



ENDEAVOUR MINING



Conflict Free Gold Report

For the fiscal year ending 31 December 2025

INTRODUCTION

Endeavour Mining plc and its subsidiaries (hereinafter referred to as “**Endeavour**” or the “**Group**”) are committed to creating long-term value and improving lives through sustainable and responsible mining practices. This commitment underpins the Group’s approach to ensuring that all stages of its gold extraction process are conducted in accordance with the highest ethical standards. As part of this commitment, Endeavour is dedicated to ensuring that the gold it produces does not in any way support, facilitate, or benefit unlawful armed conflict and that its operations do not contribute to human rights abuses or violations of international humanitarian law.

As a member of the World Gold Council, Endeavour has adopted the Conflict-Free Gold Standard and integrated the Responsible Gold Mining Principles, including Principle 5.4 which focuses on the Implementation of the Conflict-Free Gold Standard (the “**Standard**”).

This Conflict-Free Gold Report (the “**Report**”) confirms Endeavour’s adherence to the requirements of the Standard for the financial reporting year ending 31 December 2025 (the “**reporting period**”). Environmental & Sustainability Solutions (“**ESS**”), an independent assurance provider, has reviewed and externally assured the Group’s compliance with the Standard. This Report represents Endeavour’s fifth consecutive annual publication under the Standard and provides assurance to stakeholders that the Group’s operations conform with the Standard. The Report will be updated annually, or as otherwise required by the Standard.

REPORTING BOUNDARY

The reporting boundary of the Report includes all mining and processing operations, over which Endeavour has direct control during the reporting period. The following mines are included in the Report for the reporting period:

- Sabodala – Massawa, Senegal (Kedougou region)
- Ity, Côte d’Ivoire (Tonkpi region)
- Lafigué, Côte d’Ivoire (Hambol region)
- Houndé Burkina Faso (Guiriko, formerly Haut-Bassins region)
- Mana, Burkina Faso (Bankui, formerly Boucle du Mouhoun region)

The Report does not include corporate offices, exploration sites or projects under development that have not yet entered commercial production.

REQUIREMENTS OF THE STANDARD

The Standard is comprised of five assessments Parts A–E:

- Part A – Conflict Assessment;
- Part B – Company Assessment;
- Part C – Commodity Assessment;
- Part D – Externally Sourced Gold Assessment; and
- Part E – Management Statement of Conformance.

Part A of the Standard requires companies to assess whether any international sanctions apply to the countries where their mining operations are located or through which the gold they produce is transported while in their custody, and whether those operations are located in ‘conflict-affected or high-risk’ areas.

The primary reference for determining whether operations are situated in an area ranked as ‘conflict-affected or high-risk’ is the Conflict Barometer published by the Heidelberg Institute for International Conflict Research (the “**Conflict Barometer**”) for the two years preceding the reporting period. Companies are also

encouraged to consider the conflict-affected and high-risk areas list under European Regulation (EU) 2017/821 (the “CAHRAs List”) as good practice.

Companies that are subject to international sanctions or that operate in, or transport gold through, ‘conflict-affected or high-risk’ areas are required to complete all remaining assessments set out in Parts B to E of the Standard for the affected operations.

Where operations are not subject to international sanctions or are not located in ‘conflict-affected or high-risk’ areas, or where gold is not transported through ‘conflict-affected or high-risk’ areas while in the company’s custody, the only remaining assessments to complete are Parts D and E of the Standard.

ENDEAVOUR’S EVALUATION

1.1 Part A – Conflict Assessment

Endeavour reviewed international sanctions databases (including the United Nations Security Council, European Union sanctions database, the Canadian Department of Foreign Affairs, Trade and Development database and the U.S. Department of State database). Based on this review Endeavour concluded that no applicable international sanctions were imposed on the countries in which it conducted mining operations during the reporting period.

Endeavour also reviewed the Conflict Barometer and the most recent CAHRAs List. Burkina Faso is classified at level 4 (“Limited War”) by the Conflict Barometer. Under the CAHRAs List, Burkina Faso is designated as having conflict-affected areas relevant to European Regulation (EU) 2017/821, which include the regions of:

- Bankui, formerly Boucle du Mouhoun ;
- Tannounyan, formerly Cascades ;
- Nakambé, formerly Centre-Est ;
- Kuilsé, formerly Centre-Nord ;
- Goulmou, formerly Est ;
- Guiriko, formerly Haut-Bassins ;
- Yaadga, formerly Nord ; and
- Liptako, formerly Sahel.

