

# DIVERSITY POLICY

## 1. Introduction

Endeavour Mining plc (“**Endeavour**” together with its subsidiaries, the “**Group**”) recognises that a diverse and talented workforce provides a competitive advantage, and that Endeavour’s success depends on the quality and skills of our people.

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnic origin, language, gender, sexual orientation, disability, age, or any other potential aspect of difference.

This Diversity Policy (the “**Policy**”) sets out the Group’s approach to fulfilling our commitment to create an inclusive culture in which difference is recognised and valued.

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

## 2. Application of the Policy

This Policy is applicable to all officers, employees, contractors and agents (together, referred to as “**Relevant Stakeholders**”) and covers all sites owned and managed by the Group across the life cycle of a mining operation, from exploration and discovery through to construction, operation, closure and rehabilitation.

## 3. Scope of the Policy

When the Group selects candidates for employment, promotion, training or any other benefit, decisions are based on skills, abilities, experience and merit, while supporting the Group’s commitment to diversity and inclusion.

The Group is committed to:

- Attracting, managing, retaining and promoting a diverse range of individuals who are recruited on the basis of their talents, experience, functional expertise and personal skills, character, and qualities, alongside consideration of the Group’s current and future plans and objectives and anticipated regulatory and market developments and any other factors that the Board, its committees or employees of the Group, as applicable, deem appropriate.
- Ensuring that the recruitment criteria support diversity, including with regard to age, race, religion, gender, sexual orientation, disability, national, ethnic or social origin, or any other potential factor of difference.

- Identifying relevant factors to be considered in the employee selection process and developing practices to limit potential unconscious bias.
- Actively promoting equal opportunity and gender equality at all levels of the Group.
- Ensuring that remuneration is neutral to gender and any markers of diversity, and is determined by expertise, experience and performance. Remuneration is regularly reviewed against our peers in the industry.
- Creating a workplace characterised by inclusive practices and behaviours for the benefit of all Relevant Stakeholders, which is free from discriminatory behaviours and business practices.





- Providing appropriate flexible work practices and policies to support employees in balancing professional and personal responsibilities.
- Establishing procedures for monitoring, encouraging, and assessing diversity within the Group.
- Preventing discrimination, bullying and harassment in any form. The Group is opposed to all forms of unlawful and unfair discrimination and will not tolerate any form of harassment. The Company has adopted a Harassment Prevention Policy to support this commitment.

#### 4. Implementation

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

#### 5. Reporting violations

Endeavour retains the services of an independent 24/7 whistleblower service provider, Integrity Counts, to receive both **phone and web-based written reports** in either **English** or **French** on an anonymous and confidential basis.

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

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

##### Endeavour Mining plc

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

#### 6. Review and amendment of the Policy

Endeavour's Corporate Governance & Nominating Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

**Last updated:**  
4 March 2026

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