



# CREATING MEANINGFUL VALUE

Sustainability Report 2024





# ENDEAVOUR IS ONE OF THE WORLD'S LEADING GOLD PRODUCERS AND THE LARGEST IN WEST AFRICA

We are committed to producing gold that delivers meaningful value to people and society.

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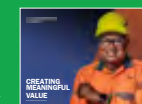
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## ANNUAL REPORT

[Click here to view Annual Report](#)



## Our ESG reporting suite

This sustainability report is part of our annual [ESG reporting suite](#), which is available on our [website](#) and includes:

- Management Approach ESG Fact Sheets
- ESG Data Centre
- Modern Slavery Statement
- Conflict Free Gold Report
- Tax and Economic Contribution Report



## ESG REPORTING SUITE

[Click here to view reporting suite](#)

### 2024 ESG Highlights

# \$2.2B

Economic contribution to host countries

# 0.13

LTIFR

Well below industry benchmark

# \$1.2B

Spent

on in-country suppliers (83%) excluding construction

# 0.63

tCO<sub>2</sub>e/oz

Emissions intensity

ISO 45001 and 14001 certification maintained.

Solar Farm at Sabodala-Massawa commissioned.

# 632ha

Protected

# 1

New mine

Lafigué achieved commercial production in 1 August 2024

TNFD early adopter and first report published.

Completed sustainability linked loan.

# 0

Major environmental incidents

Top rated company by Sustainalytics.

Achieved B score for CDP Climate Disclosures.



#### YEAR IN REVIEW

[Click here to view our year in review video](#)





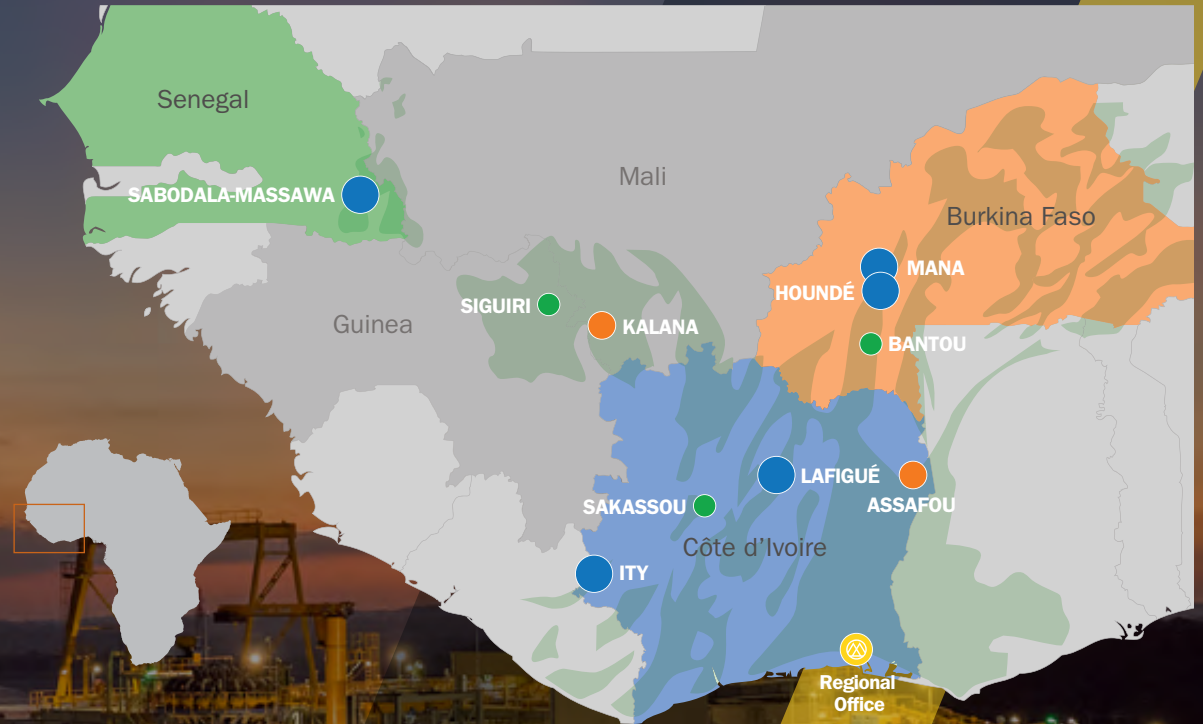
## Endeavour at a glance

# Endeavour is a leading global gold producer

Ranked among the top 10 globally, Endeavour is strategically positioned in one of the largest and most prospective gold producing regions. We are focused on developing our high-quality portfolio of low-cost, long-life assets while ensuring a strong social licence to operate.

Endeavour has a diversified portfolio across West Africa. Our operating mines are in Senegal, Côte d'Ivoire and Burkina Faso. The Company also has a strong portfolio of advanced development projects and exploration assets in the highly prospective Birimian Greenstone Belt.

Headquartered in London, Endeavour is listed on the London and Toronto stock exchanges under the ticker symbol "EDV".



- Mines
- Development Projects
- Advanced Exploration
- Birimian Greenstone Belt



# Our diversified portfolio



## Sabodala-Massawa

Located in Senegal, Sabodala-Massawa is an open pit mine with CIL and BIOX® processing facilities.

**229Koz**  
Production

**\$1,158/oz**  
AISC<sup>1</sup>

**15yrs**  
Life Of Mine

**Ownership**

**90%**

Endeavour  
10% Govt of Senegal

**Employees**

**1,300**

50% nationals  
45% locals  
9% women

**Total social investment<sup>2</sup>**

**\$5.4m**

**Safety**

1 LTI  
0.21 LTIFR  
1.04 TRIFR

**Emission intensity**

1.042 tCO<sub>2</sub>e/oz

**Energy intensity**

14.58 GJ/oz

**Tailings**

Upstream



## Ity

Located in Côte d'Ivoire, Ity is an open pit mine with a CIL processing facility.

**343Koz**  
Production

**\$919/oz**  
AISC<sup>1</sup>

**11yrs**  
Life Of Mine

**Ownership**

**85%**

Endeavour  
10% Govt of Côte d'Ivoire,  
5% SODEMI

**Employees**

**810**

51% nationals  
45% locals  
13% women

**Total social investment<sup>2</sup>**

**\$3.5m**

**Safety**

0 LTI  
0 LTIFR  
0.21 TRIFR

**Emission intensity**

0.472 tCO<sub>2</sub>e/oz

**Energy intensity**

6.369 GJ/oz

**Tailings**

Downstream



## Lafigué

Located in Côte d'Ivoire, Lafigué is an open pit mine with a CIL processing facility.

**96Koz**  
Production

**\$844/oz**  
AISC<sup>1</sup>

**13yrs**  
Life Of Mine

**Ownership**

**80%**

Endeavour  
10% Govt of Côte d'Ivoire,  
10% SODEMI

**Employees**

**336**

79% nationals  
6% locals  
18% women

**Total social investment<sup>2</sup>**

**\$0.3m**

**New**  
Commercial production Q3-24

**Safety**

0 LTI  
0 LTIFR  
0.57 TRIFR

**Emission intensity**

0.877 tCO<sub>2</sub>e/oz

**Energy intensity**

11.703 GJ/oz

**Tailings**

Downstream



## Houndé

Located in Burkina Faso, Houndé is an open pit mine with a CIL processing facility.

**288Koz**  
Production

**\$1,294/oz**  
AISC<sup>1</sup>

**10yrs**  
Life Of Mine

**Ownership**

**90%**

Endeavour  
10% Govt of Burkina Faso

**Employees**

**1,363**

51% nationals  
45% locals  
11% women

**Total social investment<sup>2</sup>**

**\$5.7m**

**Safety**

0 LTI  
0 LTIFR  
0.16 TRIFR

**Emission intensity**

0.439 tCO<sub>2</sub>e/oz

**Energy intensity**

6.941 GJ/oz

**Tailings**

Downstream



## Mana

Located in Burkina Faso, Mana is an open pit and underground mine, with a CIL processing facility.

**148Koz**  
Production

**\$1,740/oz**  
AISC<sup>1</sup>

**6yrs**  
Life Of Mine

**Ownership**

**90%**

Endeavour  
10% Govt of Burkina Faso

**Employees**

**475**

66% nationals  
3100% locals  
8% women

**Total social investment<sup>2</sup>**

**\$4.0m**

**Safety**

0 LTI  
0.19 LTIFR  
1.68 TRIFR

**Emission intensity**

0.51 tCO<sub>2</sub>e/oz

**Energy intensity**

8.1 GJ/oz

**Tailings**

Stage 1-3 upstream  
Stage 4 downstream

<sup>1</sup> 'All in sustaining cost' (average all-in sustaining cost of a mining operation to produce one ounce of metal)

<sup>2</sup> Includes mine site spend and contribution to the Local Mining Development Fund