The Sud-Ouest region, which featured in the CAHRAs List in 2024, has been removed from the 2025 CAHRAs List.

A regional analysis of the CAHRAs List confirmed that both Endeavour’s mines in Burkina Faso (Houndé located in Guiriko, formerly the Haut Bassins and Mana located in Bankui, formerly Boucle du Mouhoun) were located in a ‘conflict-affected or high-risk’ area during the reporting period. Endeavour therefore completed Parts B and C of the Standard (as set out below) across the Group’s current operations in Burkina Faso, in order to ensure full compliance.

Parts B and C of the Standard do not apply to Endeavour’s operations in Cote d’Ivoire and Senegal. While no formal assessments were required for these jurisdictions, Endeavour applies the same standards across all its operations.

1.2 Part B – Company Assessment

To comply with the requirements of Part B of the Standard, Endeavour conducted an assessment to confirm that appropriate policies, processes and procedures are in place at its mines in Burkina Faso to avoid causing, supporting, or benefiting unlawful armed conflict, or contributing to serious human rights abuses or breaches of international humanitarian law. Based on this assessment, Endeavour concluded that it has the

appropriate mechanisms in place to operate in ‘conflict-affected or high-risk’ areas and that it fully complies with Part B of the Standard as outlined below:

- **Human Rights Policy and Training:** Human Rights commitments are detailed in Endeavour’s Human Rights Policy and reinforced through Human Rights training, which is integrated in the Group’s Code of Business Conduct online training. The training is mandatory and conducted annually across the Group ensuring that all employees are consistently informed and aligned with our human rights standards.
- **Security:** Endeavour is a full member of the Voluntary Principles for Security and Human Rights (VPSHR) and will publish its first VPSHR Annual Report in April 2026. The VPSHR programme is integrated into Endeavour’s Security Management System and associated operational standards, including through providing training on the VPSHR to the Group’s security personnel as well as its private security contractors, who are contractually required to adhere to these principles. Endeavour ensures that its security practices uphold its approach to human rights, as outlined in the Human Rights Policy, whilst ensuring the safety and security of its people, assets, and property.

The national gendarmes, police or military forces present at the mines are accountable to their national chain of command and operate with Endeavour’s security personnel through principles agreed in Memoranda of Understanding. In Burkina Faso, these documents include a commitment aligned with the VPSHR. During 2025, Endeavour completed external security audits across all sites covering security management, industrial security, gold circuit security and respect for human rights.

- **Combatting Modern Slavery:** Endeavour’s activities to mitigate modern slavery are outlined in its annual Modern Slavery Statement published annually in compliance with the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023).
- **Whistleblower Programme and Grievance Reporting:** Endeavour maintains an effective, anonymous, and confidential whistleblower channel, and a separate employee grievance procedure. Additionally, Endeavour has established a community grievance mechanism which is an important part of its external stakeholder engagement. These processes and procedures are in place at each of its mines and offices ensuring they are easily and readily accessible for all employees, community stakeholders and other external stakeholders.
- **Payments benefits and in-kind:** Commitments regarding responsible business conduct wherever we operate, including with respect to third party payments and benefits-in-kind, are set out in Endeavour’s annual Sustainability Report, Anti-bribery and Anti-corruption Policy and Procedures, and, and Code of Business Conduct and Ethics. Mandatory online Anti-bribery and Anti-corruption training is conducted annually with in-person training every two years across all sites, with the next round taking place in 2026.
- **Third-Party Due Diligence:** Endeavour conduct risk based due diligence on third parties, including suppliers, transportation providers and security companies, utilising a third-party database and screening tool. This process ensures that Endeavour’s third-party relationships align with its values, including in relation to anti-corruption, human rights, labour standards and sanctions. All suppliers (including private security companies) are required to adhere to Endeavour’s Supplier Code of Conduct.

1.3 Part C – Commodity Assessment

Endeavour has evaluated the nature of its gold production and the control of gold at its mines to confirm conformance with Part C of the Standard in having in place measures to prevent the misuse of gold by groups associated with unlawful armed conflict. The evaluation found that Endeavour’s mines in Burkina Faso have

adequate controls and procedures in place in relation to the security and management of all gold and gold bearing materials within the mines' area of control.

