams, senior management and the Board, via the Technical, Health and Safety Committee, on a regular basis.

TSF safety is also part of the continuous improvement process with technologies such as satellite monitoring of TSF stability, drones and AI enabled cameras being integrated as they mature alongside well understood methods and technologies such as piezometer water table monitoring, regular inspections and survey monitoring.

A third-party Independent Dam Safety Review was completed in 2025 of our Ity, Houndé and Mana mines were completed by internationally reputable tailings consultants who are not affiliated with the previous reviews, the current engineer of record or with the designers of the respective facilities. These reviews were aimed at ensuring that the facilities function under drained and undrained conditions does not impose an unacceptable risk to people, property or environments and meets the applicable factor of safety criteria.

A comprehensive TSF Emergency drill was conducted at our Ity and Mana mine sites and we tested the site Emergency Preparedness and Response Plan (EPRP) involving all stakeholders and government agencies. An internal compliance assessment was completed against our Group Standard on Tailings Management across all sites with detailed corrective action plans in place to close the gaps identified.

During 2025, we produced a total 39 million tonnes of tailings. To reduce our tailings risk we continued to investigate the potential for in-pit deposition of tailings at our Sabodala-Massawa site and engage with our key community and national authority stakeholders.

For 2026, we are planning to set up an Independent Tailings Review Board (ITRB) to provide governance and technical oversight of all our TSFs, carry out a comprehensive Global Industry Standard on Tailings Management (GISTM) gap assessment and develop a road map for compliance. We will also establish satellite monitoring at Sabodala, and provide training for TSF Operators across the Group.

TSF Emergency drill in collaboration with National Authorities at our Ity mine.



Waste management

Continued



Cyanide

Our gold processing operations use cyanide, which requires special handling to reduce the risk of spills to protect the environment. Safe cyanide handling training is provided to our workers, both employees and contractors, who handle cyanide on a regular basis. We have standards and procedures governing the use, storage and transport of cyanide, which are aligned to the International Cyanide Management Code (ICMC).

The ICMC is a voluntary industry programme for companies involved in the production of gold by way of the cyanidation process. The ICMC addresses, among other things, the production of cyanide, its transport from the producer to the mine, its on-site storage and use, and decommissioning. In 2024, the Company completed an independent ICMC compliance audit for all of its mines. The next one is planned for 2026.

We did not record any significant spills or environmental incidents involving cyanide in 2025.



Hazardous waste

While tailings are our primary hazardous waste stream, we also generate a small portion of hazardous waste on site primarily in the form of fluorescent lights, waste oils and solvents, as well as waste from our laboratories and assays. To the extent practicable we recycle or reuse these wastes, or dispose of them in line with international best practice and in-country legislation.



General waste

We strive to minimise our environmental impact by reducing the volume of waste generated on site as well as the amount we send to landfill or for incineration. Our largest general waste stream by volume is waste rock and overburden. These are disposed of on carefully engineered waste rock dumps.

Recycling and reuse are our preferred options for waste management. Each site has a dedicated waste sorting centre and works with government compliant recycling companies. The other non-hazardous waste we produce includes kitchen and office waste from the mess and the administration buildings.

Fighting plastic pollution



Driving down single-use plastics across our sites

In 2022, we identified single-use plastic water bottles as a major contributor to our plastic footprint and committed to reducing their use to near zero. Since then, we have banned the use of single-use plastic water bottles, resulting in a 99% reduction and plastic water sachets have been eliminated across all sites.

At our Lafigué mine, which only commenced operations in mid-2024, the use of single-use plastic water bottles has already been reduced by 78%, reflecting site-level progress aligned with Group targets.

At our Houndé mine, a plastic waste management strategy was developed incorporating circular economy principles, prioritising waste reduction and recycling over disposal. The initiative targets domestic plastic waste, including single-use water bottles generated by chop house ladies, through the installation of an on-site plastic crusher in 2025. This enables the pre-treatment and volume reduction of plastic waste before its transfer to the nearest licenced recycling facility in Bobo-Dioulasso, supporting material recovery and strengthening the local recycling value chain.

Together, these actions have driven lasting behavioural change and significantly reduced plastic waste across our sites.



Extending our plastic reduction commitment to local communities

Our commitment to reducing single-use plastic extends beyond our sites to the communities that host us. We are supporting local plastic waste recycling initiatives that contribute to improving urban sanitation, strengthen local waste management capacity, and promote inclusive economic development. To this end, we partnered with two local entrepreneurs in Côte d'Ivoire and Senegal to support the development of sustainable plastic recycling value chains.

In Côte d'Ivoire, in collaboration with COLIBA Africa (a plastic waste collection and recycling company), we have part funded the installation of a plastic sorting centre in a container in Zouan-Hounien, near our Ity mine. This facility enables plastic waste, which is collected and pre-sorted by local collectors, to be compacted before transport to Abidjan for recycling. This initiative is expected to contribute to the recycling of 265 tonnes of plastic waste annually in Zouan-Hounien and Man, build the capacity of 80 waste collectors in plastic sorting and collection, and create three direct jobs in container management.

In Senegal, we have partnered with Plastic Odyssey to support Kanté & Brothers, a local waste management entrepreneur based in Kédougou to launch a plastic waste management centre in November 2025. The project is expected to collect approximately 300 tonnes of plastic waste per year and generate 20 direct jobs.



2025 TNFD ASSESSMENT

Governance



Describe the Board's oversight of nature-related dependencies, impacts, risks and opportunities.

[📌 See governance on page 64](#)

Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.

[📌 See governance on page 64](#)

Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.

[📌 See governance on page 64](#)

Strategy



Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.

[📌 See strategy and LEAP assessment](#)

Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.

[📌 See strategy on page 66](#)

Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.

[📌 See strategy on page 66](#)

Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.

[📌 See LEAP: Locate on page 72](#)

Risk and impact management



Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.

[📌 See our approach on page 69](#)

Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).

[📌 See our approach on page 69](#)

Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.

[📌 See risk & impact management on page 69](#)

Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.

[📌 See our approach page 69](#)

Metrics and targets



Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.

[📌 See metrics and ESG Data Centre](#)

Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.

[📌 See metrics and ESG Data Centre](#)

Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.

[📌 See metrics and targets on page 70](#)

Introduction

In 2024, we published our first TNFD-aligned disclosures, marking an important step in integrating nature-related considerations into our business strategy. This year, we are pleased to share our second annual TNFD report, demonstrating continued progress in understanding and managing our nature-related risks, dependencies, and opportunities.

Our approach remains guided by the TNFD framework, focusing on transparency and alignment with global best practice. Over the past year, we have:

- Published our first TNFD report.
- Refined and furthered our understanding of DIROs at Ity and Sabodala-Massawa.
- Conducted DIRO assessments for Mana, Houndé, Lafigué.
- Expanded the LEAP assessment to consider other elements of our operation.
- Explored the potential to use Environmental DNA to collect biodiversity data at our sites.
- Defined a climate adaption strategy for Ity and Sabodala-Massawa.

Looking ahead, we will continue to build on these foundations, deepening our analysis and embedding nature-related insights into our strategy and reporting. We recognise the responsibility that rests with Endeavour to support nature for the benefit of all stakeholders.

The TNFD's disclosure recommendations and orientations are based upon four pillars: Governance, Strategy, Risk Management and Impacts, and Disclosure Metrics and Targets. These pillars are connected to the 'LEAP' approach – Locate, Evaluate, Assess and Prepare – which underpins the identification, management and disclosure of the nature-related issues.



LEAP ASSESSMENT

Full details can be found on pages 71-83

Approach and data sources

Throughout the TNFD assessment we have followed the best available practices including the TNFD LEAP approach, the Integrated Biodiversity Assessment Tool (IBAT) Screening guidance and other relevant guidance documents. The assessment was led by our ESG team in full coordination with our health, safety and environment corporate department, site management teams, procurement teams and technical experts.

Much of our assessment was informed by the coloration and review of previous biodiversity and environmental assessments, complemented by virtual training and TNFD workshops for each of our sites. To ensure a comprehensive and accurate assessment, we have integrated a variety of internal and external data sources and analytical tools.

The TNFD's disclosure recommendations and orientations are based upon four pillars: Governance, Strategy, Risk Management and Impacts, and Disclosure Metrics and Targets. These pillars are connected to the 'LEAP' approach – Locate, Evaluate, Assess and Prepare – which underpins the identification, management and disclosure of the nature-related issues.

L

Locate

Identify the organisation's interface with nature.

E

Evaluate

Evaluate the organisation's dependencies and impacts on nature.

A

Assess

Assess the organisation's risks and opportunities that arise from its interface with nature.

P

Prepare

Prepare to respond and report on the organisation's findings.



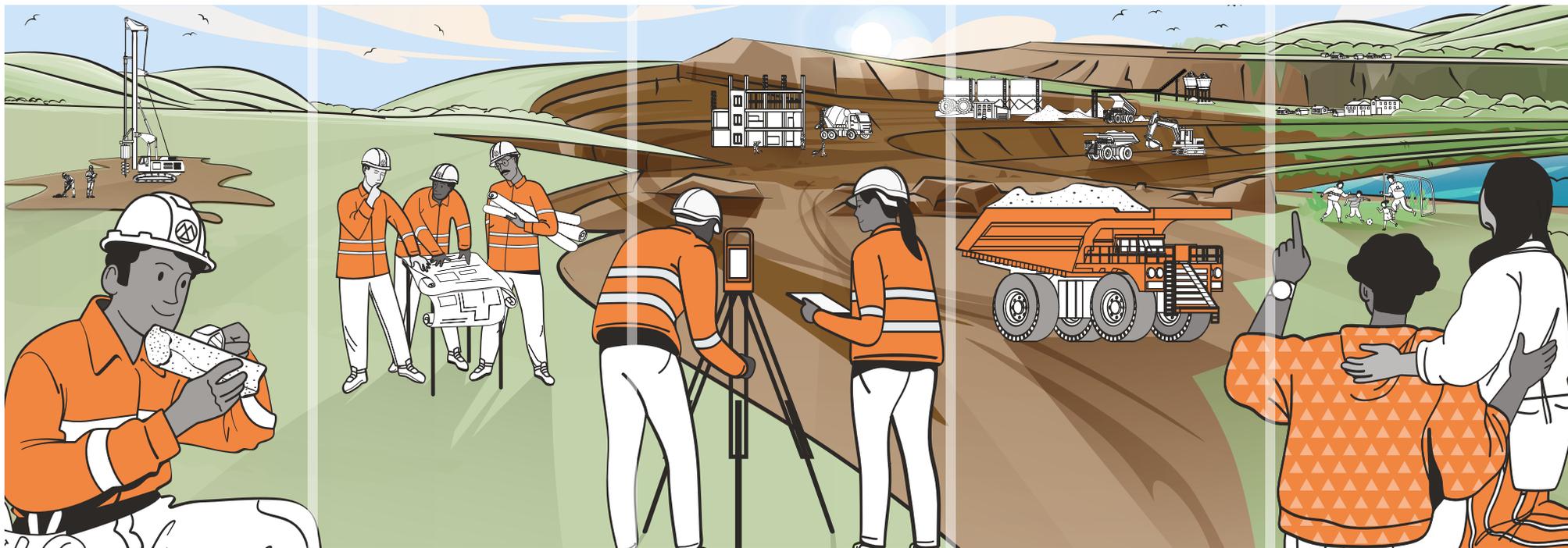
Exploration

Design and development

Construction

Production

End-of-life-management



Broadening the scope of our TNFD assessment

As part of our alignment with the TNFD framework, we conducted a LEAP assessment in 2024. The scope of our assessment considered all aspects of our direct operations in West Africa. Our operations span several sites across West Africa, including the Ity and Lafigué mines in Côte d'Ivoire, the Sabodala-Massawa mine in Senegal, and the Houndé and Mana mines in Burkina Faso (see page 72).

In addition, our regional office is located in Abidjan, Côte d'Ivoire. In line with the TNFD Metals & Mining sector guidance, we consider our direct operations the most significant part of the value chain and the priority for assessment. In 2025, we widened our assessment to cover our supply chain and mapped our downstream value chain.

Timeframes

As part of this assessment, we aligned the timeframes considered with those used in our wider ESG risk management process to ensure integration of nature-related risks with wider business risks. We recognise that some of these issues may have immediate impacts, while others may only become material over a longer time horizon. As part of the LEAP assessment, we considered the near-term (2027), medium-term (2030) and long-term (2040) timescales during the risk identification process.

Elements of nature considered

TNFD defines Nature as all elements within the natural world, emphasising the diversity of living organisms, including people, and their interactions with each other and their environment.

At this stage of our journey to align with the TNFD, we have focused on biodiversity although we have considered other elements of nature when appropriate during the assessment.

Biodiversity is an essential and integral characteristic of nature that underpins ecosystem function and the provision of ecosystem services and therefore it was the focus of this assessment.

Halting biodiversity loss and putting it on a path to recovery is essential if ecosystems are to be productive, resilient and able to adapt. Given the interdependence between biodiversity and the other elements of nature such as freshwater, we have included wider impacts when they were identified. A more holistic assessment will be developed in the coming years, building from the 2024 Double Materiality Assessment which identified biodiversity, water, climate and waste as being our material environmental issues.

Governance

Board oversight

The Board of Directors provides strategic oversight of nature-related issues, including biodiversity, water, and climate change, as part of Endeavour's sustainability governance. The Board is ultimately accountable for addressing material impacts and dependencies and reviews progress quarterly. Oversight is supported by three committees:

- **ESG Committee:**

Reviews corporate strategy and key policies to ensure nature-related risks and opportunities are integrated into decision-making. Meets quarterly and when targets are set, guiding progress against biodiversity and water objectives.

- **Technical Health and Safety Committee**

Provides operational oversight of risk management frameworks and implementation of nature-related measures.

- **Audit Committee**

Monitors internal controls and sustainability reporting, ensuring transparency and compliance.

The Board also receives input from external experts on biodiversity, water, and pollution control, and assurance is provided through internal audits and independent external reviews.

Management's role

Management plays a central role in embedding nature-related considerations across operations. The ESG SteerCo, composed of senior executives, drives execution of Endeavour's seven-pronged sustainability strategy and ensures biodiversity and water targets are integrated into Endeavour's ESG framework. It works closely with site teams and technical specialists to implement Biodiversity Management Plans (BMPs) and Biodiversity Action Plans (BAPs), which define responsibilities for avoiding, minimising, and offsetting impacts.

Site and Operations Management ensures these plans are operationalised, supported by Technical and HSE Teams that provide expertise and monitoring. The Environment Health and Safety (EHS) working group meetings facilitate alignment across sites, enable continuous improvement and feedback on key biodiversity initiatives to the ESG SteerCo.

Nature-related risks are integrated into capital allocation, project design, and operational planning to ensure resilience and compliance with international standards.

Human rights and stakeholder engagement

Human rights due diligence is embedded in governance and aligns with international standards such as the UN Guiding Principles and Responsible Gold Mining Principles. Endeavour actively engages with local communities to ensure transparency and accountability in nature-related performance. Stakeholder input informs decision-making and strengthens resilience.