## 2024 ESG scorecard

● **75%**  
Fully achieved

○ **4%**  
In progress

○ **21%**  
Missed

Topic	Target	Score	Commentary	Read More
<b>Health &amp; Safety</b> 	Zero fatalities.	○	Regrettably we reported one fatality for the year.	page 26
	TRIFR Group average for FY-2023 and FY-2024 below mid-point of Peer Group. <sup>1</sup>	●	Achieved. TRIFR of 0.73.	page 26
	Target Group malaria incidence rate of 300/1,000 per employee.	●	Achieved. Group malaria incidence rate 184/1,000 for 2024	page 34
	All sites emergency response teams qualify and compete in FY-2024 company mine rescue competition.	●	Achieved. Sabodala-Massawa won.	page 31
<b>Employees</b> 	Undertake a Company-wide Employee Engagement Survey.	●	Achieved.	page 40
	Continue to target 20% women new hires.	○	15% of new hires were women.	page 46
	Publish an updated Maternity Leave Policy.	●	Achieved.	page 46
	Implement an action plan to improve the working environment for women.	●	Achieved.	page 45
	Roll out dedicated diversity training.	○	Partially achieved. New diversity training materials developed, rolling out during Q1-2025.	page 44
<b>Communities</b> 	Local content procurement target of 80% Group-wide spend, including at least 35% from national suppliers and a minimum of 3% from local suppliers within the mine catchment area.	●	Achieved.	page 63
	Audit our grievance mechanism against the UN Guiding Principle 22.	●	Achieved.	page 53
	Organise a 'Caravane de Santé' to provide free health screening to our host communities.	●	Achieved.	page 35
	Implement pilot malaria community health programme at our Ity mine.	●	Achieved.	page 55
<b>Environment</b> 	Emission intensity <601kgCO <sub>2</sub> e/oz.	○	We reported an emission intensity of 631 kgCO <sub>2</sub> e/oz.	page 69
	Commission Sabodala-Massawa solar plant.	●	Achieved. Commissioning commenced in Q4-2024	page 68
	Target an average of 70% recycled water for the Group.	○	We reported an average of 60%.	page 73
	Protect >430 hectares of land Group-wide.	●	Achieved. 632 hectares were protected.	page 77
	Rehabilitate 40 hectares across the Group.	○	26 hectares were rehabilitated.	page 77
	Target 70% reduction of single-use plastic water bottles and complete a feasibility study on a community plastic recycling project.	●	Achieved. Exceeded target, with a 97% reduction.	page 75
<b>Ethical Business</b> 	Enhance human rights online training for employees.	●	Achieved. 94% employee participation rate.	page 108
	Roll out human rights awareness campaign in our host communities.	●	Achieved.	page 108
	Continue progression to full membership of the VPSHR.	●	Implementation Report submitted, final step in membership process.	page 111
	Enhance procedures for compliance with new corporate fraud legislation.	●	Achieved.	page 112
	Develop investigations procedures to complement Whistleblower reporting.	●	Achieved.	page 110

<sup>1</sup> Peer group = Top 20 defined global gold producers



## 2025 ESG targets



### Health & safety

- 🎯 Zero fatalities.
- 🎯 TRIFR target of 0.70.
- 🎯 Conduct externally facilitated review of fatal risk matrix.
- 🎯 Reinforce contractors' adoption of Endeavour's safety culture and practices.
- 🎯 Target reduction in malaria incidence rate of 175/1,000 per employee.
- 🎯 Launch second community 'Health Caravan' (Caravane de Santé).



### Our employees

- 🎯 Address feedback from employee survey.
- 🎯 Develop female leadership training programme.
- 🎯 Publish a paternity leave policy.
- 🎯 Continue dedicated diversity training.



### Our communities

- 🎯 Local content procurement target of ≥80% from in-country registered suppliers, including 35% from national suppliers and 3% from local suppliers.
- 🎯 Awareness campaign to deepen community understanding of our grievance mechanism.
- 🎯 Organise a 'Health Caravan' to provide free mother and child health screening.
- 🎯 Launch scrap metal initiative at Lafigué and Sabodala-Massawa.



### Our environment

- 🎯 Target <600kg CO<sub>2</sub>e/oz emissions intensity.
- 🎯 Target 30% engagement or 12% integration with suppliers on Scope 3.
- 🎯 Protect 540 hectares and rehabilitate 150 hectares Group-wide.
- 🎯 Target Group average of 70% recycled water.
- 🎯 Maintain ≥95% reduction of single-use plastic water bottles vs 2022 baseline.
- 🎯 Eliminate plastic sachets at Lafigué, Houndé and Mana.
- 🎯 Implement community plastic waste project at Ity.



### Ethical business

- 🎯 Implement Modern slavery supplier self-certification.
- 🎯 Conduct site observations to identify any potential modern slavery.
- 🎯 Audit effectiveness of our anti-bribery/corruption procedures.
- 🎯 Launch Employee Compliance Day.



## CEO statement

In my first year as CEO, we successfully delivered on key strategic objectives, with robust operational performance producing 1.1 million ounces of gold and the completion of our growth phase, with our new mine Lafigué now in commercial production. I am delighted to report that we also achieved a number of our ESG-related targets, including the successful commissioning of our solar facility at our Sabodala-Massawa mine which is an important step in our decarbonisation journey, reducing both emissions and power costs.

### Driving economic impact beyond our operations

We are committed to ensuring that the positive impacts of our operations extend beyond their immediate proximity, staying true to our purpose of producing gold that delivers meaningful value to people and society. As West Africa's leading gold producer, we are a significant contributor to our host countries' economies through local and regional procurement, investments in community development programmes, and tax contribution to national economies.

In 2024 Endeavour's total economic contribution to our host countries was \$2.2 billion, of which \$716 million was paid to host governments in taxes, royalties, and dividends, while \$240 million was paid in employee wages, salaries, and benefits, including payroll taxes.

A further \$1.2 billion – 83% of the Group's total budget, excluding construction – was spent on in-country procurement, supporting more than 1,200 businesses and \$7.7 million was invested in voluntary socio-economic and environmental community initiatives.

### Reinforcing our safety culture

Our performance for the year was overshadowed by a fatal accident in February 2024 at our Mana mine, which resulted in the death of our contractor colleague, Mr Siswantoro. Following our investigation, we have improved our tyre management processes emphasising the importance of contractor adherence to our strict safety standards.

While our total recordable injury frequency rate reduced by 18% year-on-year to 0.73, well below the industry average, we have worked hard in 2024 to enhance our safety culture. This includes the launch of our 'Safety at Work: Our Responsibility, Your Vigilance' campaign – a Group-wide awareness initiative designed to reinforce the importance of safety in every aspect of our operations and empower each employee to take an active role in maintaining a safe work environment.

I am particularly encouraged by our strong progress in the fight against malaria. This year, we reported a 36% decrease in our malaria

incidence rate year-on-year, and a 60% decrease since 2020. You can read more about this on page 34.

### Investing in our people

A diverse representation of voices is fundamental to our success and a core element of our company culture.

In 2024, we conducted 'Endeavour Voices' – our first Group-wide employee engagement survey – with an impressive 72% participation rate. While 86% of our employees feel engaged with Endeavour and 78% would recommend the Company as a good place to work, we have also identified key areas for improvement, including career progression, appreciation and recognition. We are committed to addressing these areas and enhancing our workplace culture over the coming year.

A critical aspect of building a successful diversity and inclusion strategy lies in identifying the unique geographical and cultural challenges and barriers relevant to our business and the broader industry, and continuing to address them.

Last year, we introduced our 'Women at Endeavour' programme which builds on previous initiatives to give our women in mining the tools and opportunities they need – such as an improved and more comprehensive maternity policy – as well as offering them empowerment to develop their careers.



**We recognise our responsibility to both the prosperity of our host countries and the preservation of their environment. We are committed to driving socio-economic development while supporting biodiversity conservation. We are pleased to present our first report in accordance with the Task Force on Nature-related Financial Disclosures (TNFD)."**

**Ian Cockerill**  
Chief Executive Officer



**CEO statement**

Continued

**Protecting the environment**

In 2024, expanded our environmental and social programmes, with a focus on biodiversity as a core pillar of our strategy.

For the third consecutive year, we partnered with the Senegalese Agency for Reforestation and the Great Green Wall. While we set an ambitious goal to reforest 520 hectares this year, the unforeseen 1-in-80-year flood event in the region impacted our progress. Despite this challenge, we successfully planted 427 hectares, demonstrating the resilience of our reforestation efforts. This event highlights the critical importance of our initiative in combating desertification. Looking ahead, we are excited to plant the remaining 93 hectares, plus an additional 350 hectares, in 2025, bringing our

total to 1,000 hectares reforested over the course of our four-year partnership.

To support academic research on biodiversity conservation and climate resilience, alongside our reforestation efforts, we have partnered with the University of Daloa (UJoG) in Côte d'Ivoire to build an arboretum, with construction starting during 2024. This space will serve as a valuable research site and a recreational area for students and local residents.

Hand in hand with our environmental protection efforts in West Africa is the fight against plastic pollution, a scourge in our host communities. It is encouraging to see our employees and contractors' commitment to tackling this, with a 97% reduction in the consumption of single-use plastic water bottles on our sites and a total ban in our offices.

In 2025, we plan to reinforce local waste management with a pilot community plastic recycling scheme in Zouan Hounien, near our Ity mine, which will help drive further reduction in plastic pollution.

**Introducing our first TNFD Report**

Turning to ESG Reporting, we have become early adopters of the Task Force on Nature-related Financial Disclosures (TNFD), demonstrating industry leadership on the importance of nature, particularly biodiversity in our case. Our first TNFD report is contained within this report on page 78, which I hope you enjoy reading.

**Industry-leading ESG Disclosures**

Our commitment to ESG disclosure continues to earn external recognition. We have maintained top-tier Sustainalytics and MSCI ratings, placing us among the leading companies not only in our sector, but across industries.

To encourage greater transparency across the gold sector, in 2024 we became a member of the World Gold Council's gold bar integrity programme with partner aXedras. This digital platform allows users to trace gold bars from mine to end user, with audited data confirming that our gold bars come from responsible sources. This initiative complements our membership of the Single Mine Origin (SMO) initiative, which offers consumers fully traceable, responsibly sourced gold via a QR code. You can read more about this on page 15.

This eighth report highlights our progress through key engagements and programmes undertaken in the past year and sets forth our targets for 2025 as we continue to implement our ESG strategy, focused on protecting the environment, investing in our host communities and providing robust governance.

Our achievements during the year are a testament to the hard work of our employees and contractors, the support of our host communities, partners, governments and our valued shareholders. Thank you all.

**Ian Cockerill**  
Chief Executive Officer  
5 March 2025



# 2024 external recognition



## Burkina Faso

- **Best Partner Award 2024**  
SNC (National Week of Culture).
- **Best Partner Award 2024**  
Total Energy.
- **Participation Award**  
SAMAQ.
- **The Medal of Honour for Local Authorities**  
Awarded by a representative of the Grand Chancery of Burkinabe Orders, in recognition of Houndé mine's commitment to local development initiatives.
- **The Knight of the Order of the Stallion, exceptionally awarded**  
Presented during a ceremony presided over by the Governor of the Hauts-Bassins Region, in recognition of the Houndé mine's outstanding efforts in promoting social peace and community cohesion.
- **Second prize for Best Occupational Health Service**  
Presented to the Mana mine by the Burkinabè Medical Inspectorate.



