

TAILINGS MANAGEMENT POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) is committed to safe and responsible tailings management. We recognise that our social licence to operate depends on responsible environmental stewardship and safeguarding the communities affected by our projects.

Our values and business principles which underpin this Tailings Management Policy (the “**Policy**”) are based on our aim of achieving “Zero Harm” to people and the environment. This aim is integrated into our decision making throughout the life cycle of our tailings’ storage facilities (“**TSFs**”), from design and construction through operation, monitoring closure, and post-closure.

2. Application of the Policy’

This Policy is applicable to all Directors, officers, employees, contractors and agents (together, referred to as “**Relevant Stakeholders**”) and covers all sites owned and managed by Endeavour.

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/.

3. Scope of the Policy

We will ensure that all communities affected by our projects and Relevant Stakeholders are aware of this Policy, and understand the responsibilities it sets out.

- We comply with all applicable laws, regulations, licences and permits in relation to TSFs in the jurisdictions in which we operate. We have policies, systems, and accountabilities in place to support the safety and integrity of our TSFs.
- We seek to minimise the disturbance footprint of our TSFs to mitigate any long-term adverse impacts, and, on closure, to ensure the long-term stability and sustainable use of the final landform.
- In accordance with the [United Nations Guiding Principles on Business and Human Rights \(“**UNGP**”\)](#), we respect the rights of project-affected communities. We will ensure we engage with them in a meaningful and transparent manner throughout all phases of the TSF life cycle, including the closure and post closure process.
- We will consult with interested and affected parties, directly or indirectly, impacted by our TSFs, and where possible, we will adapt our practices to address concerns and aim to further reduce the impact of our activities.
- We design our TSFs in line with industry best practice and in accordance with relevant industry guidelines such as the International Commission on Large Dams (ICOLD), Australian National Committee on Large Dams (ANCOLD) and Canadian Dam Association (CDA). The design process includes formal Multiple-criteria Alternatives Analysis (MAA) to ensure consideration of best available technology in coordination with impacts to the full range of stakeholders.
- We have an Accountable Executive (“**AE**”) who reports directly to the CEO and Board, and appointed Responsible Tailings Facility Engineers (RTFE’s) on each of our facilities and an Engineer of Record (EoR).
- We will work towards alignment with relevant international conventions and industry standards such as the Global Industry Standard on Tailings Management (GISTM), Towards Sustainable Mining (TSM) and the Responsible Gold Mining Principles (RGMPs).
- We operate our TSFs diligently to manage and minimise the risk of a potential TSF failure to people and the environment, including during closure and post closure.
- We apply a structured and robust approach to the risk classification of existing and planned TSFs. These risk classifications are re-appraised as significant changes to a facility are made or on a routine basis if no changes are made.
- We will establish and implement levels of review as part of a robust quality and risk management system for all life cycle phases of the tailings facility, including closure. This will include conducting regular internal and third-party audits to monitor, measure and evaluate the effectiveness of our TSFs. The findings will be routinely communicated to the Board of Directors and, where appropriate, shared with external stakeholders.
- We recognise the sensitivity around water management and aim to maximise water return from our tailings facilities to minimise our use of water resources where we operate.



- We will collaborate with regulators, authorities, project-affected communities, and other stakeholders to develop comprehensive emergency preparedness, management and response plans. We will proactively engage and communicate these plans to the project-affected communities.
- Risks identified during routine planned or ad-hoc inspections and evaluations are prioritised for mitigation to As Low As Reasonably Practicable (ALARP). The AE is responsible for ensuring identified risks are addressed.
- We recognise climate change as a risk to the business and the facilities we operate. We evaluate climate change risk during design and operation of these facilities. These evaluations include robust long-term modelling of climate change scenarios.
- We will publicly report annually, in a transparent manner, on our TSF management and activities.

4. Implementation

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

5. Reporting alleged violations or complaints

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 who 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 approved:

4 March 2026

Approved by:

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