

SOCIAL PERFORMANCE POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) is a global gold producer committed to sustainable development.

We strive to contribute to the prosperity of our local communities and host countries where we operate, across all stages of the life cycles of our assets by creating employment opportunities, supporting local businesses and making meaningful and sustainable community investments. While we recognise that our activities can have both positive and negative impacts, we work to minimise any negative effects and where this is not possible, implement appropriate mitigation measures. This approach is fundamental to the long-term sustainability of our business and for the benefit of all our stakeholders.

We have adopted this Social Performance Policy (the “**Policy**”) to support our commitment to making a meaningful and sustainable contribution towards improving people’s lives in the communities and countries where we operate.

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 (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 social performance approach to managing our relationships with communities affected by our projects and evaluating our socio-economic impacts.

- We will demonstrate respect for people, their customs and beliefs, and take responsibility for the impact that we have. We will assess the potential social and cultural, health and safety, and economic impacts on communities, and develop plans to avoid, minimise, mitigate, or remedy adverse impacts and to maximise positive impacts throughout the mine’s life cycle and after closure.
- We will work to gain broad community support for any planned mining project and ensure that support is maintained throughout the life of the project. We will consult with impacted communities and our Relevant Stakeholders, actively considering their input, and where possible incorporating their views, when developing operational designs and plans, as well as when making decisions that may impact them.
- We will identify, through stakeholder mapping at each of our operations, our key stakeholder groups across national, regional and local levels, including vulnerable groups such as women or marginalised groups.
- We will build trust-based relationships and prevent conflict by sharing information and addressing issues that are raised, through ongoing dialogue and culturally appropriate communication, in accordance with our stakeholder engagement plans and established grievance mechanisms.
- We will establish a Social Performance Management Plan at each of our operations to guide stakeholder management throughout construction, operation, closure and post-closure phases.
- We will avoid the resettlement of communities or people as far as possible. Where economic or physical displacement cannot be avoided, we will adhere to IFC Performance Standard 5, including formal consultation throughout the process and seeking to improve the ultimate well-being and livelihoods of impacted households and communities.
- We will work with local stakeholders, through partnerships, to understand community needs and priorities, develop objectives and plans, and implement projects that result in positive socio-economic change.
- We will work with impacted communities and our Relevant Stakeholders to establish, track and report on socio-economic indicators that will enable engagement and improve decision making around impact management and community wellness.
- Our mining operations are powerful catalysts in the socio-economic development of our local communities and key contributors to our host countries’ wealth. We seek to ensure that the benefits from our economic contributions are widespread among our local communities and host countries. This includes local employment, building business capacity and supporting access to opportunities within our operations.



- We will engage with artisanal and small-scale gold mining stakeholders and collaborate with host governments to prevent conflict, reduce negative impacts, support alternative livelihoods, and facilitate formalisation, where feasible.
- We will avoid or minimise impacts on cultural heritage through assessments and the implementation of our Chance Finds procedures. In addition, we ensure that cultural sites are identified in our impact assessments and marked on our maps and demarcated on the ground so that they are not destroyed or damaged by our activities.
- We will avoid affiliation with organisations or activities that actively promote religious or political beliefs.
- We will facilitate the creation of consultative and inclusive committees comprising administrative and traditional authorities, the representatives of all the segments of the community (women, youths, vulnerable or marginalised people, civil society organisations, etc) and hold regular meetings in a transparent and open manner.
- We will monitor, report on (using applicable sustainability reporting standards and frameworks) and seek to achieve continual improvements in our social responsibility performance.
- We will provide the necessary resources and appropriate training to our Relevant Stakeholders to ensure that they can fulfil their responsibilities in accordance with this Policy.
- We are committed to upholding the United Nations Guiding Principles on Business and Human Rights (UNGPs), ensuring respect for human rights across our operations and supply chains. We strive to prevent negative impacts on human rights, while maintaining transparency, accountability, and continuous improvement in our social performance.
- We will publicly report on our social performance, actions and initiatives annually against international recognised standards, such as the Responsible Gold Mining Principles, the UN Global Compact, the Global Reporting Initiative, the Voluntary Principles on Security and Human Rights and the Taskforce on Nature-related financial Disclosures,

4. Implementation

The Board is accountable for ensuring this Policy is effectively implemented and it has delegated oversight of it to Endeavour's senior management and the Group compliance functions. The management of the Company will report to the Board on the efficacy of steps taken to achieve compliance with the principles set out in this Policy and, should they occur, any material instances or trends of violations of this Policy.

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

The ESG Committee of Endeavour will review and evaluate this Policy on an annual basis to determine its efficacy.

Last updated:

4 March 2026

Approved by:

ESG Committee

Board of Directors of Endeavour Mining plc