## Côte d'Ivoire

- **WELA Awards 2024**
  - Engaged Brand Award for the promotion of women.
  - Company Promotion Female Leadership Award.
- **Best Producer Award**  
by the Conference of Actors in Mining, Oil, and Environment.



## Senegal

- **'Trophy of excellence' of the chamber of mine**  
Received by Aziz Sy, Vice President of Public Affair, Senegal, Mali and Guinea, as pioneer in the mining sector in Senegal and founder member of the Chamber of Mines.



## Our approach to ESG

At Endeavour, we recognise the significant contribution responsible mining can make to the economic and social development of host countries. Our commitment extends beyond compliance – we take a bottom-up approach to ESG, actively engaging with local stakeholders to identify needs and co-develop meaningful programmes to deliver the best outcomes for those living in proximity to our operations.

This year, our total social investment reached \$27 million, including \$19.3 million contributed to Local Mining Development Funds, \$4.6 million invested by our mines in their host communities and \$3.1 million dedicated to national and regional initiatives through the Endeavour Foundation.

### Supporting local talent and skills development

Sustainable development hinges on education and skills transfer. We have a range of vocational training, educational programmes and social initiatives that provide community members with practical skills and resources, enabling them to flourish and create secure futures.

One such example is the 'N'Goto Yè Tè Hè' ('Building for the Future') programme at Lafigué, designed to facilitate the mine's transition from construction to operations while providing

employment opportunities for young people from neighbouring communities around the mine. This multi-faceted initiative offers vocational training, internships and entrepreneurial support, benefiting 136 young people to date.

Recognising the importance of education to the progression and advancement of society, we have developed three flagship education programmes that are supported by the Endeavour Foundation to recognise and encourage academic excellence. In 2024, 642 young people from across our sites and offices were rewarded, including 60 young girls who received four-year bursaries to support their continued education.

We were also proud to sponsor Ibrahim Maïga, a Burkinabè athlete, who competed in the 2024 Paris Olympics in Taekwondo, reflecting our commitment to supporting the development of local talent beyond the mining sector.

### Advancing local content through inclusive procurement

Local content is a key strategic theme within our economic development pillar. By supporting local businesses, we generate employment, drive entrepreneurship and amplify our impact on regional and national economies. Since 2021, we have consistently sourced at least 80% of our goods and services in-country, and in 2024, we increased procurement from communities surrounding our mines from 1% to 3%.

To address the gender imbalance in our supply chain and ensure we are offering opportunities to women entrepreneurs, we held a workshop in Abidjan in 2024 with over 100 people in attendance, including the Chamber of Mines, local authorities and financial institutions from all our three countries of operation.



The workshop was a great success, with 14 recommendations agreed upon to increase the visibility of women entrepreneurs, establish stronger partnerships between companies and women entrepreneurs, and strengthen the capacity of women entrepreneurs. The recommendations are now being actioned.

We also support a number of women cooperatives around our mine sites who produce a range of local products. 2024 was the year of the biennial SIAO, a leading West African arts and crafts fair held in Ouagadougou, Burkina Faso. To promote these artisanal goods and help reach new customers, we sponsored a stand showcasing these locally made products helping them gain visibility.

These initiatives are just a snapshot of the work we do each and every day to build and maintain a strong social licence to operate, and ensure that our impact is both meaningful and sustainable. This report contains many more examples and details our proactive management of environmental and social impacts, and responsible mining practices.



**Through our Foundation and site-specific initiatives in education, health and economic development, we empower our communities, fostering self-sufficiency that delivers enduring social benefits and prosperity."**

**Djaria Traore**  
EVP Operations and ESG





# Our purpose

Our purpose is to produce gold that delivers meaningful value to people and society

We achieve this by...

Protecting and promoting the places where we operate

Helping to create resilient and self-sustaining communities

Being trusted to unlock the full benefits of the material we mine



### Environment

- Climate change
- Water stewardship
- Biodiversity
- Plastic waste



### Social

- Economic development
- Education
- Health
- Access to water and electricity



### Governance

- Respect for human rights
- Zero Harm and employee well-being
- Diversity and inclusion
- Ethical business

Act local

Amplify our actions



### Endeavour Mining

- Offices
- Sites



### Endeavour Foundation

- Regional
- National
- International



## Advancing the UN Sustainable Development Goals

From the 17 goals we have identified and integrated 10 priority targets.



## The UN SDGs

# Endeavour's contribution to the UN SDGs

At Endeavour, we firmly believe that businesses play a crucial role in advancing the United Nations Sustainable Development Goals (SDGs). Moving through 2024 and beyond, our commitment to these global goals remains central to our ESG strategy.

We have identified 10 priority SDGs that guide our sustainability efforts, encompassing our ESG programmes. Through targeted initiatives, we strive to create a lasting positive impact within the communities where we operate.

By concentrating on these priority SDGs, we ensure that our actions are focused, impactful, and measurable. This approach not only aligns our efforts with global sustainability frameworks but also strengthens our contributions to local development, job creation, and poverty reduction in the regions where we operate.

As we strive towards a more sustainable future, we are committed to making a measurable difference. This commitment is driven by our dedication to the SDGs, our proactive ESG initiatives, and our ongoing collaboration with investors, communities, and other stakeholders.

This commitment resonates strongly with our key investors. Notably, 75% of our top 20 institutional shareholders are signatories to the UN-supported Principles for Responsible Investment (PRI). These investors integrate SDGs into their investment strategies and engagement practices, underscoring the shared responsibility we all bear in achieving these global goals.



In our own operations

Through our Supply Chain

Through our Foundation





The UN SDGs

Continued



SDG target

**3.3** End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

Related material topic

Zero Harm  
Health and Safety

Endeavour's 2024 contribution

**36%**






Reduction in Group's malaria incidence rate.

**~\$0.5m**

Invested in community health projects around our mines, including malaria and HIV/AIDS testing and counselling.



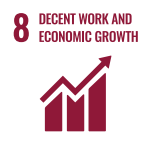


**2,078**

People from our host communities benefitted from the Health Caravane which offered free eye screening and associated eye care.

SDG priority	SDG target	Related material topic	Endeavour's 2024 contribution
	<p><b>1.4</b> By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, to safe, nutritious and sufficient food all year round.</p>	Local Communities	<ul style="list-style-type: none"> <li>• \$7.7 million invested in community projects.</li> <li>• Implemented a range of income-generation and livelihood restoration projects, including a community rice cooperative at our Lafigué mine.</li> </ul>
	<p><b>2.3</b> By 2030, double the agricultural productivity and incomes of small-scale food producers.</p>	Local Communities	<ul style="list-style-type: none"> <li>• Total investment of approximately \$0.8million in economic development projects around our mines.</li> <li>• Supporting a range of projects around our mines in agricultural improvement and food security, including market gardens, poultry farms, pork farms and agricultural equipment.</li> <li>• To promote handmade products from our Houndé and Mana mine community projects, such as shea butter and soumbala, we sponsored their participation at SIAO, a leading West African arts and crafts fair held in Ouagadougou.</li> </ul>
			
	<p><b>4.1</b> Ensure that all girls and boys complete free, equitable and quality primary and secondary education.</p> <p><b>4.4</b> Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	Local Communities Diversity, Equality and Inclusion	<ul style="list-style-type: none"> <li>• 577 children of Endeavour employees rewarded for academic success.</li> <li>• 60 four-year bursaries awarded to the most academic young girls in secondary schools in our host communities.</li> <li>• 1,000 students attended free educational workshop about risks and consequences of early pregnancy and promoted responsible, protective behaviour.</li> <li>• 457 internships provided to men and women for on-the-job experience.</li> <li>• Investment of \$0.4 million in education projects across our sites.</li> </ul>
	<p><b>5.5</b> Ensure women's full and effective participation in and create equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	Corporate Governance Diversity, Equality and Inclusion Employee Attraction, Retention & Development	<ul style="list-style-type: none"> <li>• 44% female representation on our Board.</li> <li>• 30% women on the Executive Management Committee.</li> <li>• 34% of direct reports to the Executive Management Committee are women.</li> <li>• 14% women in technical jobs.</li> <li>• 13% of women in management roles.</li> </ul>

The UN SDGs

Continued

SDG priority	SDG target	Related material topic	Endeavour's 2024 contribution
	<p><b>6.1</b> By 2030, achieve universal and equitable access to safe and affordable drinking water for all.</p> <p><b>6b</b> Support and strengthen the participation of local communities in improving water and sanitation management.</p>	<p><b>Water Stewardship</b></p>	<ul style="list-style-type: none"> <li>• We invested \$0.26 million towards improving access to water around our local communities.</li> <li>• We recycled or reused 60% of our Group water usage.</li> </ul>
	<p><b>7.2</b> By 2030, substantially increase the share of renewable energy in the global energy mix.</p>	<p><b>Climate Resilience</b> <b>Energy and GHG Emissions</b></p>	<ul style="list-style-type: none"> <li>• Commissioning of a 37MWp photovoltaic solar facility and 16MW battery system at our Sabodala-Massawa mine.</li> </ul>
			
	<p><b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p><b>Climate Resilience</b></p>	<ul style="list-style-type: none"> <li>• Net Zero ambition by 2050.</li> <li>• Targeting 30% reduction in emissions intensity by 2030.</li> <li>• Launched our Supplier Sustainability Programme on Scope 3.</li> <li>• Strengthened our emissions data collection and reporting.</li> </ul>
	<p><b>15.5</b> Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.</p>	<p><b>Biodiversity, Nature &amp; Land Use</b></p>	<ul style="list-style-type: none"> <li>• We have committed to not mining in World Heritage sites.</li> <li>• Supporting the Great Green Wall in Senegal with the reforestation of 427 hectares during the year.</li> <li>• Partnered with YeS Foundation and SODEFOR to reforest 40 hectares near Lafigué.</li> <li>• Building a 40-hectare arboretum at the University of Daloa to support biodiversity conservation and academic research.</li> </ul>



**SDG target**

**8.5** Achieve full and productive employment and decent work for all women and men.

**8.8** Protect labour rights and promote safe and secure working environments for all workers.

**Related material topic**

Employee Attraction, Retention & Development  
Zero Harm

**Endeavour's 2024 contribution**

**95%**

of our employees are nationals.