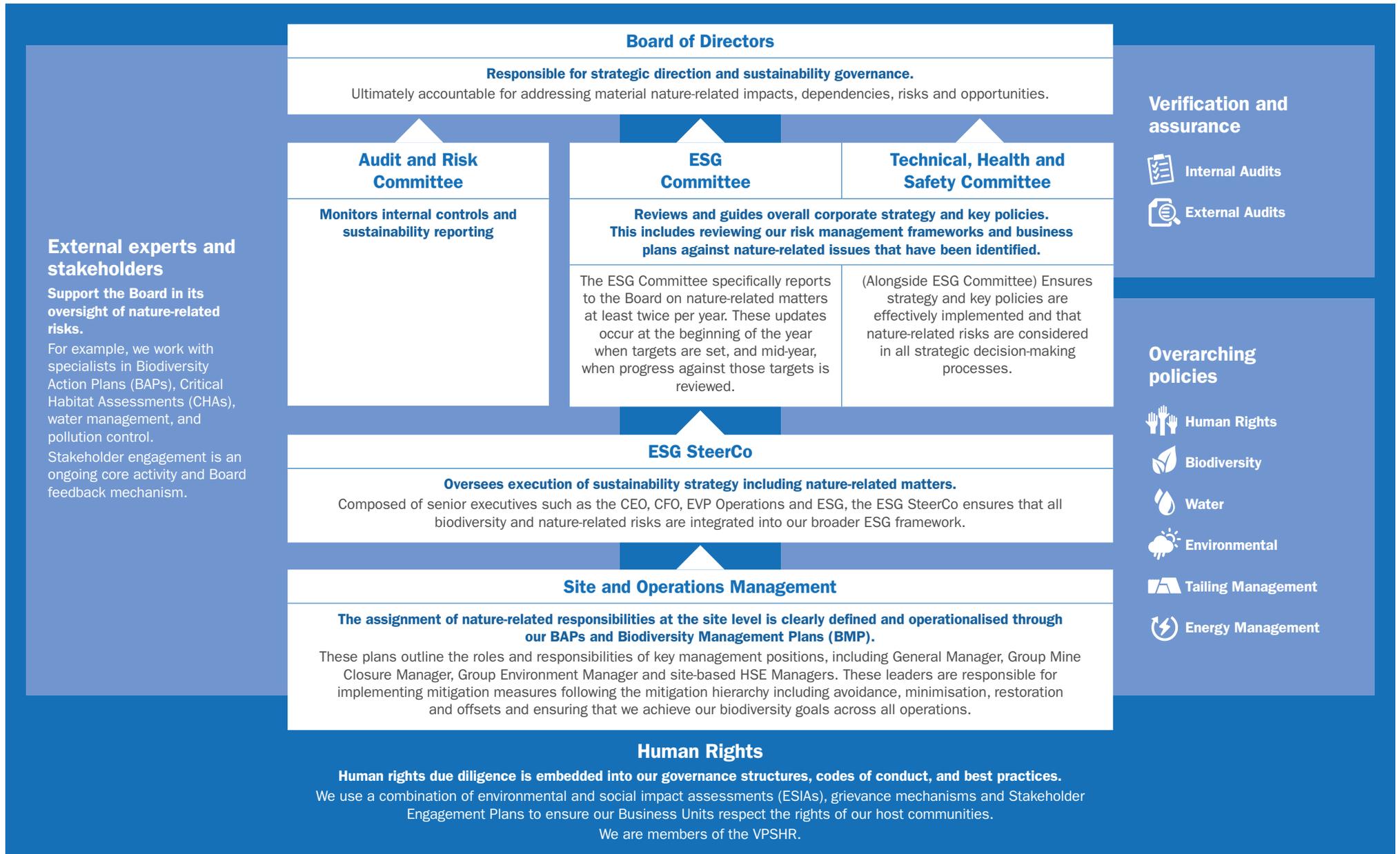
Our approach includes environmental and social impact assessments, grievance mechanisms, and stakeholder engagement forums to identify and manage risks. We align operations with global frameworks such as the OECD Guidelines for Multinational Enterprises and are a members of the VPSHR.

Endeavour applies Free, Prior and Informed Consent (FPIC) principles maintaining zero tolerance for human rights abuses across its supply chain although no cases have currently been identified.

External audits and assurance reviews reinforce credibility for investors, regulators, and communities, while ongoing engagement ensures that nature-related risks and human rights considerations remain integrated into strategic and operational decisions.



Nature-related governance framework



Strategy



As an organisation we are acutely aware of the immediate impacts of our operations on local biodiversity, and we have an established biodiversity strategy to reduce our exposure. In the short term, our biodiversity strategy focuses on reducing habitat destruction and mitigating direct impacts on wildlife. This involves implementing on-site conservation measures and closely monitoring the environmental impact of our ongoing activities. We adhere to international standards on biodiversity. Additionally, we place an emphasis on understanding and anticipating changes in stakeholder expectations regarding sustainable practices.

Effect of nature-related impacts, dependencies, risks and opportunities on our business:

The headline risks identified during the Evaluate and Assess phases of the LEAP Assessment have the potential to impact our organisation and commitments. Small-scale illegal mining near our sites may affect our ability to achieve our biodiversity goals, such as no net loss of critical habitat, through illegal encroachment and degradation of conservation areas. This risk may also pose security and reputational challenges for our business. Agricultural demand near our mines may compete with our post closure land use plans and sustainable livelihood programmes, which aim to enhance the biodiversity and ecosystem services in the vicinity of our sites.

This increase in agriculture may also increase the pressure on natural resources and habitats that we depend on or impact such as water supply. In the future, climate change may affect our biodiversity management objectives by altering the habitats and species that we are trying to conserve or restore near our sites. This may also affect our operations and value chain by increasing the exposure to extreme weather events, water scarcity, and carbon regulation. Security issues could reduce our ability to implement our biodiversity strategy and action plans, especially in areas where there is potential for instability. This could also affect our operations and value chain by disrupting the supply chain and damaging the infrastructure.

By integrating biodiversity considerations across the five stages of our mines' life cycle (shown on page 63), we can optimise the use of natural resources, reduce waste and emissions, and enhance the productivity and resilience of our operations. Proactive environmental management may increase asset value by ensuring that mining sites remain viable and compliant with both national and international environmental regulations. This can also foster a culture of innovation and continuous improvement.

Financial implications and risk mitigation

We have not yet fully assessed how these material risks and opportunities impact the financial status of the business. Integrating financial considerations is part of our ambition for future TNFD assessments. Our time horizons for this assessment are aligned with our TCFD physical climate risk assessment (refer to our [2025 TCFD Disclosures](#)). Near-term refers to 2027, medium-term refers to 2030 and long-term refers to 2040. Much like our climate risks, our nature-related risks are predicted to increase in the short, medium and long terms. However, we anticipate a future where our operations are fully aligned with the highest standards of environmental protection and sustainable practices, reducing climate and nature-related risks to our business.

Near term (2027)

Increased nature-related risks could lead to higher operational costs due to the need for more robust environmental management and mitigation strategies. This includes increased spending on biodiversity protection and water management. While our biodiversity strategy sets out sustainable mining practices that we are implementing, we could face immediate financial outlays for environmental compliance and community engagement initiatives. However, these investments could potentially be offset by avoiding regulatory fines and maintaining good community relations.

Medium term (2030)

Over a medium timeframe, our biodiversity strategy's emphasis shifts towards sustainable land management and rehabilitation. We have conducted ecosystem service assessment to gauge our influence on local ecosystems, adjusting our strategy accordingly. This period is crucial for establishing a balance between operational needs and ecological preservation. During this timeframe we will also prepare for potential shifts in government policies, including stricter environmental regulations and potential litigation risks. This involves investing in cleaner technologies (as outlined in our climate change adaptation strategy), improving operational efficiency, and reducing the environmental impact of mining activities.

Over the medium to long term, our strategy is to take a proactive approach to biodiversity and environmental stewardship that can enhance financial performance by supporting long-term operational sustainability. By adhering to ethical conduct and sustainable practices, we aim to avoid significant liabilities related to environmental damage and ensure the longevity of our mining operations. Moreover, a strong

focus on ethical and sustainable practices can enhance Endeavour's reputation, potentially leading to better market positioning and stronger financial stability.

Long term (2040)

In the long term, we envision a legacy of positive environmental stewardship. This includes comprehensive land restoration projects, post-mining operations and long-term investments in local biodiversity. The goal is to leave a minimal ecological footprint and contribute positively to the restoration and preservation of natural habitats.

Our approach to adapting our strategy involves a comprehensive understanding of global trends and local conditions. This includes investing in research and development to improve sustainable mining technologies and practices. We aim to be at the forefront of environmental innovation in the mining sector. We monitor climate-related regulatory and policy changes in host countries and receive notifications of changes in legislation and regulations that could impact business operations, including the increased cost of water and energy supplies.

Our Biodiversity strategy highlights the importance of tailoring strategies to the unique environmental, social, and economic conditions of each location. This includes understanding local biodiversity, engaging with local communities to understand their needs and concerns, and implementing site-specific environmental management plans. We recognise that a one-size-fits-all approach is ineffective and therefore prioritise local specificity in our environmental and community engagement strategies.

Long-term TNFD scenario analysis Sabodala-Massawa mine



In 2025, we undertook a TNFD-aligned long-term scenario analysis for the Sabodala-Massawa mine, a site identified as a critical habitat and priority location for biodiversity. The analysis was structured around three time horizons (2030, 2040 and 2050), selected to align with milestones in the Global Biodiversity Framework (GBF) and to reflect plausible mine closure and post-closure restoration timeframes. The assessment considered both physical and transition risks and was informed by a participatory workshop with site experts and stakeholders. Using TNFD's scenario matrix, the workshop tested the resilience of the site strategy against a range of plausible futures for nature and the business. Participants included the General Manager, Group Environment Manager, and members of the HSE and Social Performance Departments.

Key results and insights

2030 Time Horizon

The scenario analysis found strong environmental management and high levels of water autonomy. Stakeholders and site managers highlighted that these help to maintain ecosystem function, with restoration projects and pilot green technologies already underway. However, participants acknowledged that widespread adoption of sustainable technologies remains limited, and the sector is still transitioning.

2040 Time Horizon

Stakeholders and site managers felt that climate change and increasing demand for natural resources are expected to threaten ecosystem health. It was highlighted that restoration and compensation measures may prove insufficient to offset ongoing losses, particularly for fauna and flora. Participants expected water stress to intensify due to both climate impacts and small-scale, illegal mining activities around Sabodala-Massawa.

However, the adoption of sustainable technologies is predicted to accelerate, associated with changes to global expectations (such as ICMM No-Net Loss and TNFD) and strengthened by partnerships with universities and research institutions.

2050 Time Horizon

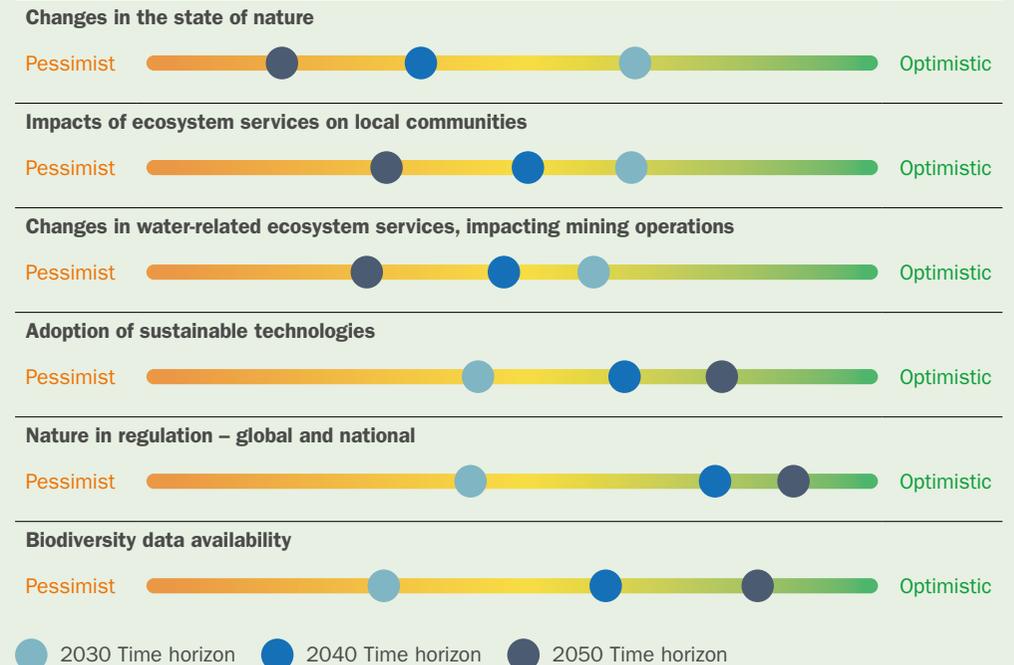
Ecosystem services and agricultural productivity are expected to decline further. Participants predicted that rain-fed agriculture and livestock grazing are likely to be particularly vulnerable to long-term climatic changes on nature.

Stakeholders were positive that the increased availability and adoption of new sustainable technologies could improve environmental performance and risk mitigation in the long term, provided that investment, regulatory compliance, and collaboration with external partners remain strong.

Strategic actions for resilience

For Sabodala-Massawa, site experts and stakeholders' priorities include environmental expectations on Endeavour (such as ICMM No Net Loss and TNFD), improving biodiversity data management, and investing in sustainable technologies like advanced water and energy solutions. Supporting communities through clear communication and alternative income programmes, while deepening partnerships with research institutions, will further enhance the site's long-term environmental and social resilience.

Future Trajectories of Driving Forces for Sabodala-Massawa



Long-term TNFD scenario analysis Ity mine

In 2025, we undertook a TNFD-aligned long-term scenario analysis for the Ity mine, a site identified as a critical habitat and priority location for biodiversity. The analysis was structured around three time horizons (2030, 2040 and 2050), selected to align with milestones in the GBF and to reflect plausible mine closure and post-closure restoration timeframes. The assessment considered both physical and transition risks and was informed by a participatory workshop with site experts and stakeholders. Using TNFD's scenario matrix, the workshop tested the resilience of the site strategy against a range of plausible futures for nature and the business. Participants included the General Manager, Group Environment Manager, and members of the HSE and Social Performance Departments.

Key results and insights

2030 Time Horizon
Natural habitats are expected to remain relatively stable, supported by ongoing management and mitigation efforts.

Ity is located in a forested area, with high rainfall, and is close to the Cavally River, which provides abundant water resources to local communities. While Ity mine does not extract water from the Cavally River, local communities rely on clean and fresh water, and mining operations at Ity may compromise this. Stakeholders reported that local communities are beginning to experience reduced access to water, fisheries, and forest products. This is compounded by low incomes and limited access to alternative sources of income. It was highlighted that tensions over land access are also increasing as both mining operations and community needs grow.