Gold doré bars are securely managed within each mine site until custody is transferred to specialised and vetted transportation and security companies upon departure from the secured gold room at mine site.

Based on this evaluation, Endeavour concludes that it complies with Part C of the Standard.

1.4 Part D - Externally Sourced Gold Assessment

All gold produced by Endeavour is sourced exclusively from its own mining operations. Endeavour does not source gold from third parties, including from artisanal or small-scale gold miners, and therefore complies with Part D of the Standard.

1.5 Part E – Management Statement of Conformance

Endeavour confirms, to the best of its knowledge, that the gold produced by Endeavour-operated mines during the reporting period did not, in any way, contribute to armed conflict or human rights abuses or breaches of international humanitarian law. The mining operations covered in this Report have the necessary systems and controls in place to comply with the World Gold Council's Conflict-Free Gold Standard.

INDEPENDENT ASSURANCE

Endeavour engaged Environmental & Sustainability Solutions (ESS), an independent assurance provider, to assess its conformance with the Standard. The assurance team consisting of Mr Seakle Godschalk and Dr Maryna Möhr, executive directors of ESS, conducted the assessment under the Standard for the period from 1 January 2025 to 31 December 2025. ESS has confirmed that the mines identified in this Report are in conformance with the Standard. The independent assurance report is available on page six.

If users of this report wish to provide any feedback to Endeavour with respect to the Report, they can contact:

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STATEMENT ON INDEPENDENT ASSURANCE OF THE ENDEAVOUR MINING 2025 CONFLICT FREE GOLD REPORT

To the Governance Board and Stakeholders of Endeavour Mining

Environmental & Sustainability Solutions (ESS) was commissioned by *Endeavour Mining (EDV)* to provide independent third party assurance on its 2025 Conflict Free Gold (CFG) Report, 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*.

Assurance scope

The assurance scope consisted of the company's 2025 Conflict-Free Gold Report covering the period 1 January to 31 December 2025.

Responsibilities of *Endeavour Mining* and *ESS*

Endeavour Mining was responsible for preparing and presenting the CFG Report in accordance with the Conflict-Free Gold Standard (the Standard).

ESS was responsible for providing independent assurance on the CFG Report and the underlying assessments and supporting documents.

The assurance engagement was conducted in accordance with the AA1000AS (vs 3, 2020) standard, at a high level.

This report has been prepared for EDV for the purpose of assisting the directors in determining whether EDV has complied with the Standard. Our assurance report is made solely to EDV in accordance with the terms of our engagement. We do not accept or assume responsibility to anyone other than EDV for our work, or for the conclusions we have reached in the assurance report.

Assurance Methodology

The assurance procedures we performed included the following:

- Interviews with management to gain an understanding of EDV's processes, procedures, and risk management protocols
- Interviews with relevant staff at corporate level
- Detailed feedback received from Houndé and Mana mines on the implementation of all aspects of the Standard at mine level
- Review of availability and relevance of policies and procedures
- Review of the governance structures in place to ensure compliance with the Standard
- Review of online training material on human rights
- Review of supporting evidence and documentation
- Review of the most recent version of the Conflict Barometer of the Heidelberg Institute for International Conflict Research
- Review of the most recent version of the CAHRAs list and associated country/area reports under the EU Regulation 2017/821
- Review of the final draft of the Report to ensure consistency with our findings.

Limitations

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

Independence and Competencies

ESS was not involved in the preparation or presentation of the CFG Report. 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 2025 *Endeavour Mining* Sustainability Report and assurance of compliance with the Responsible Gold Mining Principles (RGMPs) by the Group. Therefore, ESS's ability to conduct independent assurance on the CFG Report was not compromised.

ESS is an AccountAbility licensed sustainability assurance provider since 2010. We have sustainability assurance experience in the mining sector in Botswana, Burkina Faso, the Democratic Republic of the Congo, Ivory Coast, Ghana, Mali, and South Africa since 2014. In addition, ESS has been conducting compliance auditing and other assurance work in various other sectors since 2007.

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 compliance with the Conflict Free Gold Standard during the reporting period.
- That Endeavour Mining's CFG Report for the period ended 31 December 2025, has in all respects been prepared and presented in accordance with the requirements of the Conflict-Free Gold Standard.



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



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