**59%**

of our Senior Management are West African.

**12%**

of our employees are women.

✓ Group LTIFR and TRIFR below industry benchmark.

**162,831**

Training hours related to health, safety, and emergency response for employees and contractors.

✓ Group Mine Rescue Competition was held at Ity mine to promote safety culture.



## Our ESG framework

Endeavour’s long-term success is dependent on responsible environmental stewardship, a strong social licence and ethical business practices. Our ESG framework provides the foundation for our business practices and day-to-day operations, helping us realise our purpose of producing gold that provides lasting value to society. This approach is applied throughout the five stages of a mine’s life cycle from exploration to production and ultimately, closure.

We identify our most material sustainability issues and use world-class management practices to manage the risks and opportunities associated with each issue. This is integrated into Endeavour’s risk management process, which is discussed in detail in Endeavour’s 2024 Annual Report.



### RISK MANAGEMENT PROCESS

Read more in the Annual Report on pages 58 and 59

#### Implementing policies and partnerships

We translate our ESG commitments into globally applicable policies, informed by international best practices. These policies are reviewed annually and approved by the Board to ensure effective implementation across our operations.

We are members of the World Gold Council (WGC), the UN Global Compact, the Extractive Industries Transparency Initiative (EITI), the Women’s Empowerment Principles, the Single Mine Origin (SMO) initiative and we are an engaged member of the Voluntary Principles on Security and Human Rights (VPSHR).

#### Putting the right governance in place

Effective ESG governance combines corporate oversight with site-level leadership. Our ESG Steering Committee, overseen by the Board ESG Committee, drives the development and successful implementation of our ESG strategy.

#### Systems and standards

Our robust management systems align with international best practices, including ISO certifications and globally recognised ESG reporting frameworks. These include the Global Reporting Initiative (GRI) Universal Standards (2021), the Sustainability Accounting Standards Board (SASB), the Task Force on Nature-Related Financial Disclosures (TNFD) recommendations, the Responsible Gold Mining Principles (RGMP) and the Local Procurement Reporting Mechanism (LPRM).

#### Metrics and targets

We actively monitor our ESG performance through key performance indicators (KPIs) and targets, which are aligned with the UN SDGs. These help us to effectively monitor associated risks, opportunities, and impact outcomes. To drive continuous improvement, we set ambitious ESG targets which are approved by the Board and integrated into our incentive schemes. This report details our 2024 progress and outlines our 2025 goals.

#### Reporting

We report our ESG performance annually against a number of globally recognised ESG reporting frameworks via this report and our ESG Reporting Centre. We also actively engage with stakeholders, including employees, investors, in-country stakeholders, and ESG ratings agencies, through dedicated meetings, quarterly results presentations, and public presentations to discuss our ESG performance and progress.

## Our ESG governance

The Board of Directors has collective oversight of all ESG matters, including risks and opportunities, and is ultimately responsible for the Company's ESG strategy and performance.

ESG matters are delegated to the Board Environmental, Social and Governance Committee (ESG Committee), which meets quarterly and reports back to the Board on its activities. This defined and codified approach gives structure to how we oversee and manage these strategically important matters and ensures accountability across all areas of our business.

The ESG Committee advises the Board and senior management on ESG initiatives, ensuring the Company performs and reports in a manner consistent with mining industry best practices, as well as its commitments as a member of

the World Gold Council. This includes oversight of policies, compliance systems, monitoring processes, sustainability-related risks and opportunities, tracking targets and performance.

The executive-level ESG Steering Committee (ESG SteerCo) reports to the ESG Committee on a quarterly basis and monitors and reviews our ESG actions, targets and performance. From there, responsibility cascades through executives to the operational level with each mine responsible for the day-to-day implementation and working with the Group's support functions to facilitate successful delivery. Members of the ESG SteerCo comprise

the CEO, CFO, EVP Operations and ESG, CTO, EVP HR and Communications, EVP Public Affairs, Security and Social Performance, and EVP General Counsel, as well as key representatives from Technical Services, ESG, Social Performance, HSE and Investor Relations.

The Board Technical, Health & Safety Committee assists the Board in fulfilling its oversight responsibilities in respect of specific technical, safety and health matters and the Board Audit and Risk Committee reviews all the financial-ESG related disclosures and sustainability-related risks.

### Board expertise and skills



**Alison Baker**      **Patrick Bouisset<sup>1</sup>**      **Ian Cockerill<sup>1</sup>**      **Cathia Hall-Lawson<sup>2</sup>**      **Livia Mahler**      **Sakhila Mirza<sup>1</sup>**      **John Munro**      **Naguib Sawiris**      **Srinivasan Venkata-krishnan<sup>1</sup>**

	Alison Baker	Patrick Bouisset <sup>1</sup>	Ian Cockerill <sup>1</sup>	Cathia Hall-Lawson <sup>2</sup>	Livia Mahler	Sakhila Mirza <sup>1</sup>	John Munro	Naguib Sawiris	Srinivasan Venkata-krishnan <sup>1</sup>
Strategy & leadership	●	●	●	●	●	●	●	●	●
Metals & mining	●	●	●	●	●	●	●	●	●
CEO/President			●		●		●	●	●
International business	●	●	●	●	●	●	●	●	●
West African experience	●	●	●	●			●	●	●
Governance/ Board	●		●	●	●	●	●	●	●
Operations & exploration		●	●		●		●	●	●
Health, safety, sustainability	●	●	●	●	●	●	●		●
Finance & accounting	●		●	●	●		●	●	●
Mergers & acquisitions	●	●	●	●	●		●	●	●
Human resources & remuneration	●	●	●	●	●	●	●	●	●
Risk management & compliance	●		●	●	●	●	●	●	●
Public policy			●	●		●			
Independence	●			●	●	●	●		●

<sup>1</sup> ESG Board Committee

<sup>2</sup> ESG Board Committee Chair



## Linking leadership compensation with measurable ESG targets

- Fully achieved
- In progress
- Missed

We integrate clear, measurable ESG targets into our short-term (STIP) and long-term (LTIP) incentive plans to drive performance and ensure accountability. We report against our performance annually in our Annual Report (see pages 146 to 147) and in this Report, see the table below.

### 2024 STIP ESG performance

Measure <sup>1</sup>	% Weighting	Threshold	Target	Maximum	
Safety fatality = zero	15%	Zero major environmental events + TRIFR Group average for FY2023 and FY2024 below mid-point of Peer Group. <sup>2</sup>	Threshold + all sites emergency response team compete in FY2024 company mine rescue competition.	Target + complete 6 Visible Felt Leadership inspection per Executive in FY-2024.	○
Malaria infections	7.5%	Infection ratio of 325/1,000 per employee.	Infection ratio of 300/1,000 per employee.	Infection ratio of 275/1,000 per employee.	●
Reduce plastic consumption <sup>2</sup>	15%	Reduce by 60%.	Reduce by 65% + complete a feasibility study on one recycling project.	Reduce by 70% + complete a feasibility study on one recycling project.	●

### 2025 STIP ESG targets

Measure <sup>1</sup>	% Weighting	Threshold	Target	Maximum	
Safety fatality = zero <sup>1</sup>	8%	TRIFR group average for FY2024 and FY2025 below mid-point of Peer Group <sup>2</sup> and no fatality in the period.	Threshold and all sites Emergency Response Team qualify and compete in FY2025 Company Mine Rescue Competition.	Target + Complete six Visible Felt Leadership Inspection at our operating sites per EVP during FY2025 visits.	
HSE	8%	No Major TSF or Environmental incident (Level 5) in the period.			
Climate Scope 3 emissions	8%	20% engagement or integration 6% of total supplier spend, as per GHG protocol.	30% engagement or integration 12% of total supplier spend.	35% engagement and integration 12% of total supplier spend.	
People Strategy	8%	Completion of group-wide enhanced grading project.	Threshold + Succession plan implemented for all roles from head of department level and above across the company, identifying at least one internal candidate for each role or determining the need to source potential.	Target + Development plans created for all identified successors for critical positions in the company.	

1 Work-related, does not include the transportation of employees outside of our operations

2 Peer group = Top 20 defined global gold producers

### LTIP Targets

	% Weighting	Targets		
<b>2022-2024</b>	15%	(7.5%) Accelerate deployment of equivalent solar power capacity to replace existing diesel Genset capacity.	<ul style="list-style-type: none"> <li>• Threshold: 25% of capacity utilised.</li> <li>• Target: 50% of capacity utilised.</li> <li>• Maximum: 75% of capacity utilised.</li> </ul>	●
		(7.5%) TSF.	<ul style="list-style-type: none"> <li>• Threshold, Target and Maximum: all TSF compliant with the ICMC standard.</li> </ul>	●
<b>2023-2025</b>	15%	ISO 14001/45001 certifications.	<ul style="list-style-type: none"> <li>• Threshold: 80% compliant.</li> <li>• Target: 90% compliant.</li> <li>• Maximum: 100 compliant.</li> </ul>	○
		Reduction in carbon emissions.	<ul style="list-style-type: none"> <li>• Threshold: &lt;625kg CO<sub>2</sub>e/oz.</li> <li>• Target: : &lt;600kg CO<sub>2</sub>e/oz.</li> <li>• Maximum: &lt;575kg CO<sub>2</sub>e/oz.</li> </ul>	○
<b>2024-2026</b>	15%	Close TNFD gap assessment. Protect & preserve. Land rehabilitation.	<ul style="list-style-type: none"> <li>• Threshold: 50%.</li> <li>• Target: 55% +1,800 ha protected.</li> <li>• Maximum: 60% +1,800 ha protected + 300 ha rehabilitated.</li> </ul>	○
<b>2025-2027</b>	15%	Land restoration.	<ul style="list-style-type: none"> <li>• Threshold: 100ha cumulative land restoration &amp; protection.</li> <li>• Target: 125ha cumulative land restoration &amp; protection.</li> <li>• Maximum: 150ha cumulative land restoration &amp; protection.</li> </ul>	○





# Stakeholder engagement

Building strong, respectful relationships with our diverse group of stakeholders is crucial to our business performance and success.