2040 Time Horizon
Cumulative impacts from mining expansion and external pressures, such as illegal mining, will drive further habitat fragmentation and biodiversity loss.

Water challenges are anticipated to intensify, with more frequent flooding and extreme rainfall events but also increased potential for droughts (as highlighted in our climate scenario analyses). Local communities may become increasingly vulnerable as ecosystem services decline and economic alternatives remain scarce.

2050 Time Horizon
Significant ecosystem degradation and species loss are likely, with fresh water availability scarcity and quality issues affecting both the mine and surrounding communities.

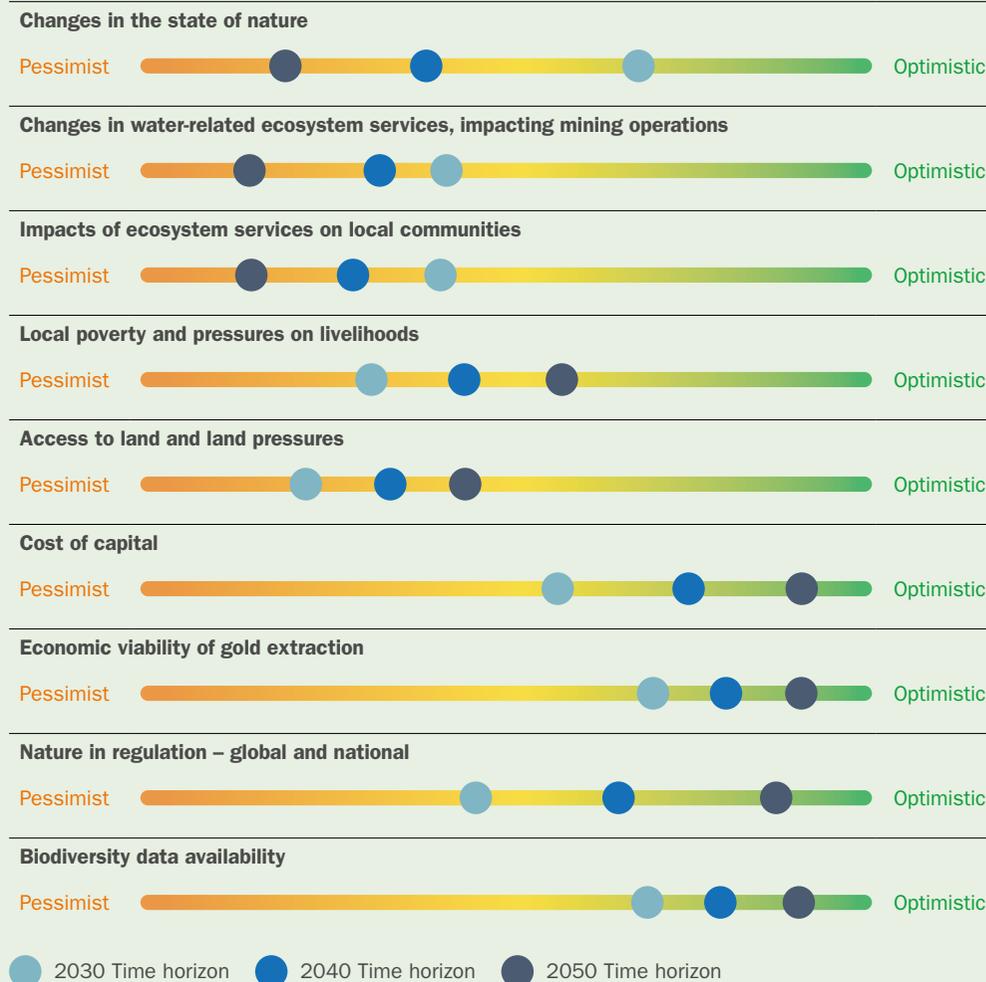
Stakeholders and site managers highlighted that without robust management and engagement strategies, persistent land, water and community conflicts are may continue into the longer term. Furthermore, the effectiveness of adaptation and restoration efforts in the long term are difficult to predict.

Strategic actions for resilience

At Ity, stakeholders and site managers agreed that resilience will arise from strengthening environmental monitoring, staying ahead of regulatory changes, and adapting mine plans as needed. Building robust post-closure surveillance and promoting alternative livelihoods, such as agribusiness, can help reduce community vulnerability. Transparent engagement and targeted rehabilitation are also key to restoring ecosystem services and maintaining trust with local stakeholders.



Future Trajectories of Driving Forces for Ity



Risk and impact management

Identification of nature-related issues

We use a systematic and integrated approach to identify existing and emerging nature-related dependencies, impacts, risks and opportunities. This approach involves conducting reviews of our operations and value chain, as well as an analysis of the external environment, including regulatory, market, and societal trends related to nature and biodiversity through our existing Environmental Management Systems. We use a variety of tools and methodologies for this identification process, including environmental impact assessments (EIAs), life cycle assessments (LCAs), and natural capital assessments (NCAs). The LEAP process was followed to assess the nature-related impacts, dependencies, risks and opportunities at each of our sites, and to validate how existing understanding and processes can be applied to the TNFD framework.

Nature-related dependencies, impacts, risks and opportunities

We have a detailed system for classifying environmental incidents, including factors like loss of containment, unauthorised land disturbance, and waste disposal, unauthorised or unplanned air emissions, fauna injury and deaths. This classification helps in identifying and assessing environmental risks and impacts. This process is integral to embedding risk management into the organisation's culture, ensuring that environmental and nature-related risks are comprehensively addressed. This involves conducting site-specific assessments of nature-related dependencies, impacts, risks and opportunities, and taking into account the unique environmental, social, and

regulatory context of each location. We recognise that the nature and the significance of these issues can vary greatly across different locations, and therefore tailor our identification and management strategies accordingly.

When considering materiality, we define materiality as the significance of an identified risk, opportunity, dependency or impact to our operations, financial performance, and reputation. We use a materiality matrix to assess and prioritise these material issues, based on their potential impact and likelihood of occurrence. We follow the guidance provided by the GRI Standards and SASB for conducting our materiality assessment.

Our Environmental Incident Classification Tables provide a comprehensive framework for classifying environmental incidents at different location-specific levels. They include detailed categories for various types of environmental incidents like loss of containment, unauthorised land disturbance, waste disposal, air emissions, and fauna injury and death, each classified by severity based on specific local impact criteria. This approach ensures a high degree of location specificity, considering the unique environmental, ecological, and social factors at each site.

Integration of nature-related risks into overall risk management process

Nature-related risk management is not seen as separate from the business strategy but as an essential part of it. Our commitments to sustainability and environmental stewardship are woven into our core business strategy. Environmental risks are managed in alignment with our broader sustainability goals. This includes commitments to reduce our carbon footprint, minimise our water usage, and invest in community development projects. At the operational level, nature-related risk management is integrated into everyday business processes. This includes training employees on environmental stewardship, integrating environmental considerations into project planning and execution, and regularly reviewing and updating environmental policies and practices.

We have established a robust process for monitoring nature-related risks, which includes:

Regular Environmental Audits:

Conducting audits to ensure compliance with environmental regulations and internal sustainability standards.

Stakeholder Engagement:

Engaging with local communities, environmental experts, and regulatory bodies to gain insights into potential environmental risks and community concerns.

Real-Time Monitoring Systems:

Implementing advanced monitoring systems to track environmental parameters such as water quality, air quality, and biodiversity indicators.



LEAP REPORT

See the Assess and Prepare sections of the LEAP report for our detailed response to these disclosures

Metrics and targets

For Metrics and Targets we have taken a quantitative approach to establish our initial baseline while our understanding of the metrics evolves and our data quality improves. Our ESG Data Centre demonstrates the progress we've already made against many of our nature-related metrics and targets over previous years.

Our response was informed by the TNFD's Additional Sector Guidance for Metals and Mining, in particular the guidance around how to respond to Core Metrics as a Mining organisation. Where

we currently have gaps in our disclosures across the four pillars of the TNFD, we will look to close these in the future by applying the TNFD LEAP Approach to additional parts of our organisation and continuing to improve our ESG reporting processes. Our disclosures against the TNFD core metrics are available in our [ESG Data Centre](#).

The metrics and targets used to manage our nature-related impacts and dependencies are disclosed within the Prepare stage of the LEAP assessment results (see page 83).

Further detail on the metrics and goals used to manage nature-related dependencies, impacts, risks and opportunities is provided in our online [ESG Data Centre](#).

For this disclosure, we've taken a tiered format:

- 1** We have provided quantitative answers wherever possible.
- 2** Where quantitative units are not available, but we have qualitative information, we have included it.
- 3** Where the metric is known to be material or anticipated to be material, but data is not yet available, we have recorded this.
- 4** Where the metric is not applicable to our business. We have recorded this.



TNFD Assessments: 2024/25

In 2024 we followed the LEAP approach to validate and verify our existing processes and check our alignment against the TNFD requirements.

This year, we continued to improve our TNFD assessment, by conducting scenario analyses as well as identifying key impacts, dependencies, risks and opportunities in our value chain. In this section we present the outcomes of our TNFD work.

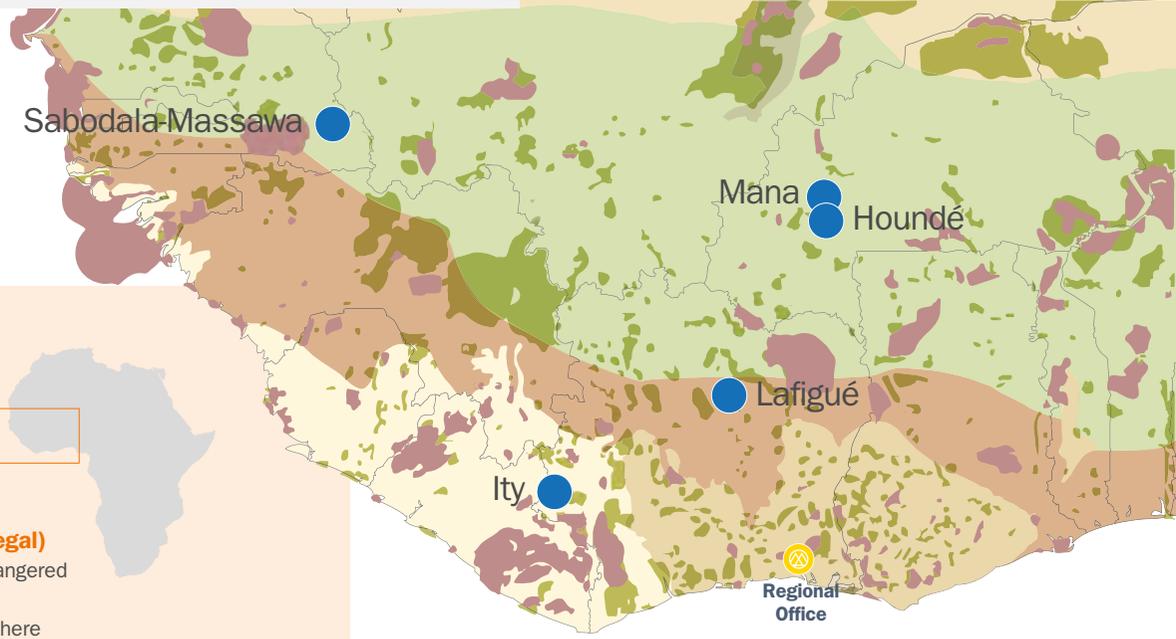
2024 TNFD

2025 TNFD UPDATE

			Upstream	Downstream
L Locate Identify the organisation's interface with nature.	Screening of Sabodala-Massawa, Ity, Lafigué, Mana and Houndé mines. ⓘ See page 72		Identification of upstream value chain and potential High Impact Commodities. ⓘ See pages 79-80	High-level identification exercise for our downstream value chain. ⓘ See page 81
	E Evaluate Evaluate the organisation's dependencies and impacts on nature.	Analysis of dependencies and impacts on nature at Sabodala-Massawa and Ity mines. ⓘ See pages 73-75	TNFD Dependencies, Impacts, Risks, and Opportunities (DIRO) assessment workshop for sites not assessed previously – Lafigué, Mana and Houndé mines.	Analysis of dependencies and impacts on nature from our key suppliers, analysis of how High Impact Commodities might impact nature.
A Assess Assess the organisation's risks and opportunities that arise from its interface with nature.	Identification and prioritisation of nature-related risks and opportunities at Sabodala-Massawa and Ity mines. ⓘ See pages 76-78	Conducted scenario analyses at Ity and Sabodala-Massawa mines. ⓘ See pages 67-68	Identification of nature-related risks and opportunities in our supply chain, based on financial effects, time horizons and risk to the business.	
	P Prepare Prepare to respond and report on the organisation's findings.	Identification of actions to avoid, reduce, regenerate and restore according to SBTN AR3T. ⓘ See pages 82-83	Development of the Biodiversity Dashboard. Biodiversity Methodology review and update.	



We screened each site against global biodiversity databases (IBAT¹, Protected Areas, Red List) to see if it intersects important habitats or species.



Global Biodiversity data

IBAT | WDPA | IUCN Red List.



Site Screening

50km radius around mine sites.
Identify Sensitive Locations.



Priority Locations Identified

All five Endeavour mines lie within ~50km of biodiversity hotspots, qualifying each as a Sensitive Location under the TNFD criteria.



Detailed Analyses

Sabodala-Massawa and Ity were flagged as the highest priority sites (with critical habitats and endangered species present), and we undertook an in-depth TNFD analysis at these sites.

See pages 74-75 and pages 77-78



Sabodala-Massawa (Senegal)

- Critical habitat for the endangered western chimpanzee.
- Adjacent to UNESCO Biosphere Reserve Niokolo-Koba National Park.

Ity (Côte d'Ivoire)

- Critical habitat for endemic species fish species in the Cavally River, a biodiversity sensitive ecosystem.
- Classified forests Krozalié and Scio within 1km.
- Hosts three endemic species and endangered western chimpanzee.
- Near Cavally and Goin-Debe reserves.

Lafigué (Côte d'Ivoire)

- Within 50km of several classified forests (including Nangbaron).
- Near N'Zi River Voluntary Nature Reserve.

Mana (Burkina Faso)

- ~20 km from Deux Balé National Park.
- In Ramsar wetland corridor Boucle du Mouhoun.
- Surrounded by several forest reserves.

Houndé (Burkina Faso)

- Near Deux Balé National Park.
- Close to Mare aux Hippopotames, a UNESCO Biosphere and Ramsar Wetland.
- ~17 protected species recorded on-site.

