

BOARD DIVERSITY AND INCLUSION POLICY

1. Introduction

This Board Diversity and Inclusion Policy (the “**Policy**”) sets out our approach to fulfilling our commitment to creating an inclusive culture, in which difference is recognised and valued, on the Board of Directors (the “**Board**”) of Endeavour Mining Plc (“**Endeavour**” or “the **Company**”, together with its subsidiaries, the “**Group**”).

2. Application of the Policy

This Policy is applicable to Endeavour Directors (“**Directors**”) and does not apply to employees who are not appointed to the Board. A separate Diversity Policy applies to Endeavour employees, contractors, sub-contractors and agents, and this can be found on our website at [Our policies | Endeavour Mining plc \(LSE: EDV/TSX: EDV\)](#). Further information on the Group’s practices, initiatives and balance, in relation to diversity, is set out in the Annual Report & Accounts.

3. Scope of the Policy

When considering new appointments or assessing the current Board composition, the Board is committed to having a Board composed of diverse individuals, with a mix of skills, knowledge, experience and expertise, educational and professional background, gender, age, ethnicity, and diversity of thought. All appointments to the Board are made on merit, against a set of objective criteria, in the context of the skills, experience, independence and knowledge required for a gold mining company, which the Board as a whole requires.

It is the Board’s belief that a diverse Board provides challenge and innovation in decision-making, ultimately benefitting the Group’s stakeholders, by contributing to the long-term success of the Company. The balance of diversity is a key part of the ongoing review of the Board and the Committees by the Corporate Governance and Nominating Committee.

4. Objectives of the Policy

The Board aspires to maintain a balance so that:

- i. female/male parity on the Board is the ultimate goal, with a commitment to having no less than 40% female representation on the Board and at least one woman in the role of a senior member of the Board, be it one of the Chair, CEO, CFO or Senior Independent Director; and
- ii. at least one Director is from an ethnic minority background.

The Board supports and monitors management’s actions to increase the proportion of senior leadership roles held by:

- i. women, with a view to achieving the objectives of the FTSE Women Leaders;

- ii. individuals from ethnic minority backgrounds and other markers of diversity.

5. Monitoring and reporting

The Corporate Governance and Nominating Committee is responsible for ensuring that the Board and its Committees have the right balance of skills, experience, and knowledge, and accordingly it:

- regularly reviews and evaluates the composition of the Board and its Committees, including appointments to senior Board positions, to ensure critical skills and experience are regularly refreshed. In carrying out its review, the Corporate Governance and Nominating Committee takes into account recent and likely future Board changes, Board expertise (including future expertise needed for the Group), independence, Board evaluation outcomes, diversity, and tenure;
- works with executive search firms who understand the Company’s values and approach to diversity, including this Policy, and will comply with those values and approach in identifying and proposing suitable candidates for appointment to the Board;
- identifies suitable candidates for appointment to the Board and Committees and assesses potential Directors against measurable, objective criteria with regard to the benefits of diversity on the Board and taking into consideration the skills, knowledge, experience, expertise and independence, required to advance the Group’s strategy for the benefit of all its stakeholders;
- together with the Remuneration Committee, champions the identification, development, and support of a pipeline of high-potential and high-performing candidates with diverse backgrounds in senior management roles, to ensure that the Group builds a strong pipeline of diverse talent for the future; and
- reviews this Policy annually and recommends any revisions to it to the Board.

6. Review and amendment of the Policy

Endeavour’s Corporate Governance & Nominating Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

Last Updated:

29 January 2025

Approved by:

Corporate Governance & Nominating Committee
Board of Director of Endeavour Mining plc