We have identified seven key stakeholder groups based on their importance to Endeavour and the influence they have on our business.

Through our stakeholder engagement, we proactively work to maintain our social licence to operate.






## Stakeholder engagement

Continued





Our tailored stakeholder engagement programmes address the specific needs and expectations of each group, fostering better decision-making, mutually beneficial outcomes and effective risk management. We approach all our engagements with cultural sensitivity and respect.

Stakeholder assessments at all our sites confirm no indigenous groups are present in our operating areas, according to the IFC Performance Standard 7 definition.

	Why we engage	What matters to them	How we engage	Examples of engagement	Priorities for 2025
<b>Employees and Unions</b> 	Effective employee engagement drives collaboration, enhances culture, boosts satisfaction, promotes safer practices, and improves productivity and performance.	Safe work environment, competitive remuneration, job satisfaction, internal mobility, career development, positive and inclusive culture, channels for employee feedback.	Safety briefings, employee well-being programmes, collective bargaining and/or contract negotiations, performance reviews, training and development programmes, CEO and senior leadership town hall meetings, normal line management responsibility, employee communication channels, grievance and whistleblowing mechanisms, policies and standards.	<ul style="list-style-type: none"> <li>Conducted Group-wide employee survey 'Endeavour Voices'</li> <li>Launched new campaign: 'Safety at Work: Our Responsibility, your vigilance'</li> <li>Launched ESG Week providing opportunity for employees to discuss sustainability issues</li> <li>Appointed ESG and Compliance Champions at each site to support our initiatives</li> <li>Board visit to our newest mine, Lafigué</li> </ul>	<ul style="list-style-type: none"> <li>Address feedback from employee survey</li> <li>Develop female leadership development programme</li> <li>Publish a paternity leave policy</li> </ul>
<b>Communities</b> 	Our host communities are key partners whose broad-based support is essential for the long-term success and sustainability of our business.	Local employment, local procurement, community development – infrastructure, social and environmental programmes.	Meetings with community stakeholders, public hearings and consultations, participation in ESIA, grievance mechanisms, resettlement committees, cultural and sporting events, community health campaigns, mine visits, local media, and the annual sustainability reports.	<ul style="list-style-type: none"> <li>Participated in our grievance mechanism audit</li> <li>Human rights awareness campaign</li> <li>Participated in the double materiality survey</li> <li>Piloted sale of scrap metal to local businesses to support economic development</li> </ul>	<ul style="list-style-type: none"> <li>Community awareness programme on cyanide management</li> <li>Enhance community understanding of our grievance mechanism</li> <li>Free 'Mother and child' health screening across our host communities</li> </ul>
<b>Suppliers and Contractors</b> 	Our suppliers and contractors are critical partners who provide essential inputs, contribute to operational efficiency, and support safety and sustainability in the mining industry.	Payment terms and practices, clear and transparent tender processes, training opportunities.	Communication of policies and standards, supplier appraisal process, supply contracts process, meetings, grievance mechanisms, relationship building by Group and site-level procurement teams, safety meetings and participation in local content events.	<ul style="list-style-type: none"> <li>Presented our five-year local content strategy</li> <li>Hosted workshop to discuss the integration of gender into our local content policy</li> <li>Launched inaugural Annual Supplier Awards</li> <li>Launched Scope 3 sustainable supplier programme</li> <li>Enrolled 140 suppliers for training on our Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Continue supplier engagement on Scope 3</li> <li>Implement Modern Slavery Supplier Self-Certification</li> </ul>

## Stakeholder engagement

Continued

	Why we engage	What matters to them	How we engage	Examples of engagement	Priorities for 2025
<b>Investors</b> 	We engage with investors to enhance shareholder value through transparent communication and disclosure.	Investors are focused on Endeavour's ability to generate sustainable returns on their investment by continuing to deliver operational excellence and organic growth.	Regulatory filings, press releases, annual and quarterly reports, AGM, investor meetings, conferences, site visits, website, annual sustainability reports, and communications by email and telephone.	<ul style="list-style-type: none"> <li>Engaged with over 64% of our active institutional shareholder register in 2024 to provide updates on Endeavour</li> <li>Attended over 20 investor conferences and held more than 550 investor meetings, which included presentations, panel discussions, individual and group meetings</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with investors globally through conferences and roadshows</li> <li>Deliver minimum annual dividend of \$225.0 million that is expected to be supplemented with additional dividends and share buybacks</li> </ul>
<b>Government and regulatory bodies</b> 	Respectful engagement with the authorities and host governments, who are also shareholders in our operations, and ensuring Government support assists with timely issuance of permits and approvals.	Compliance with regulations, payment of taxes, royalties and dividends, investment in local communities, regular updates on the business, shared value from the benefits of mining.	Meetings, local subsidiaries' Board meetings, site visits and inspections, conferences and roundtables.	<ul style="list-style-type: none"> <li>Visit by Senegal's Minister of Mines to see our new BIOX® Plant at Sabodala-Massawa</li> <li>Engagement with the regulators and the ministries in charge of mines and the environment regarding the environmental incident at our Ity mine</li> <li>Sponsorship of National Culture Week, one of the most important events in Burkina Faso</li> </ul>	<ul style="list-style-type: none"> <li>Continue progressing development of Assafou with delivery of DFS between late-2025 to early-2026</li> <li>Continue engagement on the new Mining Code in Côte d'Ivoire</li> </ul>
<b>Industry associations</b> 	To advocate for our interests, promote the mining sector, network with peers, and collaborate on industry-wide initiatives.	National regulations, industry representation and advocacy, competitiveness and promotion of the industry, provide accurate information to improve public perception of the mining industry.	Formal meetings, correspondence and events. Representation on boards and committees.	<ul style="list-style-type: none"> <li>Ambassador of Women in Mining Senegal advocating for diversity and inclusion</li> <li>Active participation in the revision of the Mining Code via the Ivorian Chamber of Mines</li> <li>Hosted roundtable with the Burkina Faso Chamber of Mines to discuss the Voluntary Principles of Security and Human Rights (VPSHR)</li> </ul>	<ul style="list-style-type: none"> <li>Proactively engage with Chamber of Mines on key industry topics, such as the new Mining Code in Côte d'Ivoire</li> </ul>
<b>Non-governmental organisations</b> 	Effective engagement with NGOs allows Endeavour to communicate our perspective and ensure our interests are represented in key industry discussions.	Ethical business practices, support for civil society, community programmes, protection of human rights, protection of the environment, shared value from the benefits of mining.	Meetings, correspondence, conferences, forums, roundtables and strategic partnerships.	<ul style="list-style-type: none"> <li>Formal membership of the EITI to support transparency in the extractive industry</li> <li>Partnered with PLAFOMINE, a local suppliers' platform in Senegal to enhance local content initiatives and compliance</li> <li>Collaborated with the World Bank and the WGC on an ASGM formalisation initiative</li> <li>Invited civil society organisations to the VPSHR roundtables in Burkina Faso</li> </ul>	<ul style="list-style-type: none"> <li>Engage Civil Society to promote a regulated and responsible artisanal and small-scale gold mining (AGSM) sector</li> <li>Advocate for effective and impactful use of local development fund resources to benefit impacted communities</li> </ul>



## About this report

This report has been prepared in accordance with the GRI Standards, including the Mining Sector Standard, and is aligned with the Sustainability Accounting Standards Board (SASB) requirements. It has been assured against identified Key Performance Indicators (KPIs). Please refer to pages 117 for the assurer's report.

This report also contains our first report in line with the Task Force on Nature-Related Financial Disclosures (TNFD), see pages 78-105, our annual report on the implementation of the Responsible Gold Mining Principles (RGMPs), see page 120, and our disclosures against the Local Procurement Reporting Mechanism (LPRM), see page 123.

All financial figures are reported in US\$ unless otherwise stated. References to 'Endeavour', 'the Company', 'the Group', 'we' and 'our' refer to Endeavour Mining plc and/or our subsidiaries.

This report should be read in conjunction with our Management Approach Fact Sheets on key material topics and our ESG Data Centre which contains the full GRI and SASB Content Indexes. These are available online at our [ESG Reporting Centre](#), and the Cautionary Statement opposite.

### Scope

This Sustainability Report considers actual and potential negative impacts that the Company causes or contributes to through its activities, as well as those directly linked to its operations, products, or services by its business relationships. Endeavour includes information on where impacts of each topic occur within the Management Approach Fact Sheets.

Reporting focuses on Endeavour's mines which were operational in 2024: Houndé, Ity, Mana and Sabodala-Massawa and our newest mine, Lafigué, which achieved commercial production on 1 August 2024. Where material to our sustainability performance, we also report information on ancillary properties such as regional and corporate offices, development projects and exploration sites. Unless otherwise stated, data includes all entities covered by Endeavour's financial statements.

Endeavour has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024, and provides three-year comparative data. As Endeavour's operational portfolio has changed significantly over the past few years, data for 2020-2018 is no longer comparable.

All reported information is current as at 31 December 2024, unless otherwise indicated. The report has been prepared in collaboration with external and independent ESG specialists. It has been reviewed by Endeavour's Executive Management Committee, the ESG Board Committee and approved by the Board of Directors.

### Restatements

We continue to improve our data collection systems and processes which may result in restatements of previously reported data. Such restatements are noted in the footnotes or corresponding disclosures.

### Significant changes in reporting parameters

Our 2020 report considered and reported on the Agbaou, Ity, Houndé, Karma, Boungou and Mana mines. In 2021, we sold the Agbaou operation and acquired the Sabodala-Massawa and Wahgnion assets as part of the Teranga Gold Corporation transaction. In March 2022 we sold the Karma mine. Karma has been included in the 2021 data but excluded from the 2022 data, unless otherwise disclosed. On 1 July 2023, we divested the Boungou and Wahgnion mines, we have included their six-month performance data for 2023 for safety, emissions and energy only, otherwise it has been excluded.