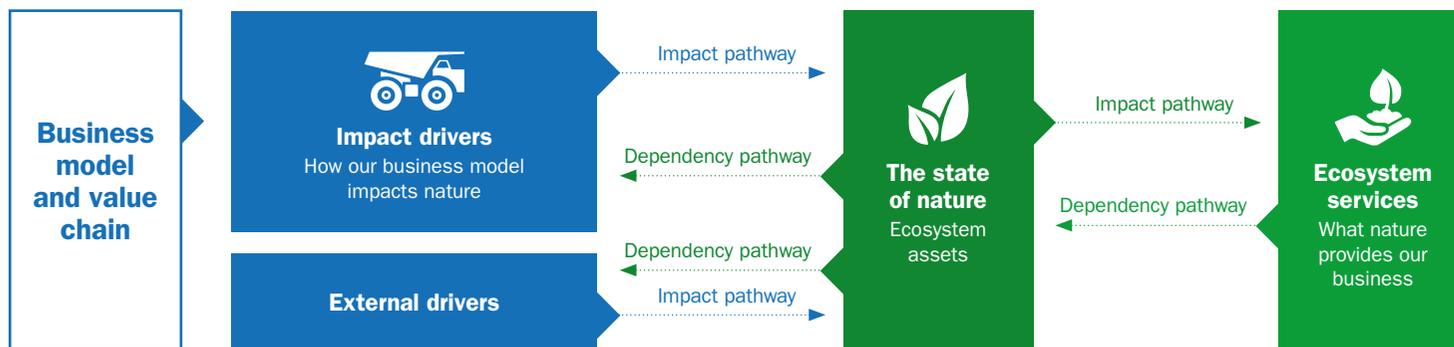
Terrestrial ecoregions of the World (WWF Classification)

- Terrestrial Protected Area
- Key Biodiversity Area
- Eastern Guinean Forests
- Guinean Forest-Savannah Mosaic
- West Sudanian Savannah
- West Guinean Lowland Forests

¹ 50km radius is the recommended zone of influence to be used for mining activities within the IBAT disclosure preparation report methodology



We assessed our nature-related dependencies and impacts by focusing on critical ecosystem services, biodiversity, and conservation. This was informed by ESG data (2021-2024), sector materiality scoring from ENCORE, and site-level workshops. We combined global spatial datasets (e.g. IUCN Red List, WDPA, KBAs) with internal assessments and biodiversity plans. Each impact and dependency was evaluated based on its scale, scope, and external influencing factors, with final scores agreed during TNFD workshops at each site.



What drives our impact on nature?

Our mining activities are significant impact drivers for the ecosystems surrounding our sites. These activities, often combined with external activities near our mines, such as ASGM and illegal mining, influence land use patterns, water quality, and habitat integrity. Climate change also affects both the availability of ecosystem services and the success of our biodiversity conservation efforts. Some key impacts on nature from our direct operations are summarised below.

- **Habitat removal because of land clearance**
- **Habitat degradation**
- **Water and soil pollution**
- **Noise and vibration**
- **Non-GHG emissions**
- **Water use**

Positive impacts on nature include the creation of protected areas and no-go zones to preserve biodiversity, such as for the western chimpanzee, and a reduction of impact on water at our sites.

How do we depend on nature?

As a mining company, we depend directly on ecosystem services which are critical to our operational processes, particularly for water-intensive activities such as ore processing and tailings management. The continued provision of these services is dependent on the state of the underpinning environmental asset. Some key dependencies for our direct operations are summarised below.

- **Freshwater supply**
- **Energy resources for exploration and operation**
- **Soil stability**
- **River flow maintenance**
- **Flood control**
- **Regular climate patterns**
- **Water quality maintenance**

The analysis of our impacts and dependencies shows a significant interdependency between our requirement for a stable supply of fresh water and our extraction of water from the environments in which we work. This interdependency creates a significant risk and provides us with a clear focus to develop our opportunity identification process around.

Evaluate



- High
- Medium
- Low

Dependencies on nature

Overall category	Materiality	Specific dependency	Environmental asset	Ecosystem service	Dependency pathway
Water: supply, regulation and maintenance, quality	<ul style="list-style-type: none"> ● ● ● Sabodala-Massawa ● ● ● Ity, Lafigué, Mana, Houndé 	Freshwater at our sites	Sabodala-Massawa – On-site reservoirs and dams. Ity – Cavally River. Lafigué – N’Zi River. Mana – Mouhoun River. Houndé – On-site reservoir.	Water supply and quality.	We need a constant water supply of sufficient quality for processing and cleaning our mined materials as well as welfare on our sites. SabodalaMassawa relies on water stored in onsite dams and reservoirs and operates in a region experiencing high water stress. We recirculate water and maintain storage systems for water.
Energy	<ul style="list-style-type: none"> ● ● ● Sabodala-Massawa, Ity, Lafigué, Mana ● ● ● Houndé 	Energy resources for exploration and operation	Grid power at Ity, Lafigué, and Mana. Solar power and self-generation at Sabodala-Massawa. Self-generation and grid power at Houndé.	Energy provisioning.	We require reliable energy sources to operate the machinery, processing plants and welfare facilities at our sites.
Regulation and maintenance	<ul style="list-style-type: none"> ● ● ● Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	Ground stabilisation	The soil and geology within our mining operations.	Soil and ground stabilisation control.	We rely on natural soil stability and erosion control to maintain pit walls, waste dumps, and infrastructure safety at our sites.
	<ul style="list-style-type: none"> ● ● ● Ity, Lafigué ● ● ● Sabodala-Massawa, Mana, Houndé 	Flood and natural hazard prevention	Ity – Cavally River. Sabodala-Massawa – Primary and secondary water dam. Lafigué – N’Zi River. Houndé – On-site dams and ponds.	Protection from natural hazards.	The natural environment (vegetation, floodplains) helps buffer our sites against flooding and extreme weather events, which is important for uninterrupted operations. Riparian vegetation along river floodplains provide natural floodbuffering functions for Ity and Lafigué.
	<ul style="list-style-type: none"> ● ● ● Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	Climate and weather patterns	The local atmosphere and weather pattern near our mining operations.	Climate regulation.	We depend on predictable and manageable weather patterns for efficient mine operation (scheduling, worker safety, rehabilitation).

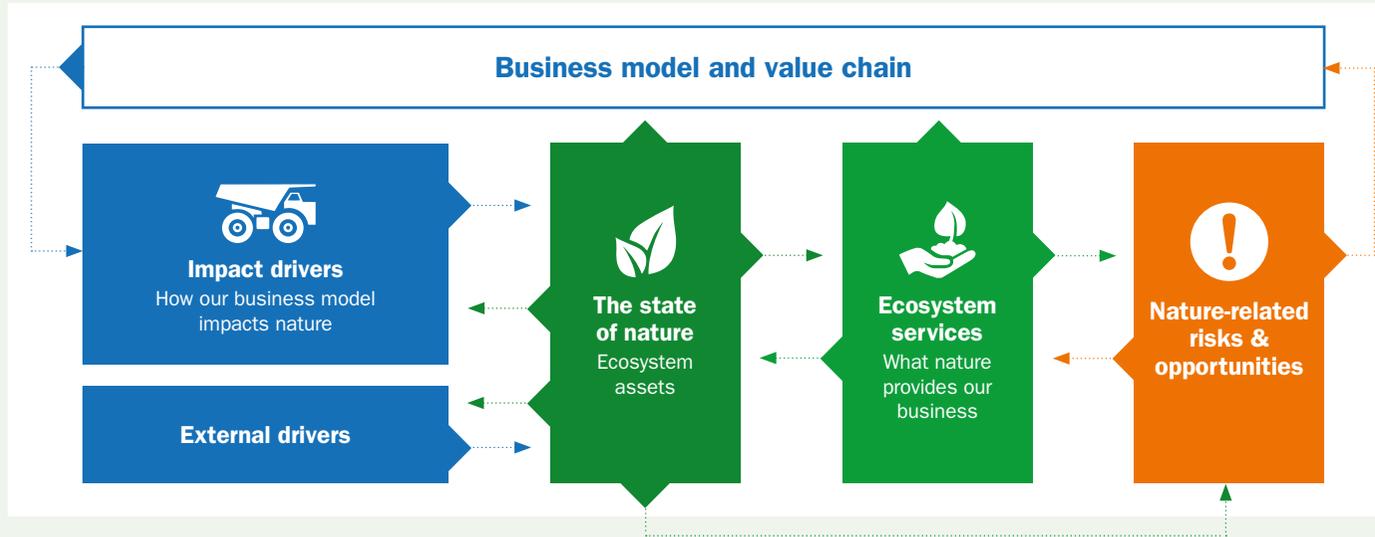
Impacts (positive & negative) on nature

Impact description	Materiality	Affected environmental asset	Affected ecosystem service	Impact pathway
Habitat removal and clearance		Terrestrial ecosystem within the mine footprint.	A large number associated with healthy native ecosystems.	As part of the development of our mines, areas of natural ecosystems were removed. Some of our sites are found close to reserves, classified forest or wetlands.
Habitat degradation		Terrestrial ecosystems within or near the mine footprint and associated infrastructure such as roads.	A large number associated with healthy native ecosystems.	During the development of the mine, the habitats surrounding the operations and the associated infrastructure are likely to be degraded due to pollution (e.g., dust, noise and light) and edge effects.
Habitat protection and enhancement (positive impact)		Terrestrial ecosystem within the mine footprint.	A large number associated with protected/enhanced ecosystems.	At some of our mines, we implement habitat protection and enhancement measures, such as the 1,500 ha 'No-Go Zone' in Sabodala-Massawa to protect the western chimpanzee.
Soil pollution		The soils and terrestrial ecosystems within or near the mine footprint and associated infrastructure such as roads.	Soil health.	Soil pollution may occur from spills, leaks, or dust deposition of fuels, chemicals, and blasting residues.
Water pollution		Sabodala-Massawa – On-site reservoirs and dams. Ita – Cavally River. Lafigué – N'Zi river system. Mana – Mouhoun River. Houndé – Volta tributaries.	Water quality.	There is potential for water pollution resulting from surface water run off at our sites. At Ita, the use of cyanide in gold processing could significantly impact local ecosystems if contamination occurs.
Water use		Sabodala-Massawa – On-site reservoirs and dams. Ita – Cavally River. Lafigué – N'Zi River. Mana – Mouhoun River. Houndé – On-site reservoir.	Water supply.	Our operations at our mine sites require the extraction and use of water that may otherwise be available for local ecosystems or communities.
Water quality improvement (positive impact)		Sabodala-Massawa – Primary and secondary water dam. Ita – Cavally River.	Water quality.	At some of our mines, we work to reduce pollutants in water that may otherwise occur from our mining practices and illegal mining.
Generation of noise and vibration		Nearby terrestrial ecosystem and local communities.	N/A.	The use and movement of machinery at our sites generates noise and ground vibrations that may impact local wildlife and communities.
GHG emissions		Local atmosphere.	Local air quality.	The operating processes at our sites may release GHG emissions (e.g., from vehicles and generators) into the atmosphere. Sabodala-Massawa and Houndé uses heavy fuel oil to power their operations.
Non-GHG emissions		Local atmosphere.	Local air quality.	The operating processes at our sites may release non GHG emissions (e.g., dust, NOx and SOx from generators) to the atmosphere.
Social accessibility		Land and natural resources.	A large number associated with healthy native ecosystems; Cultural and Social services; Provisioning Services.	Our operations may restrict access to land or resources for local communities.

Assess

A

As an organisation, we apply a risk-based approach to managing nature-related risks and opportunities at both site and organisational levels. This includes the use of environmental impact assessments (EIAs), life cycle assessments (LCAs), and natural capital accounting. Our structured environmental incident classification system is embedded within our broader risk management framework (see Governance on page 64). By proactively managing these risks, we ensure regulatory compliance, reduce long-term costs, and enhance our reputation for responsible mining.



In 2024, following TNFD's Assess guidance, we identified and prioritised nature-related risks and opportunities at two key sites, evaluating their potential impact on operations, financial performance, and reputation. This provided greater granularity on the risks posed by both internal operations and external factors.

− What risks arise from nature?



- ✗ Destruction of habitats, pressure on endangered species, degradation of water quality.
- ✗ A sudden drop in the price of gold could put our activities and conservation efforts at risk.
- ✗ Failure to meet No Net Loss of critical habitats could lead to consequences for our reputation, licence to operate.

+ What opportunities arise from nature?

Nature also provides some significant opportunities for Endeavour. Following the TNFD Assess guidance, we identified several nature-related opportunities.

- ✓ Potential for sustainable and ESG-linked finance.
- ✓ Operational cost reduction through good mine planning and reduced excavation.
- ✓ Deliver offsets, both offsite and through our projects, to support reforestation and land rehabilitation.
- ✓ Implement green technologies and sustainable mining methods to reduce environmental harm (e.g. water stewardship and tailings management innovations).
- ✓ Partner with others to better understand endangered species at our sites and enhance community awareness and relationships.
- ✓ Collaborate with other mining companies and engage with other landowners to improve the management of critical habitat and biodiversity and create migration corridors for endangered species.
- ✓ Deliver on environmental commitments to enhance Endeavour's reputation and ensure stakeholder trust.



Nature-related Risks

Risk category	Specific risk	Materiality	Risk description	Timeframe
Physical – chronic	Habitat loss	<ul style="list-style-type: none"> ● Sabodala-Massawa, Ity, Lafigué, Houndé ● Mana 	Our construction, expansion, and operations activities could lead to the additional destruction of habitats which could result in reputational damage to the business.	
Physical – chronic	Pressure on endangered species	<ul style="list-style-type: none"> ● Sabodala-Massawa, Ity, Houndé ● Lafigué, Mana 	Our construction, expansion, and operations activities could increase pressure on endangered species in local ecosystem and in extreme scenarios increase extinction which result in reputational damage to the business.	
Physical – acute	Degradation of water quality	<ul style="list-style-type: none"> ● Ity ● Sabodala-Massawa, Lafigué, Mana, Houndé 	<p>The degradation of water quality as a result of our mining activities could reduce the availability of clean water or impact the local ecosystem. This can lead to remediation costs for the business, legal penalties and/or reputational damage.</p> <p>At Ity, a major spill or uncontrolled runoff could pollute a major local waterway (Cavally River), which would impact downstream communities and wildlife.</p>	
Transition	Economic viability of gold extraction	<ul style="list-style-type: none"> ● Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	The activities at our sites are reliant on the economic viability of gold extraction. A sudden drop in the price of gold could put activities at risk, as well as affect funding for our nature-related initiatives.	
Reputational and legislative	Meeting nature requirements	<ul style="list-style-type: none"> ● Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	Failing to meet environmental commitments or having a major incident could damage Endeavour's reputation, invite regulatory penalties, and threaten our social licence to operate.	



