

# BIODIVERSITY POLICY

## 1. Introduction

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

We recognise biodiversity as the diversity of life on Earth and acknowledge that we depend on the ecosystem. We recognise that biodiversity, water, climate and social issues are all interconnected, and therefore adopt an integrated approach to their management.

We are committed to high standards of environmental management and performance through our Environmental Policy. This Biodiversity Policy (“**Policy**”) has been developed as a component of the Environmental Policy to support the Group in meeting this commitment.

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 Directors, 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

The Group strives to achieve a net positive impact on biodiversity, to mitigate the negative impacts of our activities and to make appropriate contributions to in the regions where we operate. We manage our relationship with biodiversity according to the following principles:

- We will comply with all applicable laws, regulations, relevant industry standards, and all other compliance obligations that we subscribe to relating to the management of biodiversity risks and impacts.
- We aim to achieve a ‘No Net Loss’ of critical habitat, as a minimum, and will actively seek opportunities for a net gain of critical habitat and no net loss of natural habitat, in line with the International Finance Corporation Performance Standard 6.
- We respect legally designated protected areas and will avoid any mining-related activities in areas designated as World Heritage Sites.
- We will follow an integrated approach to land use planning, where the land access needs of nearby communities are considered, together with the need for the preservation of biodiversity.
- We will develop an appropriate understanding of the biodiversity and ecosystem baseline in areas where our mining-related activities are undertaken. These baseline studies should adequately inform management of the associated biodiversity risks and impacts.
- We will engage regularly and educate relevant stakeholders and consult national and internationally recognised databases, to develop a defensible understanding of the value of biodiversity which is potentially at risk from the Group’s activities.
- We will apply a mitigation hierarchy to address risks and impacts to biodiversity and ecosystem services. We will prioritise avoidance and minimisation, and where possible, consider Nature Based and innovative solutions for habitat restoration.
- We will develop and implement site specific Biodiversity Management Plans (BMPs) for managing impacts on biodiversity. We will manage impacts to critical habitats through the implementation of site-specific Biodiversity Action Plans (BAPs), which will be regularly updated based on new information, monitoring results, and lessons learned.
- To support our biodiversity objectives and assist us to continually improve our biodiversity management performance, we will set up a structured continuous improvement framework for biodiversity management that will enable us to regularly assess our biodiversity conservation strategies and identify opportunities for enhancement.
- We will, as a priority, engage with local affected stakeholders throughout the process of identifying nature/biodiversity-related issues, to gain a deeper understanding of stakeholder perspectives.
- We recognise the interconnectedness of species, habitats and ecosystem services, and will design and implement biodiversity conservation projects, integrating this understanding and ensuring the active participation of Relevant Stakeholders, including local communities.
- In consultation with local communities and Relevant Stakeholders, we will consider biodiversity across our value chain, starting at the mine design stage through



the rehabilitation of land, and habitat for fauna, and the selection of suitable post-closure land uses to ensure we preserve ecosystem services.

- We will set realistic and actionable short-, medium- and long-term biodiversity targets and we will report annually on our progress against them.
- We will publicly report on our performance, actions and initiatives annually against international recognised standards, such as the Task Force on Nature Related Disclosures (“TNFD”).
- We will develop and maintain partnerships with the authorities and relevant experts to support the achievement of the Group’s biodiversity commitments.

#### 4. Implementation

The Board of Directors is accountable for ensuring this Policy is effectively implemented and has delegated its oversight 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 and anonymous 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 ESG Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

**Last approved:**

4 March 2026

**Approved by:**

ESG Committee

Board of Director of Endeavour Mining plc