### Feedback

We welcome any feedback or questions you may have about this report. Please contact Alex Buck, VP ESG, at [investor@endeavourmining.com](mailto:investor@endeavourmining.com) or visit our [website](#) for further information.



## Our material issues

We regularly conduct sustainability-related materiality assessments to ensure we have a comprehensive understanding of the material sustainability topics that could impact our business, wider society and the environment as well as our ability to deliver long-term value for our stakeholders.

We previously conducted a double materiality assessment at the start of 2023. With the recent opening of our newest mine, Lafigué, we felt it was necessary to update the double materiality assessment in 2024 to take into account the perspectives of new stakeholders.

We plan to repeat this process every three years, with annual reviews of material topics. This ensures that our assessment remains relevant in light of potential business changes. Beyond the materiality assessment, we engage regularly with all our stakeholder groups as discussed on pages 17 to 19.



**300**

Survey responses

- 57% external stakeholders
- 43% internal

**50%**

of responses from community representatives

Largest stakeholder group



**Our material issues**

Continued

**Materiality matrix**

The following topics have been identified, analysed and defined in terms of their importance to society and environment (impact materiality) and to the financial performance of Endeavour (financial materiality). While all these topics are considered important to the Company and are managed accordingly, thresholds have been added to the materiality matrix to show the topics' relative significance to Endeavour and its stakeholders. Our sustainability reporting focuses on medium priority topics and above.



High

- Encompasses material topics that have scored the highest.
- Indicates the topics of critical importance to both Endeavour's financial performance and its impact on society and the environment.
- These topics are prioritised due to their significant influence on stakeholder decision-making and their potential to drive strategic actions.
- These topics require immediate/continued attention and resource allocation to manage risks and capitalise on opportunities effectively.



Medium-High

- Includes material topics that have scored highly.
- This reflects their significant, but not critical, importance to both Endeavour's financial performance and its impact on society and the environment.
- These topics are prioritised due to their considerable influence on stakeholder decision-making and their potential to drive strategic actions.
- These topics require frequent attention and resource allocation to manage risks and capitalise on opportunities effectively.



Medium

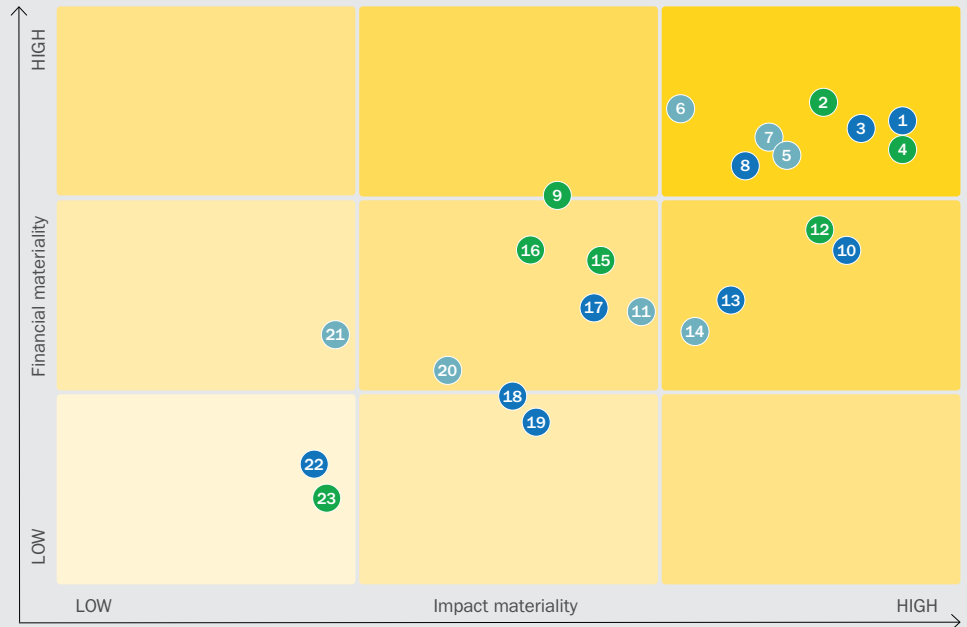
- Includes material topics that have scored moderately highly.
- This indicates their notable importance to both Endeavour's financial performance and its impact on society and the environment.
- These topics are prioritised based on their moderate influence on stakeholder decision-making and their moderate potential to drive strategic actions.
- These topics require attention and resource allocation to manage risks and seize opportunities effectively.



Low

- Topic deemed non-material for disclosure purposes.
- Includes the topics which scored the lowest, and the topics which fall under the 'medium priority' threshold.
- This indicates their relatively minor importance to both Endeavour's financial performance and its impact on society and the environment.
- These topics are less influential on stakeholder decision-making and have a lower potential to drive strategic actions.
- These issues typically require minimal attention and resource allocation, as they pose limited risks and opportunities (in comparison to other material topics).

**Our double materiality results**



**High**

- 1 Local Communities
- 2 Tailings Management
- 3 Health & Safety
- 4 Biodiversity, Nature & Land Use

**Medium-High**

- 5 Corporate Governance
- 6 Ethics & Compliance
- 7 Responsible Supply Chain
- 8 Artisanal & Small Scale Gold Mining
- 9 Water
- 10 Socio-Economic Impacts
- 11 Innovation & Technology
- 12 Energy & GHG Emissions
- 13 Human Rights
- 14 Information & Cybersecurity
- 15 Waste

**Medium**

- 16 Climate Resilience
- 17 Employee Attraction, Retention & Development
- 18 Cultural Heritage
- 19 Diversity, Equality & Inclusion
- 20 Industry & Policy Engagement
- 21 Labour Practices

**Low**

- 22 Marginalised & Vulnerable Groups
- 23 Air Quality & Pollution

- Environment
- Social
- Governance

# Using innovation and technology for sustainable and efficient mining

Innovation and technology are critical levers that drive Endeavour's competitiveness and success; demonstrating their importance to both us and our stakeholders, they have been newly identified as a material topic in our 2024 Double Materiality Assessment.

We view technology and innovation as fundamental enablers of our approach to sustainability across numerous themes and initiatives across the business and therefore have included throughout this report (identified using the icon to the right) rather than as a standalone topic.

Endeavour's multi-disciplinary approach facilitates the integration of operational excellence, innovation, and energy transition considerations, resulting in more efficient and sustainable production.

As part of our digital transformation, we actively seek new technologies aligned with our strategic objectives. A network of collaborators further enables the business to remain abreast of emerging technological advancements.



## Digital transformation

Our digital transformation strategy leverages advanced technologies, such as Artificial Intelligence (AI) and Machine Learning (ML) to optimise operations. Successes include AI-driven ore blending optimisation, where an advanced algorithm tests various blending sequences against a recovery model to identify the optimal configuration for maximising gold production. Blast optimisation uses AI and ML to fine-tune blast parameters, improving fragmentation and minimising costs. These innovations are expected to increase equipment productivity and enhance plant throughput.

## Energy efficiency

A static synchronous compensator (STATCOM) was installed at our Ity mine, designed to improve grid stability for the process plant, thereby improving the site's utilisation of grid electricity and reducing its reliance on diesel generated power.

In 2025, Endeavour will commence a series of site energy audits to optimise energy usage and reduce waste.

## Innovation and design improvements

Endeavour is committed to maximising energy efficiency by implementing advanced equipment such as the High Pressure Grinding Rolls (HPGR) and selecting the most energy-efficient solutions for new projects. For example, the HPGR installed at our newly constructed Lafigué mine reduces energy consumption by approximately 30% compared to a SAG mill.

## Opportunities with equipment OEMs

Endeavour proactively pursues the latest sustainable solutions for mining equipment. While electricity availability and the share of renewables remain limited in West Africa, Endeavour continuously seeks opportunities to reduce the GHG intensity of its fleet.

## Innovative approach

Embracing our Pioneer Value, we actively drive change by establishing ourselves as first movers. We demonstrate leadership through the implementation of new initiatives, processes, expertise, and advanced technologies.



# HEALTH & SAFETY

## In this section

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- 34 Fight against malaria



## Health &amp; safety

Continued

# Safety at Endeavour is paramount

## Principal risk

- 🚫 Licence to operate.
- 🚫 Operational performance.



### ANNUAL REPORT

Click here to view detailed principal risks, pages 58–64

## Materiality



**High**

Health & safety.



## 2024 highlights

# 0.73

TRIFR

20% reduction year-on-year

# 36%

Year-on-year reduction in malaria incidence rate

# +2,000

People benefitted from Community Health Caravan providing eye care, screening and treatment

- ✓ Updated safety 'Golden Rules' to further strengthen safety approach.
- ✓ Focused on emergency response training with inter-mine rescue competition.



## 2025 targets

- 🎯 Zero fatalities.
- 🎯 TRIFR target of 0.70.
- 🎯 Conduct externally facilitated review of fatal risk matrix.
- 🎯 Reinforce contractors' adoption of Endeavour's safety culture and practices.
- 🎯 Target reduction in malaria incidence rate of 175/1,000 per employee.
- 🎯 Launch second community 'Health Caravan' (Caravane de Santé).



Health & safety  
Continued

How do we manage this topic?  
**Health & safety**

Visit our [ESG Reporting Centre](#) to find out how we manage our health & safety, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 403
- SASB EM-MM-320
- RGMP 4 Safety and health
- ISO 45001
- SDG 3 Good health and well-being
- SDG 8 Decent work and economic growth



“  
**All our operations were ISO 45001 certified for a second year in a row.”**

# Keeping our people safe and healthy

At Endeavour, safety is our top priority. Our Zero Harm culture is founded on the principle that all injuries and illnesses are preventable. This commitment applies to every member of our team, employees and contractors alike, each of whom is essential to ensuring their own safety and the safety of others. Through this collaborative approach, we strive to create a work environment where everyone feels empowered and supported, and, most importantly, goes home safe every day.

**2024 performance**

As reported in our 2023 Sustainability Report, this year’s safety performance was overshadowed by a fatal incident at our Mana mine in Burkina Faso in February 2024 involving a contractor colleague undertaking maintenance activities.