Nature-related opportunities

Opportunity category	Theme	Materiality	Opportunity description
Financial incentives and markets	Sustainable finance and ESG linked finance	<ul style="list-style-type: none"> Sabodala-Massawa, Lafigué Ity, Mana, Houndé 	Improving our ESG performance could lead to better financing terms and enhanced market access in the future. At SabodalaMassawa, the protection of critical chimpanzee habitat demonstrates our commitment to ESG performance, while Lafigué's early project stage provides an opportunity to embed sustainability from the outset and potentially access ESG-linked funding.
Reputation	Partnerships	<ul style="list-style-type: none"> Sabodala-Massawa Ity, Lafigué Mana, Houndé 	Collaborating with universities and researchers can improve our understanding of local ecosystems and enhance our conservation initiatives, while also boosting our credibility. For example, research on the western chimpanzee at Sabodala-Massawa's No-Go Zone offers a unique research opportunity to better understand this endangered species. We have opportunities to integrate community development initiatives with conservation efforts, which can improve our local social licence and contribute to nature protection. For example, around Sabodala-Massawa, community awareness programmes about wildlife, like chimpanzee conservation education in villages, offer benefits to both biodiversity and Endeavour's social licence to operate.
Reputation	Reforestation and land restoration	<ul style="list-style-type: none"> Sabodala-Massawa, Lafigué Ity Mana, Houndé 	Our projects have the opportunity to support reforestation projects and land rehabilitation initiatives in the local area to offset some of the degradation we have caused and build positive stakeholder relationships. For example, SabodalaMassawa's partnership and forest preservation efforts will be important in the semiarid Kédougou region, and Lafigué offers an opportunity to integrate rehabilitation alongside operations.
Reputation	Reputation: ESG leadership	<ul style="list-style-type: none"> Sabodala-Massawa, Ity, Lafigué Mana, Houndé 	By excelling in our environmental and social practices, each site can strengthen Endeavour's overall ESG profile, supporting stakeholder trust and future business opportunities (e.g. permitting, expansion).
Product/service	Species conservation	<ul style="list-style-type: none"> Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	We have opportunities to enhance species conservation by taking actions within our mine leases, such as creating biodiversity offsets or protected areas on site.
		<ul style="list-style-type: none"> Sabodala-Massawa, Lafigué, Mana Ity, Houndé 	By working with neighbouring landowners, communities, or authorities, we can support habitat connectivity (wildlife corridors) and species protection at a landscape level beyond our fence line.
		<ul style="list-style-type: none"> Sabodala-Massawa, Ity, Lafigué Mana, Houndé 	By collaborating with other mining companies or industries in the region, we can collectively improve biodiversity management practices and outcomes on a broader scale. This is particularly an opportunity for sites with other mine operators or large-scale land users in the region.
Resource efficiency	Sustainable practices	<ul style="list-style-type: none"> Sabodala-Massawa, Ity, Lafigué, Mana, Houndé 	Implementing green technologies and sustainable mining methods can reduce environmental harm and emissions at our sites. For example, innovative tailings management could reduce pollution and conserve resources.
Resource efficiency	Operational cost savings	<ul style="list-style-type: none"> Lafigué, Houndé Sabodala-Massawa, Ity, Mana 	Efficient mine planning and sustainable resource use could reduce our operational costs. For example, limiting our mine footprint at newer sites and practising continuous progressive rehabilitation during operations has the potential to reduce total expenditure on reclamation at mine closure.
Resource efficiency	Water stewardship	<ul style="list-style-type: none"> Sabodala-Massawa Ity, Lafigué, Houndé Mana 	Implementing good practices in water management, including the recycling and use of water-efficient technologies, can reduce the water consumption and minimise contamination and depletion of local water sources. Sabodala-Massawa is found in a particularly water-scarce region, and demonstrating strong water stewardship at this site is critical, protecting community water access and building resilience into our operations.



Endeavour's Value Chain

We conducted an initial assessment of the nature-related impacts, dependencies, risks and opportunities within our value chain in 2025. Our value chain represents the full sequence of activities and relationships that transform raw materials into finished products and deliver them to end users. This chain includes everything from sourcing and procurement for our operations (upstream) to downstream logistics, refining, and final sales.

Understanding our value chain is important: we interact with thousands of suppliers, many of whom are local to our mine sites, and each supplier has its own suite of nature-related dependencies, impacts, risks and opportunities. Understanding these can help us to prioritise actions, improve supply chain transparency, and align with global best practice.



Our upstream supply chain mapping focused on our top 67% of spend on Tier 1 suppliers, following SBTN guidance, and included analysis of mining contractors, logistics, chemical supply, equipment and utilities. Many of our on-site mining contractors have similar or identical impacts and dependencies on nature as Endeavour and were considered in our direct operations assessments.

Upstream supplier impacts on nature

Our upstream supply chain has a wide range of impacts on nature, primarily arising from the transportation of goods to our sites. Due to the remoteness of some of our mine sites, our suppliers' global and local transportation services likely result in emissions of pollutants to water and soil, noise and light pollution, and potential invasive species via maritime transportation.

- Disturbances – noise, light, invasive species
- Solid waste generation
- GHG and non-GHG emissions
- Toxic pollutant emissions to water and soil
- Area of land and freshwater use
- Water use

Upstream supplier dependencies on nature

Our upstream supplier dependencies on nature also often arise from transportation of goods to our site. High dependencies are also found in the food that is sourced for our onsite caterers – including water purification and supply services and global climate patterns. However, these dependencies are not significant when compared to other parts of our business operations.

- Water purification services
- Flood control
- Storm mitigation
- Global climate regulation
- Rainfall pattern regulation
- Soil and sediment retention
- Water flow regulation
- Water supply
- Local climate regulation



Endeavour's Value Chain Upstream



Upstream risks and opportunities for Endeavour

Risks and opportunities were identified by assessing our supply chain's dependencies and impacts on nature, and then mapping how these create potential nature-related risks or opportunities for Endeavour. We considered physical, transition, and systemic risks, such as water scarcity, biodiversity loss, regulatory changes, and reputational issues, while opportunities were identified in areas like resource efficiency, supplier engagement, and strategic transformation. Each risk and opportunity was scored against our internal risk criteria.

Risks

- Supply chain disruption, supplier adaptation and increased costs from water scarcity, nature degradation, climate-driven disruptions, pollution and contamination events
- Regulatory and reputational challenges arising from supplier-induced nature damage, pollution or contamination
- Supplier adaptation and increased costs arising from transition risks to suppliers from evolving nature-positive policies

Opportunities

- Supplier engagement, including supporting nature positive practices, creating nature positive procurement standards for local suppliers, regular supplier monitoring
- Ongoing screening of suppliers to identify sources of nature-related risk and support decision-making
- Nature-positive technology innovations to enhance transparency and traceability
- Strategic partnerships for conservation and restoration

Tier 2+ Suppliers

We also looked further up our supply chain to begin identifying where impacts, dependencies, risks and opportunities could arise beyond our Tier 1 suppliers. Our Tier 2+ activities include working with original equipment manufacturers, fuel suppliers, base chemical producers, raw material suppliers and extractors, as well as education and skill development. Many of these nature-related issues arise from high impact commodities in our supply chain.

High impact commodities

A targeted assessment was undertaken to identify and evaluate high impact commodities within our upstream supply chain. The objective was to pinpoint those materials and products that contribute most significantly to environmental pressures. We used the SBTN's High Impact Commodity List, supplemented with additional research to ensure that commodities specific to our operations, such as cyanide and caustic soda, were included. Each commodity was assessed for its traceability and potential impacts on nature.

Traceability

High

- Ammonium nitrate
- Cyanide
- Timber
- Crude oil / petroleum (for fuel)
- Limestone

Varied

- Caustic soda
- Natural gas
- Cement
- Other metals (e.g. steel, aluminium, copper, nickel, zinc, lithium, iron, lead)

Limited

- Crude oil / petroleum (for plastics)
- Gasoline (derived)
- Sand (construction grade)

Endeavour's Value Chain Downstream



Impacts and dependencies from our downstream value chain

Our mined materials (gold and small amounts of copper) are efficiently processed, secured, and brought to market through a network of specialised providers. Our downstream value chain involves transporting mined products via air, land, and sea, supported by logistics and security partners. Metals are refined and smelted abroad. After refinement and post-processing, products are delivered to end purchasers. Metal transport and refinement activities have the highest impacts on nature, and primarily result in emissions of GHGs, non-GHGs and toxic pollutants to water and soil. Disturbances also scored highly due to transportation activities. Dependencies on nature for global and local climate regulation are important – including flood and storm mitigation services and rainfall pattern regulation. Our downstream suppliers also likely to use high volumes of water, so water purification and supply are key dependencies.

Risks and opportunities from our downstream value chain

⊖ Risks

- ✗ *Transition risks* relating to a sustainable future, such as higher carbon taxes, fuel costs, customer scrutiny could raise costs or erode market access.
- ✗ *Physical risk* e.g. increasing extreme weather events could disrupt the downstream value chain.
- ✗ *Reputational risk* to downstream suppliers impacting the natural world may create value chain disruption or additional costs for Endeavour.

⊕ Opportunities

- ✓ *Decarbonisation and supporting the energy transition in the value chain* e.g. partnering with refineries, reducing Scope 3 emissions and preparing for transition risks from sustainable future costs and client expectations.
- ✓ *Supporting traceability and responsible sourcing practices by leveraging supply chain transparency for risk management and market advantage* (e.g. aXedra digital platform, Single Mine Origin initiative).
- ✓ *Reducing impact on nature and investing in nature-based solutions* e.g. partnering with downstream suppliers to reduce their impact on nature or improve the resilience of the value chain (e.g. lower-fuel transport options, restoration initiatives).
- ✓ *Setting environmental performance targets or forming strategic partnerships* with downstream partners to promote collaboration and 'green gold' market opportunities.

Impacts:

- **Toxic pollutant emissions to water and soil**
- **Disturbances – noise, light**
- **GHG and non-GHG emissions**
- **Nutrient pollutants to water and soil**
- **Water use**

Dependencies:

- **Rainfall pattern regulation**
- **Storm mitigation**
- **Flood control**
- **Water purification**
- **Water flow regulation**
- **Global climate regulation**

Responding to material impacts, dependencies risk and opportunities

Following the identification of our nature-related risks and opportunities during the Evaluate and Assess phase, we will continue to implement actions to “avoid”, “reduce”, “regenerate and restore” and “transform” based on the principle of the mitigation hierarchy in line with the Science-Based Targets for Nature (SBTN) Action Framework (AR3T).

The metrics we monitor and the goals we have set as an organisation relating to biodiversity are directly related to the impacts, dependencies, risks and opportunities identified throughout the LEAP process.

Our Biodiversity Policy is reviewed annually and is supported by our seven-pronged biodiversity strategy. This strategy sets out the actions we are taking and the overall strategic themes that guide them.

One of our strategic themes is sustainable land use planning, which aims to contribute positively to land use planning in the vicinity of our sites and considers the land access needs of nearby communities and other stakeholders.

In addition, we have a commitment to protect critical habitats and develop an understanding of the natural resource and land use needs of the community and other stakeholders in the vicinity of our sites by 2025 or within five years of the commencement of operations.

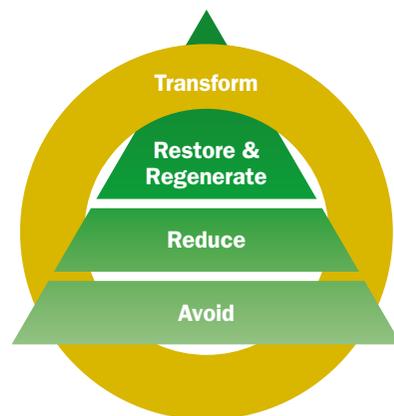
Target setting

Our goal is to effectively manage biodiversity across our sites, applying a mitigation hierarchy approach, and minimise, or where possible eliminate, our impacts throughout the life of our assets as well as post closure.

Where we cannot eliminate negative impacts, we aim to mitigate them through conservation and reforestation. We take a multi-stakeholder approach to biodiversity, recognising the importance of leveraging expertise (for example from nearby universities) as well as the benefit of working with the local communities and national authorities.

The targets highlighted on page 83 refer to our impacts on land use change and biodiversity – we will expand the breadth of our targets as we increase our TNFD maturity.

We are guided by our Biodiversity Policy, which includes a commitment to avoid any mining-related activities in areas designated as World Heritage Sites and to achieve No Net Loss of critical habitat, as a minimum, and where opportunities exist, collaborate with others to achieve a net gain of habitat.



Prepare

Targets to halt and reverse nature loss and improve or maintain the state of nature

Strategic theme	Target	Key Performance Indicators (KPIs)	2026 Priorities	Related nature DIROs
Biodiversity Action Plans (BAPS) 	By end of the Life of Mine (LoM), BAPs have been successful in delivering Loss (NNL) of critical habitat.	Proportion of BAPs that have led to the achievement of NNL of critical habitat.	Implement BAPs at Sabodala-Massawa and Ity mines.	Impacts on habitats and endangered species.
Net impact on critical habitat 	By end of LoM, sites have achieved NNL of critical habitat.	Net impact on critical habitat.	eDNA results (due Q1 2026) will reinforce the Critical Habitats knowledge base at Sabodala-Massawa and Ity mines, confirming the range of species present and promoting effective management of these habitats. We will also conduct a feasibility study relating to the chimpanzees in Niokolo-Koba National Park for a biodiversity offset initiative at Sabodala-Massawa.	Impacts on habitats and endangered species.
Sustainable land use planning 	By end of LoM, land use plans and sustainable livelihood programmes have been implemented at all sites.	Number of land use plans implemented. Number of sustainable livelihood programmes in place among the local communities.	We will assess opportunities for alignment of the existing livelihood restoration plans and Income Generating Activities to the ecosystem service assessments.	Impacts on habitats and local communities.
Nature-related benefits to the community 	By end of LoM, all sites have had a net positive impact on priority ecosystem services.	Net impact on priority ecosystem services (<i>specific KPIs will be developed according to which ecosystem services are prioritised</i>).	We will complete nature dependency surveys and ecosystem service assessments for the Houndé mine.	Impacts on habitats and local communities.
Climate change 	By end of LoM, climate change risks to our biodiversity management objectives have been successfully mitigated.	Number of sites at which climate change adaptation strategies have been implemented. Net impact of climate change on our biodiversity management objectives (<i>specific KPIs will depend on what biodiversity and which ecosystem services may be impacted by climate change</i>).	We will continue the implementation of the climate change adaptation strategy for the Sabodala-Massawa and Ity mines, finalise it for the Houndé and Mana mines and initiate the implementation of the climate change adaptation strategy for the Lafigué mine.	Risk associated with habitat degradation and additional costs.
Investment in conservation 	By end of LoM, we will demonstrate a positive contribution to the conservation of biodiversity in the regions in which we operate.	Value of biodiversity resulting from our investments.	We will initiate a new biodiversity conservation project in Senegal and launch the construction of the first eDNA laboratory in West Africa.	Opportunities associated with Biodiversity offsetting and research.
Transparent communication 	By end of LoM, our local communities and employees have become ambassadors or champions for biodiversity.	Proportion of BAPs that have led to the achievement of NNL of critical habitat. Annual publication of our TNFD report.	To turn our local communities and employees into ambassadors or champions for biodiversity.	Risk and opportunities associated with local community support.

