

ENVIRONMENTAL POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) is a global gold producer committed to sustainable development. We recognise that the long-term sustainability of our business depends on responsible environmental stewardship, the protection of the environment, the responsible management of exploration for, and extraction of, mineral resources and the sustainable use of resources for the benefit of the communities near our operations.

We strive to minimise our environmental footprint, to mitigate any adverse impact of our operations and to promote sustainable development in the areas in which we operate.

Our values and business principles as a Group, which underpin this Environmental Policy (the “**Policy**”), are based on a “zero harm” environmental management approach. Environmental issues are integrated into our decision making and business strategies and we ensure that Relevant Stakeholders (defined below) are aware of this Policy as well as the responsibilities that it sets out.

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

2. Application of the Policy

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

3. Scope of the Policy

This Policy reflects the fundamental elements of our environmental approach to reducing our impacts and supports our initiatives to achieve environmentally responsible goals.

- We comply with all applicable environmental laws, regulations, relevant industry standards, and all other compliance obligations that we subscribe to in relation to the management of environmental risks and impacts.
- We implement environmental management systems that ensure the protection of the environment and prevention of pollution through the identification, monitoring, control and minimisation of the environmental impacts of our activities.

To support this, we conduct scenario-based environmental assessments to evaluate environmental risks and opportunities.

- We conduct regular internal and third-party audits to evaluate the effectiveness of our environmental management systems, and will communicate the findings to the Technical, Health & Safety Committee of the Board of Directors, and, where appropriate, to external stakeholders.
- We set targets and objectives for our environmental performance to assist with the continual improvement of our performance, and we will report on these in our annual public disclosures, including those relating to our internal risk management systems and mitigation of environmental risk.
- We design and implement plans to achieve our environmental objectives and targets. These plans will be regularly reviewed.
- We develop adaptive management strategies to address evolving environmental challenges, such as water stewardship, biodiversity conservation and changes in weather patterns.
- We consult, in a transparent manner, with interested and affected parties impacted by the environmental aspects of our activities, seeking input on environmental matters and addressing concerns proactively. Where possible, we will adapt our practices to address concerns and further reduce the impact of our activities.
- We are committed to water stewardship across our operations and aim to ensure we use water in a sustainable manner. We monitor our use of water resources in our areas of operation to continually improve our water management systems and optimise their efficiency.
- We strive towards reducing our carbon footprint and increasing our energy efficiency. We will develop and implement strategies to mitigate the Group’s contribution to climate change, including setting short-, medium- and long-term targets, and we will report on our performance annually against internationally recognised standards.
- We manage hazardous and non-hazardous waste from our activities responsibly in accordance with relevant regulatory systems and good international industry practice, including safe transport, storage, and handling, and seek to reduce and recycle waste where possible.



- We implement emergency management and response plans in coordination with our stakeholders.
- We ensure that the necessary resources are available to meet our environmental and mine closure obligations, including progressive rehabilitation. We will also consult with our local communities and other key stakeholders as part of our mine closure planning to achieve sustainable rehabilitation goals.
- We ensure Relevant Stakeholders, where appropriate, undertake regular training to ensure they understand the need to protect the environment, gain a holistic understanding of environmental issues, sustainable practices, and the importance of biodiversity conservation. By better understanding their individual environmental responsibilities they will be able to improve their environmental performance and comply with our environmental obligations.
- We expect all Relevant Stakeholders to carry out their responsibilities in accordance with this Policy, applicable laws and regulations, our compliance obligations, and the industry standards we are committed to meeting.

4. Implementation

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

5. Reporting violations

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

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

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

Endeavour Mining plc

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

6. Review and amendment of the Policy

Endeavour's Technical Health & Safety Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

Last updated:
4 March 2026

Approved by:
Technical, Health & Safety Committee
Board of Directors of Endeavour Mining plc