We conducted a full investigation into this incident and assessed our safety practices and performance across a wide range of different metrics to identify areas that required improvement. One specific area highlighted related to heavy vehicle tyre handling and repair procedures. We have updated our Group procedure on tyre management, emphasising the importance of supplier adherence to our rigorous safety processes. These processes are designed to ensure that risks are effectively managed and minimised, whilst also aligning contractor performance with our safety culture.

Our Lost Time Injury Frequency Rate (LTIFR) increased to 0.13 in 2024 (2023: 0.08) while our Total Recordable Injury Frequency Rate (TRIFR) reduced by 20% compared to 2023 to 0.73, well ahead of our 5% reduction target (2023: 0.89). Both our LTIFR and TRIFR are well below the industry standard. The improvement in TRIFR is attributable to our collaborative efforts with our contractors to ensure they are following Endeavour’s high safety standards and protocols. This has led to an improvement in their own safety management systems with related internal audits. As explained further in this report, we have also worked hard during the year to further enhance our own safety culture through ongoing behaviour-based training and other safety initiatives. For 2025, we have a TRIFR target of 0.70, including employees and contractors.

**Fatality**

**1**  
**2024 Group total**

2024	1
2023	0
2022	1

**AIFR<sup>1</sup>**

**2.74**  
**2024 Group total**

2024	2.74
2023	2.86
2022	2.64

**TRIFR<sup>1</sup>**

**0.73**  
**2024 Group total**

2024	0.73
2023	0.89
2022	0.88

**LTIFR<sup>1</sup>**

**0.13**  
**2024 Group total**

2024	0.13
2023	0.08
2022	0.05

1 Based on 39,457,483 hours people worked

## Health & safety

Continued

An important part of our safety approach includes measuring 'near miss' incidents which enables us to take a proactive approach to identifying potential risks and reduce them. Every near miss is carefully investigated and evaluated by the site HSE team to determine its root cause and define appropriate corrective actions. Near miss reporting decreased to 314 in 2024 (2023: 1,036 including the divested mines Boungou and Wahgnion) which has helped us to better understand specific risks and implement the correct steps to manage and reduce them. During the year, Endeavour maintained its ISO 45001 certification for all our sites, and surveillance audits were conducted ahead of the recertification process in 2026.

### Continuously developing and further strengthening our safety approach

To foster an effective safety culture and achieve industry-leading safety performance, we require active engagement from our entire workforce. This year, we embarked on a comprehensive review of our safety approach across all our

sites. This collaborative process involved our HSE teams and the wider workforce identifying and discussing safety risks, evaluating our existing '10 Golden Rules', and brainstorming new ideas to enhance our safety performance. The feedback received was instrumental in developing our new '10 Golden Rules' which were subsequently approved by each site's General Manager (GM), our CEO, and our Board of Directors.

Employee empowerment was a crucial outcome of this process, ensuring that each and every person working throughout the organisation understands their role, their responsibilities and the necessary steps to safeguard themselves and their colleagues. Fostering both individual and collective awareness is critical to maintaining a safe working environment – highlighting that incident prevention is everyone's business. A culture of prevention must permeate everything we do in order to maintain strong safety practices.



Mine	AIFR <sup>1</sup>			TRIFR <sup>1</sup>			LTIFR <sup>1</sup>		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Houndé	2.23	1.87	<b>1.42</b>	0.11	0.51	<b>0.16</b>	0.00	0.00	<b>0.00</b>
Ity	2.39	3.10	<b>1.34</b>	0.40	0.41	<b>0.21</b>	0.13	0.00	<b>0.00</b>
Mana	5.28	4.08	<b>5.03</b>	1.69	0.71	<b>1.68</b>	0.00	0.00	<b>0.19</b>
Sabodala-Massawa	3.39	5.57	<b>3.52</b>	1.47	3.27	<b>1.04</b>	0.15	0.19	<b>0.21</b>
Lafigué <sup>2</sup>	–	–	<b>5.67</b>	–	–	<b>0.57</b>	–	–	<b>0.00</b>
<b>Operations</b>	<b>2.83</b>	<b>3.30</b>	<b>2.89</b>	<b>0.92</b>	<b>0.99</b>	<b>0.64</b>	<b>0.06</b>	<b>0.10</b>	<b>0.07</b>
<b>Group total</b>	<b>2.64</b>	<b>2.86</b>	<b>2.74</b>	<b>0.88</b>	<b>0.89</b>	<b>0.73</b>	<b>0.05</b>	<b>0.08</b>	<b>0.13</b>

1 Based on 39,457,483 hours people worked

2 Lafigué data included from May 2024, prior to this it was included in projects

3 For Group Total 3 – please refer to our ESG Data Centre for a full breakdown of all our safety statistics

**Health & safety**

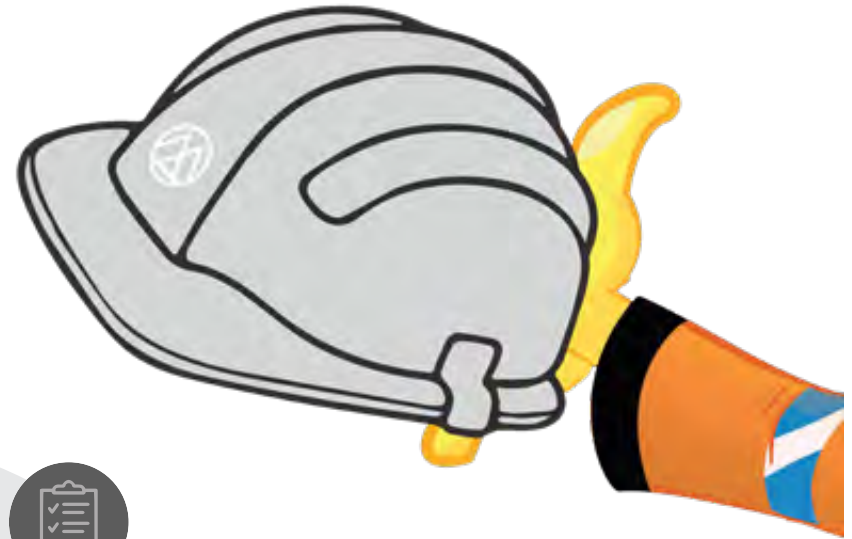
Continued

To further enhance worker safety, we introduced QR codes for anonymous reporting of dangerous situations or unsafe work practices and we strengthened the capacity and skills of our HSE staff through targeted training. We also identified some additional areas for increased focus, which include increasing visible leadership by our Executive Management Committee as well as planned observations by departmental managers, over and above regular workplace inspections and observations by all employees.

Endeavour has a formal pre-screening process for contractors which involves assessing their health and safety management plans as well as related practices when they are working. As part of the contractor registration process, they receive safety inductions and baseline medical assessments. However, in line with our continued focus on contractor management, we organised safety workshops in each country of operation during the year. We invited 59 of our major contractors and suppliers to renew their commitment to adhere to our safety procedures and introduced the Contractor HSE KPI to emphasise the role they play in contributing to Endeavour achieving its annual HSE objectives.

Following the review of our safety approach, we launched the “Safety at Work: Our Responsibility, Your Vigilance” awareness campaign. The campaign began with employee town halls at each site, led by the respective GMs, who discussed the slogan. To ensure broad reach, the GMs worked with supervisors and department heads to help them communicate the message effectively to their teams.

We have continued to develop and improve our incident management approach. Previously our HSE teams were responsible for investigating incidents using Incident Cause Analysis Method (ICAM) methodology, designed to determine the root causes and organise the investigation findings in a logical, structured way. We have now trained the relevant departments in ICAM so that incidents can be investigated by the head of department responsible for the area in which they occur, with support from HSE where needed. This broadens understanding across the organisation and fosters a more integrated approach to safety management.





## Case study

# Our Responsibility, Your Vigilance

## SAFETY AT WORK

On 28 April 2024, we launched our ‘Safety at Work: Our Responsibility, Your Vigilance’ campaign to celebrate World Day for Safety and Health at Work.

The campaign was implemented across various sites, each with tailored activities to address specific safety concerns:

### Ity

Ity partnered with an industrial accident victims’ association to provide safety awareness training for all employees. This was followed by a safety-themed poetry and song contest based on Endeavour’s “10 Golden Rules”. Motorcycle helmets were also distributed to employees who use motorcycles.

### Lafigué

Awareness campaigns were held with employees and subcontractors to reinforce the site’s HSE objectives.

### Assafou

Information sessions were organised to educate employees on industrial accident prevention, including alcohol testing and two poignant testimonials were shared by former victims of industrial accidents.

### Houndé & Mana

Truck accident simulations were conducted to enhance safety reflexes among employees.

### Sabodala-Massawa

A safety quiz was held, and training sessions were provided to local vulcanisers on safety protocols.

“

The “Safety at Work: Our Responsibility, Your Vigilance” campaign successfully reinforced the Company’s commitment to workplace safety. By implementing targeted initiatives and fostering a strong safety culture, we aim to prevent occupational risks and create a safer working environment for all employees.”

## Safety training

In 2024, our employees received a total of 63,962 hours of training and our contractors received 98,869 hours. This represents an average of 12.07 hours per person. This included 8,912 and 4,341 hours respectively for employees and contractors in emergency response training.

We conduct regular training needs analyses based on each work group's safety responsibilities and operational risks, ensuring alignment with ISO standards. In 2024, training was orientated on skill base modules and coaching methodology supported by practical sessions in the field, as well as continuous post training competence assessment of workers that was assigned to their direct supervisors in the form of Planned Task Observations (PTO).

During the year, we made several updates and adjustments to our emergency preparedness training approach to ensure continuous improvement and alignment with evolving risks and regulatory requirements. Key areas included a new protocol on snake bite management and cyanide poisoning.

### Enhanced emergency response team training:

- High angle rope rescue: We dedicated additional time to improving technical skills in high angle rope rescue, ensuring teams are better equipped to respond to accidents or emergencies in difficult-to-reach areas.
- Advanced firefighting: A stronger emphasis was placed on advanced firefighting techniques, including handling industrial and large-scale fires, ensuring teams are prepared for any fire-related emergency.
- Wild/bush fires: We focused on developing specialised knowledge and techniques for managing bushfires, recognising the increasing risk due to environmental factors.