*Biodiversity Action Plans (BAPs), are site-level strategies for the achievement of No Net Loss (NNL) of critical habitat, as defined by the International Finance Corporation (IFC).

ETHICAL CONDUCT

Our ethical business practices are built on a strong commitment to responsible governance. This helps ensure the long-term success of our business while creating value for all our stakeholders.

Principal risk

- ❗ Security
- ❗ Legal and Regulatory Risk (including anti-bribery and anti-corruption)
- ❗ Cyber Security Risk



DETAILED PRINCIPAL RISKS

See Annual Report, pages 36-43 for further details

Materiality

- **Medium-High**
 - Corporate Governance
 - Ethics and Compliance
 - Responsible Supply Chain
 - Human Rights
 - Information and Cyber Security
- **Medium**
 - Industry and Policy Engagement

SDG contribution



In this section

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Human rights

How do we manage this topic?

Human rights

The ESG frameworks and disclosures we follow for this topic are:

- GRI – various disclosures
- SASB EM-MM-210
- RGMP 5 Human Rights and Conflict
- UN Global Compact Principle 1 and 2 Human Rights
- VPSHR
- SDG 1 No poverty
- SDG 2 Zero hunger
- SDG 3 Good health and well-being
- SDG 4 Quality education
- SDG 8 Decent work and economic growth
- SDG 10 Reduced inequalities
- SDG 16 Peace, justice and strong institutions



HUMAN RIGHTS

Why it matters: We respect the human rights of all our stakeholders. Protecting the rights of those connected to our business is an essential part of our responsibility. By proactively identifying potential human rights impacts, we can take steps to prevent, mitigate or avoid adverse impacts, and ensure that our operations are conducted in a socially responsible manner.

Management approach: We have a Human Rights Policy that sets out our commitment to respect human rights and provides guidance on how to manage human rights risks. We also have a dedicated section on human rights in our Code of Business Conduct and Ethics.

ESG REPORTING CENTRE

Click here to find out how we manage human rights and related company Policies

Responsible governance is central to Endeavour’s ethical business practices and long-term success. Endeavour has zero tolerance for human rights violations across our operations and we expect the same commitment from our business partners, including avoiding any form of indirect or tacit complicity.

We focus on the most salient human rights risks linked to our operations and business relationships, including labour practices, environmental impacts (hazardous waste, water), operational impacts (dust, noise, vibration), security, resettlement and community impacts and ASGM related risks. Our human rights risk assessments are reviewed periodically to reflect salient human rights risks changes in operations, jurisdictions and business activities.

Human rights considerations are embedded across our operations, supply chain and community engagement. Our Human Rights Policy is informed by internationally recognised framework including the VPSHR, the International Bill of Human Rights, the International Labour Organization and the OECD Guidelines for Multinational Enterprises. We provide annual training on our Code of Business Conduct and Ethics to relevant members of our workforce. This training includes a dedicated section on human rights. In 2025, 95% of those in scope completed the training.

Endeavour uses its commercial leverage to promote responsible sourcing and to help prevent and mitigate modern-slavery and human-rights risks within its supply chain. We also extend our human-rights expectations to our business partners. Standard supplier contracts include audit rights reinforcing accountability and transparency, and we provide human-rights training to key suppliers to support awareness and compliance with our requirements.

In 2025, we addressed the recommendations from an audit carried out by an independent consultant in 2024 and conducted a number of awareness-raising activities to strengthen understanding of our grievance management process. 2,875 community members from 62 villages around our five sites participated. The sessions covered key aspects of

the grievance management mechanism, including close-out rates, the investigation process, types of grievances, procedures for registering complaints, grievance resolution and closure, the opportunity to appeal, as well as transparency and monitoring mechanisms. These initiatives have helped strengthen awareness and use of the mechanism, supporting alignment with the expectations of the United Nations Guiding Principles, Principle 22.

In 2026, we will continue implementing our three-year human rights roadmap. This includes regular internal audits and ongoing monitoring to ensure continued alignment with legal requirements and international best practice.

Modern slavery

Modern slavery remains a significant global concern, particularly within complex supply chains. Endeavour is committed to working to identify, prevent and address modern-slavery risks across our operations and supply chain, in line with the UN Guiding Principles on Business and Human Rights and the UK Modern Slavery Act 2015.

Endeavour recognise the heightened risks associated with certain geographies and sectors. We apply a zero tolerance approach to child labour, forced, compulsory or bonded labour, human trafficking, and all other forms of modern slavery. In 2025, we did not identify any instances of modern slavery in our operations or supply chain.

To reinforce these expectations, all our supplier agreements include specific clauses addressing modern slavery and human trafficking. These clauses demand a firm commitment from suppliers and their employees to actively combat slavery and human trafficking and ensure that their own supply chain remains free from all forms of modern slavery. Prior to engagement, we conduct supplier due diligence using third-party

screening tools and targeted questionnaires focused on human rights compliance and modern slavery prevention practices.

Mandatory annual modern slavery training equips employees to identify warning signs and report concerns. We also extend that training on modern slavery to our main suppliers as part of our Supplier Code of Conduct training.

We publish an annual Modern Slavery Statement, available on our website, outlining our commitment to transparency and ethical sourcing. This comprehensive document details the actions we take to identify, assess and mitigate the risk of modern slavery across our operations and supply chain.

In 2025, we further strengthened our processes with a Modern Slavery Supplier Self-Certification, which suppliers are required to complete as part of our Supplier Code of Conduct training. In 2026, we plan to conduct a pilot modern slavery risk assessment and site observation, supported by an independent third party, in line with our continuing commitment to identifying and addressing potential modern slavery risks.

Security practices



A cornerstone of our Zero Harm philosophy, the protection of our people and assets is central to how we operate.

Guided by our Human Rights Policy and our membership of the VPSHR, all our security practices are designed to uphold and respect human rights while ensuring the safety of our people, mining operations and exploration sites. Through continuous assessment and adaptation of our security measures, we proactively mitigate risks and protect our operations in an evolving environment.

Our security department also plays a critical role in managing illegal mining from artisanal and small-scale gold miners on our properties (see page 43 for details).

Ultimate responsibility for security governance rests with the Board of Directors, supported by the Audit and Risk Committee, the Technical, Safety and Health Committee and the ESG Committee.

The Board receives quarterly updates on security related matters, including potential human rights risks, emerging issues, and any incidents requiring escalation. Operationally, the security function is led by the Senior Vice President (SVP) Security, who reports to the EVP Public Affairs, Security and Social Performance, ensuring strong integration with the Group's broader sustainability and stakeholder engagement strategy.

Public security forces – including national gendarmes, police, and military personnel – are present at several of our mine sites. While these forces remain accountable to their respective national chains of command, their deployment is governed by Memorandums of Understanding (MoUs) with Endeavour. These MoUs include explicit commitments to the VPSHR, ensuring that public security personnel supporting our operations adhere to internationally recognised standards of responsible and rights respecting security conduct.

Security workforce and training

In 2025, we had 2,736 security personnel deployed across our operations:

- 209 Endeavour security employees
- 2,006 private security contractors
- 521 gendarmes and military personnel

Endeavour places a strong emphasis on ensuring that all security personnel uphold responsible conduct toward communities and third parties. In line with this, we provide regular training and in 2025 99% of our security employees and third-party security personnel received training on the VPSHR and Endeavour's Human Rights Policy and procedures.

Community engagement and grievance mechanism

Our security arrangements are transparently communicated to local communities through ongoing engagement with our Social Performance teams. Host communities have access to a grievance mechanism, which allows them to report any alleged breaches of human rights or inappropriate security conduct.

In 2025, no significant security-related incidents were recorded and no security-related grievances were reported.

Audits, continuous improvement and certification

During 2025, Endeavour conducted external security audits across all of its sites, covering security management, industrial security, gold circuit security and Human Rights compliance. The audits did not identify any serious red flags, though several areas for improvement were highlighted. An action plan has been developed and will be implemented during 2026.

We also continued our progress toward ISO 28000 certification, reflecting our commitment to continuous improvement and international best practices, which we hope to receive in 2026.

VPSHR

Signifying our formal and long-term commitment to integrating, promoting and implementing high-standard human rights practices within our security operations, Endeavour became a full member of VPSHR in 2025.

In line with Endeavour's commitment to the VPSHR, we continue to strengthen our governance, assurance, and performance monitoring systems across all of our operations.

Endeavour is preparing to publish its first VPSHR Annual Report in April 2026. This upcoming publication represents a significant milestone in the Company's human rights governance journey.

As part of the approved 2026 Internal Audit Plan, the security function at our Lafigué and Sabodala-Massawa sites have been selected for a dedicated VPSHR Compliance Audit. This exercise aims to verify adherence to VPSHR requirements, assess alignment with international best practices, and identify opportunities for continuous improvement in risk management, stakeholder engagement, and human rights aligned security operations. Insights from the audit will directly contribute to Endeavour's broader ESG objectives and reinforce our commitment to responsible security management that respects human rights.

Anti-bribery and corruption

How do we manage this topic?

Anti-bribery and corruption

The ESG frameworks and disclosures we follow for this topic are:

- GRI 205
- SASB EM-MM-510
- RGMP 1 Ethical Conduct
- UN Global Compact Principle 10 Anti-Corruption
- SDG 16 Peace, justice and strong institutions



ESG REPORTING CENTRE

Click here to find out how we manage anti-bribery and corruption and related company Policies

Bribery and corruption have no place in our business. Our Anti-Bribery and Anti-Corruption (ABC) Policy and Procedures, Code of Business Conduct and Ethics and Supplier Code of Conduct set out our zero-tolerance stance and the standards we expect all employees, contractors, suppliers and business partners to uphold.

Oversight of bribery and corruption risks is provided by our Legal and Compliance team and the Board Audit and Risk Committee, and these risks are managed through dedicated policies, procedures, training and internal controls.

We conduct risk-based due diligence on third parties where our annual spend exceeds US\$10,000. However, we communicate our compliance policies to all third parties and require each of them to adhere to these standards. As part of the due diligence process, those third parties subject to screening are required to sign a Compliance Certificate confirming that they have read, understood, and agree to comply with our policies.

In 2025, we introduced a workflow approval process to enhance the efficiency and consistency of our ABC compliance. A dedicated online platform now automates the recording and approval of all ABC-related requests, ensuring greater transparency and alignment across our operations. This process applies to requests relating to gifts, entertainment and hospitality, donations and sponsorships, per diems, and conflicts of interest.

Training and awareness are critical components of our compliance programme. Our directors, executives, and employees are required to sign the Compliance Certificate annually and complete the mandatory ABC online training. In 2025, 95% of those members of our workforce within scope completed the ABC training. We also delivered in-person ABC sessions at our Abidjan and London offices. Our in-person training follows a two-year rotation between offices and mine sites: after the 2025 office sessions, the next round will take place at our mine sites during 2026.

During 2025 we also conducted compliance training sessions for all new joiners. These sessions cover our policies, procedures, our values and key compliance risks, including how to raise concerns and use our whistleblowing procedure, Endeavour Speak Up.

Our commitment to legal compliance is regularly reinforced through regular internal control activities, including internal audits. In 2025, our Internal Audit department reviewed the effectiveness of our ABC procedures to ensure that the associated risks are appropriately mitigated. We also continued to work closely with our Compliance Champions, who are located at each of our sites and offices, and launched a new initiative: 'Employee Compliance Day' to further strengthen awareness, training, and adherence to our policies, procedures, and standards.

In 2026, we plan to refresh our ABC baseline risk assessment to reassess and prioritise bribery and corruption risks across our operations, jurisdictions, and business activities, ensuring that our controls remain effective and aligned with our evolving risk profile.

Political engagement

Endeavour does not engage in political lobbying or make any financial contributions to political campaigns, parties, candidates, or affiliated organisations in any of our operating countries. As outlined in our Code of Business Conduct and Ethics, we respect the right of our employees to support political parties or candidates in their personal time, provided these activities do not occur during work hours, utilise company resources, or involve the representation of Endeavour.

Endeavour Speak Up and Whistleblowing

We encourage a speak-up culture where concerns can be raised safely, confidentially, and without fear of retaliation.

Employees, contractors, suppliers and business partners can report suspected misconduct through [Endeavour Speak Up](#), our bilingual independent 24/7 channel. Reports can be submitted anonymously via phone, email, and a dedicated

third-party website this is actively promoted through policies, training and site-based communications. Whistleblower reports are sent directly to the Chair of the Board Audit and Risk Committee. We take all concerns seriously and handle them promptly. All reports are investigated and overseen by the Legal and Compliance Department, who report back to the Board Audit and Risk Committee.

Once an investigation is completed, outcomes may include corrective actions such as disciplinary measures (including dismissal), strengthened internal controls, enhanced training, process improvements, or referrals to specialist functions for further action. Where allegations are unsubstantiated, matters are formally closed with recommendations provided as needed. Insights from all cases help inform our broader compliance programme and support continuous improvement across our operations.

In 2025, we received 27 whistleblower reports through the Speak Up reporting mechanism. None of the reports related to allegations of bribery and corruption at Endeavour. The reports primarily concerned human resources-related matters, workplace grievances, interpersonal conduct, unethical conduct, minor fraud and potential conflict of interest. All reports were assessed and managed in accordance with Endeavour's established Whistleblower Investigation Procedure, with appropriate confidentiality safeguards in place. Following investigation, five cases were substantiated. The identification of these cases reflects the effectiveness of our internal control environment. Appropriate remedial actions were taken, including termination of contracts, dismissals and the implementation of other disciplinary actions, where appropriate.

Corporate governance

Strong corporate governance is the foundation of our business. Built on stakeholder trust and a clear framework of policies and responsibilities, it ensures ethical conduct and rigorous risk management across all levels of Endeavour.

Ultimate responsibility for overseeing the Group's ESG strategy, priorities, and performance rests with our experienced and skilled Board who ensures that management is held accountable. The Board's ESG Committee supports the Board in fulfilling these duties. This structured approach ensures accountability and provides a framework for addressing these strategically important issues across our entire business.

As a company listed on the London and Toronto Stock Exchanges, Endeavour follows applicable governance standards and legislation, including the FCA's Disclosure & Transparency Rules, the UK Listing Rules, the UK Corporate Governance Code, the UK Companies Act 2006 and the TSX Company Manual. For further information and related disclosures, please refer to the Governance section of our 2025 Annual Report.

Management considered the changes to the risk management and internal control requirements introduced by Provision 29 of the 2024 UK Corporate Governance Code, (effective from 1 January 2026), to be an opportunity to refresh and enhance Endeavour's existing Enterprise-Wide Risk Management process and controls.

With support from an external consultancy firm, we have created a risk and control matrix, which identifies the material financial, operational, reporting, compliance and other risks and controls across all our main business processes. This outcome was achieved by undertaking an extensive series of risk and control workshops, involving a mix of financial, operational, reporting and compliance staff from across the business at all levels of seniority. We also performed a "deep dive" on the more complex processes, to ensure all risks were fully covered.

The Company has reviewed the guidance to organisations published by the UK Government on the offence of failure to prevent fraud under the UK's Economic Crime and Transparency Act 2023 (effective on 1 September 2025), and assessed and enhanced its fraud risk framework, preventative procedures, fraud register and related controls to ensure alignment with the requirements of the legislation and to further develop our overall anti-fraud framework.



CORPORATE GOVERNANCE

Click here to read more about our Board of Directors, Board Committee Charters and other governance practices

Responsible supply chain

Supplier expectations: promoting ethical and sustainable practices

Our responsible supply chain approach is built on long-term partnerships and a commitment to ethical conduct, fair competition, and open, transparent engagement. We expect our suppliers and contractors to maintain the same high standards we set for ourselves. This shared foundation fosters the trust and collaboration necessary to drive mutual success for Endeavour and our business partners.

We expect all suppliers to uphold workers' rights, ensuring fair remuneration, reasonable working hours, and other fundamental rights in accordance with applicable labour laws.

They are also expected to comply with Endeavour's ABC Policy, as well as the corresponding anti-bribery and corruption clauses in their supply contracts. In addition, all supplier contracts contain a modern slavery clause requiring suppliers and their employees to actively prevent slavery and human trafficking, and to ensure that their own supply chains are free from any form of modern slavery. We closely monitor compliance, and take decisive action in response to any violations. Refer to page 85 for further details.

Our Supplier Code of Conduct, available in local languages, sets out Endeavour's expectations on human and labour rights, health and safety, environmental protection, community engagement, sustainability, ABC, compliance and whistleblowing.

Our commitment to ethical procurement is reflected in the continued maintenance of the CIPS Corporate Ethics Mark, our certification under the OECD Due Diligence for Responsible Business Conduct framework, and the finalisation of our ISO 28000 certification, expected to be awarded in H1 2026.

Engaging with our suppliers and capacity building

Effective supplier engagement is fundamental to a responsible supply chain, and we remain committed to continuously improving our practices to better understand and manage our impacts, as well as those across our broader value chain. We hold scheduled 'check-in' meetings with our suppliers and ensure that these key engagements are documented to support consistent compliance and performance.

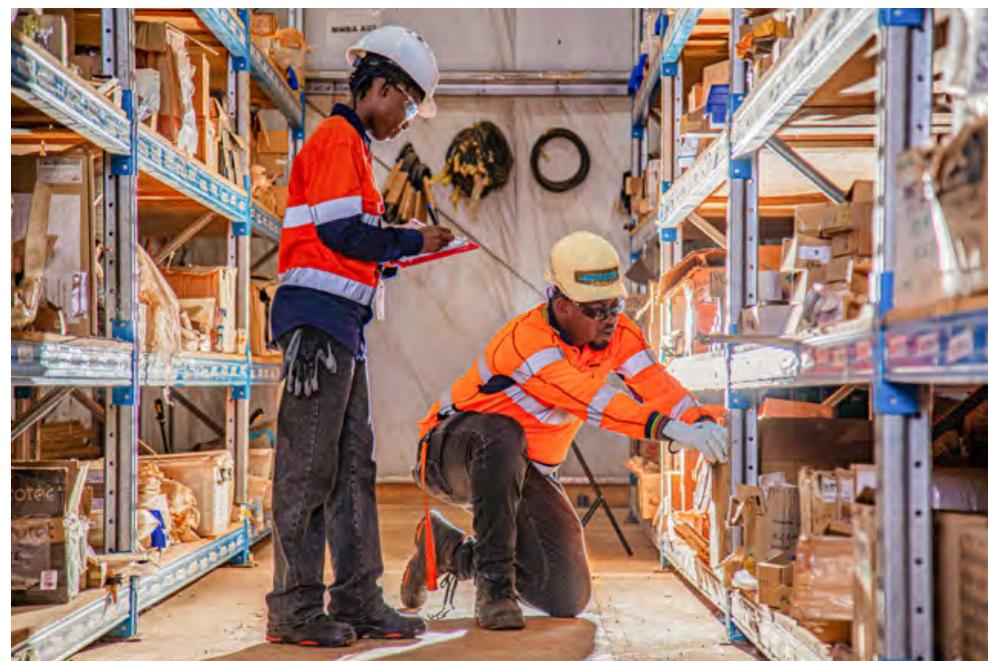
All our suppliers receive a copy of our Supplier Code of Conduct before they commence work, as well as any subsequent updates. To ensure understanding and alignment with the Code, we reinforce supplier awareness through a range of communication channels, including local radio for broader reach, a dedicated e-learning module and in-person capacity building and training sessions.

Our Sustainable Supplier Programme strengthens our engagement with suppliers on environmental impact and performance, and contributes to our Scope 3 reporting practices. Refer to our TCFD disclosures on pages 53, 58 and 51 of our 2025 Annual Report.

We have Local Content Champions at all our sites who cultivate strong partnerships with local suppliers and proactively share upcoming business opportunities. Refer to page 51 for further details on our Local Content Accelerator. We also host our annual Suppliers Awards, an initiative we launched in 2023 to celebrate success in our supply chain and recognise outstanding suppliers across a range of categories, including safety performance, ESG and local content.

Due diligence and monitoring

We assess the maturity of supplier ESG programmes and initiatives to gain a comprehensive understanding of practices across the supply chain. This is done through an external questionnaire sent to suppliers, covering key areas related to environmental, social, and governance practices. It enquires about, among other things, overall ESG maturity, ESG training, the existence of an environmental policy, compliance with environmental permits, waste management, and GHG emissions monitoring.



Product stewardship



To enable us to obtain the best available terms for gold sales, Endeavour is not tied to any particular customer. We sell our refined gold to downstream users, predominantly in the banking, jewellery, electronics and medical equipment sectors. Offtake arrangements are provided primarily by StoneX, a member of the LBMA.

We are members of the SMO gold certification initiative, which offers fully traceable and responsibly sourced gold. We supply SMO with gold from our Ity and Sabodala-Massawa mines. Refer to SMO's website for more information.

In 2025, we were delighted to see music icon Lauryn Hill wear custom-made jewellery crafted using SMO gold sourced from our Ity mine in Côte d'Ivoire. The pieces were designed by British-Ghanaian artist and goldsmith Emefa Cole. This collaboration offered a unique platform to showcase creative excellence as well as the importance of traceability and transparency in gold mining.

We are also partners with aXedras, a digital platform that captures the provenance and full transaction history of each bar from mine to end user, to reinforce gold bar integrity across the gold value chain.

We produce traceable gold doré bars in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches in international humanitarian law. We do not purchase gold from other producers, artisanal or small-scale miners. We publish an annual, externally assured, Conflict Free Gold Standard Report, in accordance with RGMP 5.4.

Our gold is refined into London Good Delivery gold by an accredited London Bullion Market Association (LBMA) refiner. For the majority of 2025, our refining contract was with Metalor Technologies, a Swiss-based refiner of precious metals, a certified member of the LBMA and the Responsible Jewellery Council, and a Fairtrade Certified Trader. In December 2025, we awarded a three-year refining contract to MKS PAMP.

Industry and policy engagement



We are a member of the Extractive Industries Transparency Initiative (EITI), as are all our host countries.

Lobbying

Endeavour does not engage in political lobbying. We follow strict procedures regarding industry lobbying to ensure it is carried out in a way that is ethically responsible, which is covered by our "Interacting with Public Officials Procedure". This procedure ensures that all lobbying is conducted in compliance with relevant laws, regulations, and our Company values.

Every lobbying activity is carefully reviewed to make sure it aligns with our goals and promotes responsible business practices. We strive to ensure that all individuals involved in lobbying are trained and understand the importance of following these guidelines. This approach helps us maintain trust and ensures we advocate for policies that support positive change and sustainable growth.

We are members of a number of industry associations, on the condition that their lobbying activities comply with relevant laws, regulations, and international norms and support the Paris Agreement and nature conservation efforts.

We are active members of the Chamber of Mines in each of our countries of operation, refer to page 19 for more information.

We are members of the World Gold Council, the market development organisation for the gold industry whose purpose is to stimulate and sustain demand for gold and provide industry leadership, including active engagement with ESG topics and responsible gold mining. The council is funded by its members.

Cybersecurity and information technology

Cyber security is a principal risk to our business, requiring constant vigilance against an increasingly sophisticated threat landscape, while information technology (IT) offers a major opportunity for our business to be as efficient and productive as possible.

Governance

The Board of Directors oversees cyber security, supported by the Audit and Risk Committee. Responsibility for cyber security and IT is delegated to the Chief Financial Officer supported by the Chief Information Officer who manages the function, and a dedicated Information and Cyber Security Committee. This Committee provides strategic direction and oversight for Endeavour's comprehensive security programme, encompassing risk assessment, mitigation strategies, and the execution of the established security roadmap. Our IT Steering Group, which reports into the Committee, is responsible for IT governance,

providing alignment between IT and business strategy, and accountable for IT decisions in critical areas such as investments, projects, infrastructure, operations data and value generation.

2025 Progress

During the year, the governance structure was updated to reflect the evolution of the business. This included establishing a data and insight strategy supported by the necessary governance, platform, training, and a structured process for developing new use cases. Alongside this, the introduction of a stage gate was implemented to improve decision making, which has enhanced project success. An IT Knowledge Hub was created to provide an all-in-one resource for IT support, team insights, and the latest technical news at Endeavour.

We continued to improve our data-security defences, testing our critical response plan through simulations and learning from the feedback.

Employee training continued to be a major focus, with regular cyber security education to ensure simulations keep up with the constant evolving threats from cyber security. 96% of employees completed their training, representing an increase over 2024, and more importantly, it helped to reduce prone phishing numbers from 13% in 2024 to 8% in 2025, well below the industry standard of 20%. Importantly, there were no major cybersecurity events during the year.

2026 Priorities

In the forthcoming year, there will be three key priorities. Enhancing and streamlining supplier management through automation, digital contract management and a 'purchase 2 pay' programme. A forward looking exploration digital strategy will be developed and implemented, and the digital training programme will be expanded around Ai. and data management.

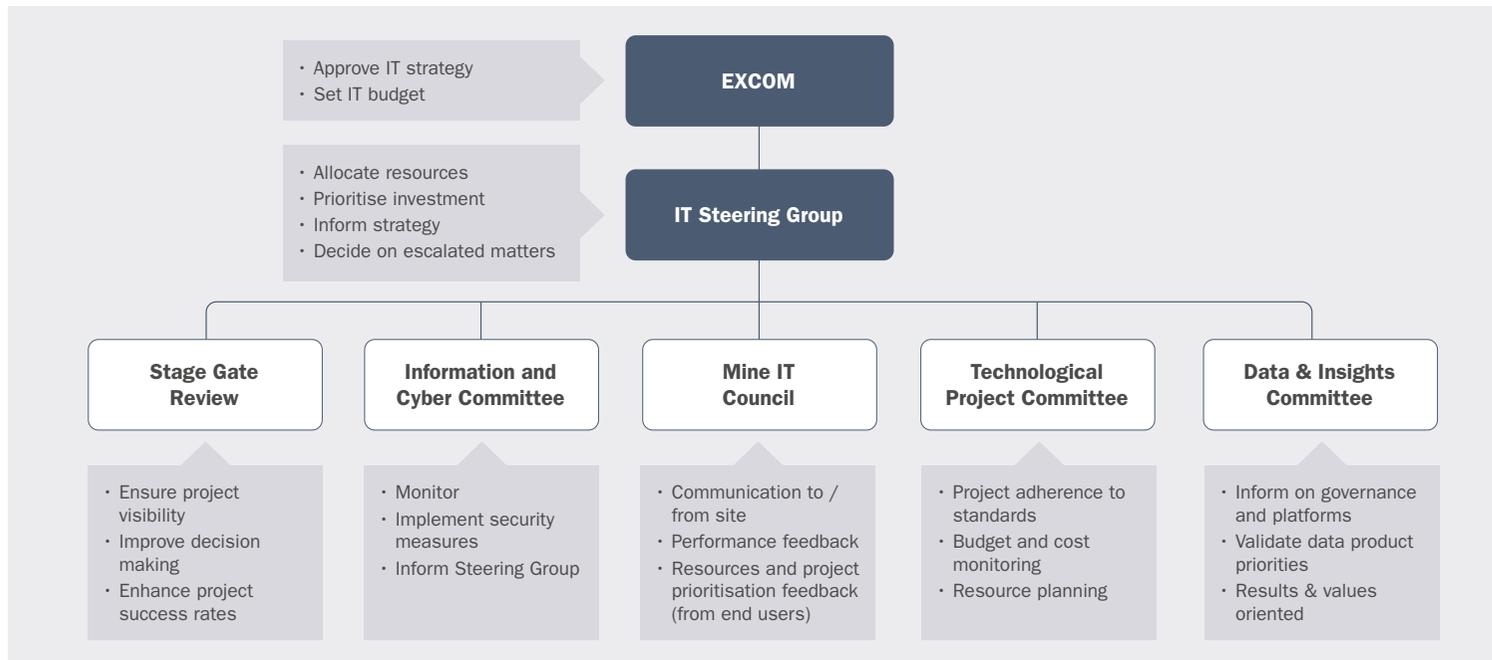


Pioneering 5G connectivity at Sabodala-Massawa

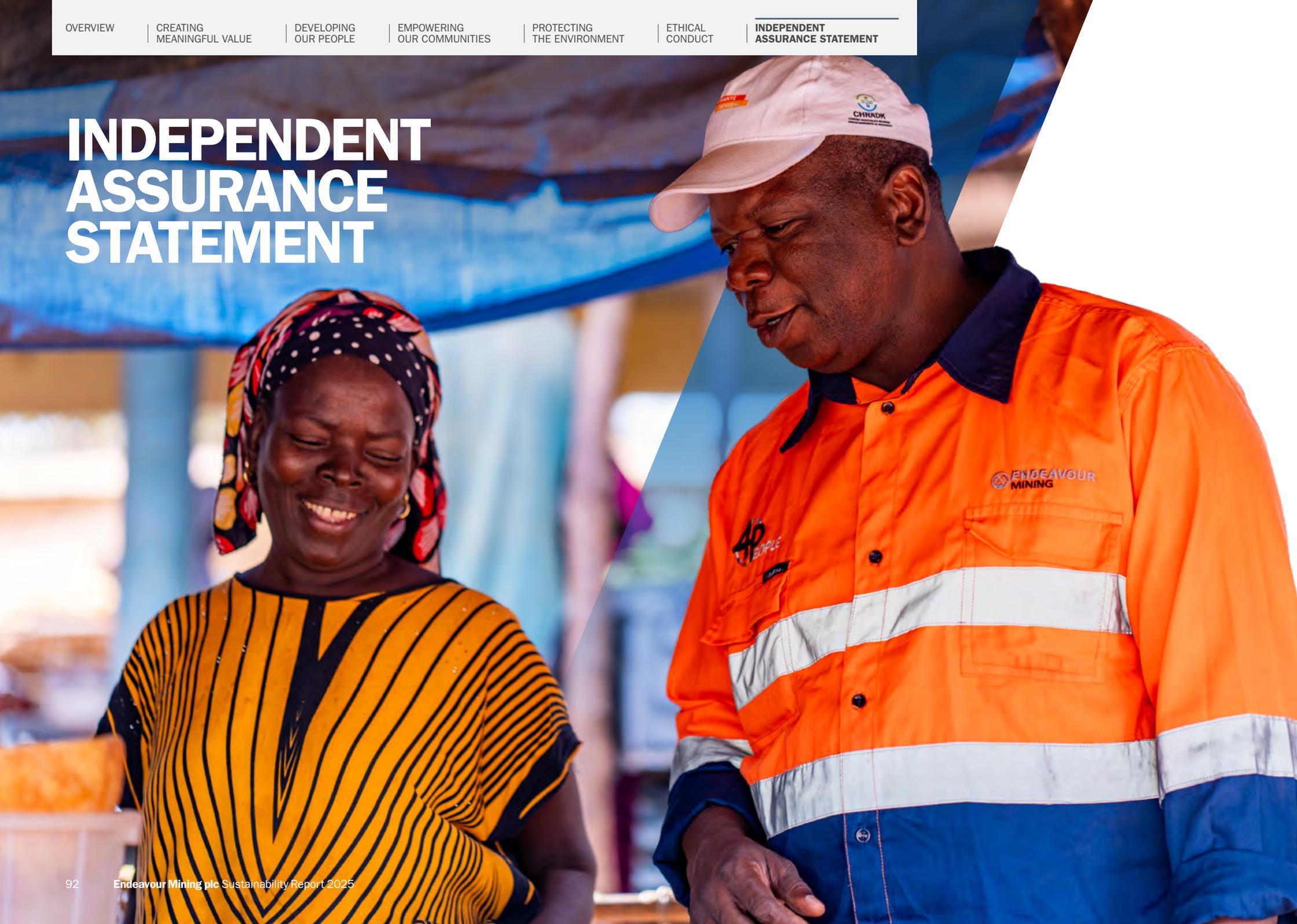
In 2025, Endeavour reached a new milestone in the digitalisation of its sites, and a first for West Africa, with the successful installation of a private 5G network at our Sabodala-Massawa mine. This \$1.9 million project was designed to solve the challenges of traditional networking, strengthening connectivity and optimising our field operations.

Partially powered by solar energy, this high-performance network will streamline communications across the site, facilitate real-time data access, and lay the groundwork for the deployment of a sophisticated Fleet Management System in 2026. By enabling real-time tracking and analytics, the infrastructure allows for a more responsive and precise approach to resource management.

The transition to 5G marks a fundamental shift in how the mine operates. By creating a more connected and data-driven ecosystem, the site has become inherently safer and more efficient.



INDEPENDENT ASSURANCE STATEMENT



Independent assurance statement

Continued

Statement on independent assurance of the Endeavour Mining 2025 sustainability report.

To the Governance Board and Stakeholders of Endeavour Mining

Environmental & Sustainability Solutions (ESS) was commissioned by *Endeavour Mining* to provide independent third party assurance on sustainability information in its 2025 Sustainability Report (SR), covering the period 1 January to 31 December 2025. The assurance team comprised of Mr Seakle Godschalk and Dr Maryna Möhr, executive directors of *ESS*.

Responsibilities of Endeavour Mining and ESS

Endeavour Mining was responsible for collating data and preparing the SR. *ESS* was responsible for providing independent assurance on selected sustainability information in the SR.

Assurance objectives

The assurance was performed to meet the requirements of an AA1000AS Type 2 (moderate level) assurance. The objective of the assurance engagement was to provide *Endeavour Mining's* board and stakeholders with independent third party assurance on whether the sustainability information contained in the SR reflects adherence to the AccountAbility principles of Inclusivity, Materiality, Responsiveness, and Impact,

whether the SR meets the requirements of a GRI Standards (In Accordance) report, whether the identified sustainability information in the report is a fair representation of the performance of *Endeavour Mining*, and whether the report reflects adherence to the Responsible Gold Mining Principles (RGMPs).

Scope of work performed

The scope of the assurance engagement included the following aspects:

- Adherence to the AccountAbility principles of Inclusivity, Materiality, Responsiveness and Impact.
- Requirements for a GRI Standards In Accordance report.
- The following sustainability information, as reflected on Endeavour's Benchmark information system,;
 - Communities and Social (excluding social investments as these are included in the financial audit)
 - Economic Performance
 - Energy and Emissions
 - Environmental Stewardship
 - Health and Safety
 - Health, Safety and Environment (HSE) Training
 - Malaria
 - Materials, Tailings and Waste
 - Rehabilitation
 - Water Management
 - Workforce
- The Responsible Gold Mining Principles (RGMPs).

The scope of the engagement also included expressing an opinion (not assurance) on Reporting against the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Task Force on Nature-related Financial Disclosures (TNFD).

Any comparative figures for previous years or comparisons with previous years are excluded from the scope of this work.

Accountability AA1000AS (2020) v3

This assurance engagement has been conducted in accordance with the AA1000AS (2020) v3 assurance standard.

Criteria used

The AA1000APS (2018) standard was used for assessing adherence to the four AccountAbility Principles. The relevant GRI Sustainability Reporting Standards were used for assessing the GRI related disclosures. GRI Standard 14 Mining Sector (2024) was used for assurance of additional mining related disclosures.

The Final Report of the TCFD was used for reviewing the reporting on climate-related financial disclosures.

The Final Report of the TNFD was used for reviewing the reporting on nature-related financial disclosures.

Assurance methodology

Our approach to this assurance engagement included the following:

- Written feedback from Mana mine in Burkina Faso regarding the implementation of the AccountAbility Principles.
- Online interviews with relevant subject matter experts in the company at corporate level regarding the recording and collation of data.
- Interviews with relevant subject matter experts at Lafigué mine in Ivory Coast regarding the implementation of the RGMPs during a site visit.
- Review of extensive documentation and other evidence relating to the identified information.
- Review of documentation underlying subject matter included in the assurance engagement.
- Extensive testing of selected calculations.
- Review of the relevant information in the SR, ESG data centre, the Benchmark information system, policies and associated fact sheets that are hyperlinked to the report.
- Overall review of the SR in terms of the AccountAbility Principles and the GRI Requirements for In Accordance reporting.

Limitations

No limitation on the conduct of this assurance engagement was experienced.

Independent assurance statement

Continued

Independence and competencies

ESS was not involved in the development or writing of the SR. ESS has not undertaken any other commissions for *Endeavour Mining*, other than those referred to in this statement, in the reporting period, except for assurance of the EDV 2025 Conflict Free Gold Report. Therefore, ESS's ability to conduct independent assurance on the SR was not compromised.

ESS is an AccountAbility licensed sustainability assurance provider since 2010. Furthermore, ESS and both its directors are certified training providers on sustainability reporting by the *Global Reporting Initiative* (GRI) and GRI Sustainability Professionals. Mr Godschalk is an Associate Certified Sustainability Assurance Practitioner. They have extensive experience relating to sustainability reporting and sustainability assurance in Africa since 2007, including in South Africa, Zambia, Mauritania, Zimbabwe, Nigeria, Mali, Kenya, the Democratic Republic of the Congo, Ivory Coast, Senegal, Burkina Faso, Botswana, Mozambique, Lesotho, Eswatini and Ghana.

Conclusions

Based on the assurance procedures performed, as described above, we conclude the following:

- That Endeavour Mining has in all material respects complied with the principles of Inclusivity, Materiality, Responsiveness and Impact in managing of and reporting on its sustainability performance during the reporting period.
- That Endeavour Mining's 2025 Sustainability Report has been prepared in accordance with the requirements of an GRI In Accordance Report.
- We are satisfied that Endeavour Mining's 2025 Sustainability Report and associated fact sheets present a balanced and comprehensive account of the sustainability performance of *Endeavour Mining* in respect of the information included in the scope of this assurance engagement, as indicated above.
- We believe that EDV's Annual RGMP Report for the period ended 31 December 2025, has in all respects been prepared and presented in accordance with the requirements of the Responsible Gold Mining Principles.

Expression of opinion

In addition, we find that Endeavour's reporting on climate-related financial disclosures is in line with the recommendations of the TCFD, and that Endeavour's reporting on nature-related financial disclosures is in line with the recommendations of the TNFD.



Seakle K.B. Godschalk
Environmental & Sustainability Solutions
Pretoria, South Africa
2 March 2026



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Licensed Report
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Cautionary statements

About Endeavour Mining Plc

Endeavour Mining is one of the world's senior gold producers and the largest in West Africa, with operating assets across Senegal, Côte d'Ivoire and Burkina Faso and a strong portfolio of advanced development projects and exploration assets.

A member of the World Gold Council, Endeavour is committed to the principles of responsible mining and delivering meaningful value to people and society. Endeavour is admitted to listing and to trading on the London Stock Exchange and the Toronto Stock Exchange, under the symbol EDV.

For more information, please visit endeavourmining.com.

Cautionary statement on forward-looking information

This document contains “forward-looking statements” within the meaning of applicable securities laws. All statements, other than statements of historical fact, are “forward-looking statements”, including but not limited to, statements with respect to Endeavour's plans and operating performance, the estimation of mineral reserves and resources, the timing and amount of estimated future production, costs of future production, future capital expenditures, the success of exploration activities, the anticipated timing for the payment of a shareholder dividend and statements with respect to future dividends payable to the Company's shareholders, the completion of studies, mine life and any potential extensions, the future price of gold and the share buyback programme and statements relating to environmental, social and governance (“ESG”) matters, including climate-related strategies, greenhouse gas emissions, decarbonisation pathways, water stewardship, biodiversity initiatives, community and human rights programmes, tailings management practices and ESG-related targets, goals or ambitions. Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as “expects”, “expected”, “budgeted”, “forecasts”, “anticipates”, “believes”, “plan”, “target”, “opportunities”, “objective”, “assume”, “intention”, “goal”, “continue”, “estimate”, “potential”, “strategy”, “future”, “aim”, “may”, “will”, “can”, “could”, “would” and similar expressions.

Forward-looking statements, while based on management's reasonable estimates, projections and assumptions at the date the statements are made, are subject to risks and uncertainties that may cause actual results to be materially different from those expressed or implied by such forward-looking statements, including but not limited to: risks related to the successful completion of divestitures; risks related to international operations; risks related to general economic conditions and the impact of credit availability on the timing of cash flows and the values of assets and liabilities based on projected future cash flows; Endeavour's financial results, cash flows and future prospects being consistent with Endeavour expectations in amounts sufficient to permit sustained dividend payments; the completion of studies on the timelines currently expected, and the results of those studies being consistent with Endeavour's current expectations; actual results of current exploration activities; production and cost of sales forecasts for Endeavour meeting expectations; unanticipated reclamation expenses; changes in project parameters as plans continue to be refined; fluctuations in prices of metals including gold; fluctuations in foreign currency exchange rates; increases in market prices of mining consumables; possible variations in ore reserves, grade or recovery rates; failure of plant, equipment or processes to operate as anticipated; extreme weather events, natural disasters, supply disruptions, power disruptions, accidents, pit wall slides, labour disputes, title disputes, claims and limitations on insurance coverage and other risks of the mining industry; delays in the completion of development or construction activities; changes in national and local government legislation, regulation of mining operations, tax rules and regulations and changes in the administration of laws, policies and practices in the jurisdictions in which Endeavour operates; disputes, litigation, regulatory proceedings and audits; adverse political and economic developments in countries in which Endeavour operates, including but not limited to acts of war, terrorism, sabotage, civil disturbances, non-renewal of key licences by government authorities, or the expropriation or nationalisation of any of Endeavour's property; risks associated with illegal and artisanal mining; environmental hazards; climate-related physical and transition risks; the availability and performance of emissions-reduction and renewable energy technologies; changes in climate-related disclosure requirements or ESG-related regulation; evolving stakeholder expectations; the reliability and accuracy of

ESG-related data (including greenhouse gas emissions estimates, particularly Scope 3 emissions); reliance on third-party information, contractors and suppliers for ESG metrics; and the Company's ability to achieve ESG-related targets or ambitions; and risks associated with new diseases, epidemics and pandemics.

Although Endeavour has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements. Please refer to Endeavour's most recent Annual Information Form filed under its profile at sedarplus.ca for further information respecting the risks affecting Endeavour and its business.

ESG-related disclosures are inherently subject to measurement uncertainties and methodological limitations. Certain ESG metrics, including greenhouse gas emissions, climate scenario analysis, biodiversity impacts and supply chain data, are based on evolving standards, estimates, assumptions and third-party information, and may not have the same degree of accuracy, comparability or assurance as financial information prepared in accordance with IFRS. As ESG reporting frameworks and regulatory requirements in the United Kingdom and Canada continue to develop, the Company may revise or update its methodologies, baselines or disclosures in future reporting periods.

The declaration and payment of future dividends and the amount of any such dividends will be subject to the determination of the Board of Directors, in its sole and absolute discretion, taking into account, among other things, economic conditions, business performance, financial condition, growth plans, expected capital requirements, compliance with the Company's constating documents, all applicable laws, including the rules and policies of any applicable stock exchange, as well as any contractual restrictions on such dividends, including any agreements entered into with lenders to the Company, and any other factors that the Board of Directors deems appropriate at the relevant time. There can be no assurance that any dividends will be paid at the intended rate or at all in the future.

Cautionary statements regarding production, AISC and total cash cost

Whether or not expressly stated, all figures contained in this press release including production, AISC, and total cash cost levels are preliminary and reflect our expected annual and quarterly results as of the date of this press release. Actual reported annual and quarterly results are subject to management's final review, as well as audit by the Company's independent accounting firm, and may vary significantly from those expectations because of a number of factors, including, without limitation, additional or revised information, and changes in accounting standards or policies, or in how those standards are applied. The annual and quarterly AISC and total cash cost include expected amounts for year-end accrual and working capital adjustments. Endeavour will provide additional discussion and analysis and other important information about its annual production, AISC and total cash cost levels when it reports actual results.

Non-GAAP measures

Some of the indicators used by Endeavour in this press release represent non-IFRS financial measures, including “all-in sustaining cost”, “total cash cost”, “net cash / net debt”, “EBITDA”, “adjusted EBITDA”, “net cash / net debt to adjusted EBITDA ratio”, “cash flow from continuing operations”, “total cash cost per ounce”, “sustaining and non-sustaining capital”. These measures are presented as they can provide useful information to assist investors with their evaluation of the pro forma performance. Since the non-IFRS performance measures listed herein do not have any standardised definition prescribed by IFRS, they may not be comparable to similar measures presented by other companies. Accordingly, they are intended to provide additional information and should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS. Please refer to the non-GAAP measures section in this press release and in the Company's most recently filed Management Report for a reconciliation of the non-IFRS financial measures used in this press release.

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