- Vehicle accidents: We refined training in vehicle accident response, specifically for heavy equipment and transportation-related incidents, to improve quick and efficient rescue operations.
- Hazardous chemical handling: A key area of focus was enhancing competency in managing hazardous chemical spills and leaks, ensuring teams understand the protocols for minimising exposure and environmental harm.
- Medical emergencies: We upgraded our training in medical emergencies, including advance trauma care and advanced life-saving techniques, to ensure quick response during critical situations.

### Workforce training:

- Fire warden and basic firefighting: We extended our training to include all employees, ensuring they are prepared to act as fire wardens and perform basic firefighting operations. This initiative was particularly geared toward fostering greater emergency preparedness throughout the workplace.
- Emergency preparedness awareness: We further emphasised the importance of workplace vigilance in emergency situations, focusing on raising awareness of potential risks and the importance of knowing emergency procedures.

These updates represent our commitment to ensuring that both our emergency response teams and workforce are well-prepared for any challenges that arise. By tailoring training to specific roles and focusing on high-priority areas, we continue to strengthen our overall safety culture and response capabilities.



### Safety around hazardous materials

In order to ensure safe handling of hazardous materials, we display safety data sheets (SDS) at the point of use and in the offices of our supply chain department, which are used during the toolbox meeting to enhance awareness. In addition to this, we have a dedicated induction process covering the safe handling and storing of cyanide for all employees and contractors working in the process plant. Routine monitoring and medical surveillance is conducted across our operations to assess exposure to certain categories of hazardous substances.

We have also been running campaigns throughout the year in our host communities on hazardous materials and plan to expand on this in 2025 with an incident response training session. As an example, a meeting at our Ity mine was organised in October with local stakeholders to present our cyanide management code, aiming to increase transparency and awareness among local communities. Key discussion topics included the regulatory framework, safety procedures and an

overview of our monitoring and control systems to prevent incidents. The meeting concluded with a site visit, during which the GM and HSE teams demonstrated the gold processing cycle, including cyanide use and water treatment.

### Leveraging technology to streamline our processes

During 2024 we transitioned our HSE reporting to a new, third party solution, which will allow us to more effectively gather, monitor and analyse data across the Group. Automating and centralising data collection is expected to make our processes more efficient and rigorous data validation is aimed at ensuring accuracy. The platform is specifically designed to comply with ISO standards and will be used to ensure we meet legal and regulatory requirements. It is also accessible for all our contractors.



### Innovation & technology

Read more on page 23



## Emergency response



### Innovation & technology

Read more on page 23

Key emergency risks at Endeavour relate to Tailings Storage Facility (TSF) failures, fires, confined spaces rescue, hazardous materials spills or leaks, landslides, electrical failures, flooding, explosion risks, medical emergencies and vehicle accidents. Ensuring these risks are considered in our emergency response planning is crucial to maintaining safety and minimising potential harm to our personnel, the environment and operations.

We have mature crisis and emergency management systems, with related training for all employees, in place to effectively minimise or mitigate potential emergency situations which align with ISO Standards. As discussed on page 30, we conducted additional emergency response training throughout 2024 to continue improving the capabilities of our site teams

when it comes to issues such as high angle rope rescue, advanced firefighting and TSF failure response. Refresher training in crisis management was conducted at all sites during the year, followed by training with regional teams and, finally, at the corporate level. The goal of this approach was to ensure a comprehensive, holistic process, which prioritises our operations as the starting point. By beginning with the site-level teams, we adopted a 'ground-up' approach, ensuring that the training is practical, site-specific and directly relevant to the realities faced by our teams on the ground.

Building on the success of the TSF drill at Houndé in 2023, we replicated the process at Ity in 2024. These drills have been instrumental in refining our response strategies and enhancing team preparedness for potential

TSF incidents. We are scheduled to conduct a similar exercise at Mana in 2025 to continue reinforcing our emergency response capabilities across the Group.

In parallel, all our sites updated their response management plans, which are now being actively implemented. These plans ensure that each site has tailored, site-specific strategies in place for dealing with various emergency scenarios, further bolstering our overall safety and operational resilience.

This ongoing commitment to testing, refining, and putting emergency response management plans into action across our sites underscores our dedication to maintaining a safe working environment and ensuring that all personnel are equipped to respond effectively in times of crisis.

## Leading the charge: our mines rescue competition

Following the success of our pilot competition at Mana last year, this year's Group Mine Rescue Competition was hosted by our Ity mine. The competition is designed to simulate emergency scenarios to reinforce training practices, assess our internal strengths and capabilities, evaluate our ability to collaborate with national teams and identify opportunities for improvement. While such competitions are common at a global level, we believe Endeavour is a forerunner in francophone West Africa to comprehensively test across the disciplines of firefighting, rope rescue and confined space rescue.

For the first time this year we also included advanced testing (over and above the normal first aid) for our medical teams at the competition, allowing for a more synchronised and collaborative process. Government officials, the Ministry of Mines, and the HSE Committee of Côte d'Ivoire were all present at the event and have encouraged us to launch this competition industry-wide. This is crucial in adopting a collaborative approach to mines rescue, strengthening our cooperation and ensuring we can share resources as required in the event of an emergency.

The competition is designed to sharpen skills, share best practice and encourage innovation in safety, while challenging participants with a series of rigorous technical exercises. Teams and individuals were recognised across a wide range of categories including most enduring firefighter, toughest firefighting relay team, medical scenario expertise, rope rescue excellence and leadership skills, with our Sadobala-Massawa mine winning the overall competition.

## Occupational health & hygiene



Endeavour has a comprehensive occupational health and hygiene (OHH) programme, run by full-time OHH doctors at our sites. Through the identification of OHH hazards or risks, continuous workplace inspections and monitoring analysis (of dust, noise, light, vapours) and control measure verification, underpinned by employee awareness initiatives, we take a proactive approach to OHH.

To prioritise health performance, we have a target for all staff to receive annual medical check-ups. In 2024, 100% of employees received health checks.

In 2024, we also conducted 320 personnel monitoring sessions to evaluate exposure to dust, noise, vibration, and 172 workplace inspections.

To further standardise our approach, we are currently developing a unified health management system across the Group. This will provide a formalised system for medical examinations, evaluations and health assessments, adapted to specific sites where required.

As part of our 'Women at Endeavour' programme (see details on page 45), our on-site doctors received additional training on women's health issues to enhance their ability to provide effective care during pregnancy and strengthen the collaboration between doctors and midwives. Specialist equipment, such as fetal monitoring Doppler machines, has also been made available on site. A two-day session was held at each of our sites, during which eight occupational doctors and six nurses received specialised instruction from experts.

Key objectives of the training included: ensuring a safe and supportive working environment for pregnant women, establishing clear communication and monitoring protocols for high-quality care, preparing for rapid interventions when necessary and implementing best practices to safeguard the well-being of our female employees.

As part of our ongoing health risk assessments, we identified the risk of snake bites as an area for focus during the year, particularly on our exploration sites. Previously our medical teams have been very vigilant and proactive in terms of their response to incidents. However, as part of our review, we were able to identify and implement a staged approach to improvement when it comes to identification, bite management and snake handling. This included the introduction of a new anti venom and also additional training to allow first aid providers to manage a snake bite incident.

As testament to our commitments around occupational health, our Mana mine won a second consecutive prize, this time in second place, for the best occupational health service in Burkina Faso, awarded by the Burkinabè Medical Inspectorate, part of the Ministry of Public Service and Social Security. This award, presented on World Day for Safety and Health at Work, recognises the efforts of companies with occupational health services which comply with national regulations. Mana was commended for its state-of-the-art medical facilities and a fully equipped ambulance at its clinic.



## Occupational health & hygiene

Continued

### Health initiatives and awareness campaigns

Due to cultural and societal factors in our countries of operation, voluntary blood donation remains insufficient to meet the population's needs, presenting a significant public health challenge. We are committed to playing our part in addressing this issue through our annual blood donation drives to support the local health authorities. We are pleased to see increasing participation each year, indicating that we are helping to overcome some of the hesitancy around blood donation.

Cancer awareness remains an important focus for our health activities. During 2024, we have been reinforcing our engagement across the Group around communicable (such as Hepatitis B and HIV) and non-communicable diseases, with campaigns and screening for cancer a key focus. As part of our 'Pink October' and 'Blue November' initiatives (focusing on breast and prostate cancer respectively), we aim to educate our workers and host communities about identification and prevention of these cancers.

Every December, to coincide with World HIV/AIDS day, we raise awareness around the disease and offer screening. In 2024, 1,325 voluntary counselling testing (VCT) sessions were carried out across the Group. Endeavour has formal guidelines for HIV/AIDS which align with the International Labour Organization (ILO), the World Health Organization and the national programmes in our operating countries. The guidelines aim to prevent the transmission of HIV/AIDS, support employees living with

HIV/AIDS, and promote non-discrimination and confidentiality, while fostering an inclusive, respectful work environment free from all forms of discrimination. Antiretroviral therapy treatment for all our employees who are living with HIV is provided free of charge by government health organisations as part of the national health programmes of our host countries.

Following the rise of Mpox cases in 2024 in West Africa, we held a health session at our Abidjan office led by a local physician in collaboration with Endeavour's HSE department and conducted an information and communication campaign across all sites with the medical teams. These initiatives provided us with an opportunity to raise awareness of the rare disease and discuss precautions to reduce the risk of becoming infected.

We recognise the crucial importance of stress management and psychological health to the well-being of our employees. We have therefore introduced support programmes, including providing free fitness sessions and access to social workers at some of our sites. We also foster a supportive culture where employees can freely express their concerns and solicit support without fear of stigma.



### Community Health

Our local communities rely on Endeavour for many of their health support needs. We must balance this with a practical approach to ensure that our efforts are both effective and sustainable. To achieve this, we collaborate closely with the local health authorities, identifying the most pressing requirements and where we can best support or enhance their existing initiatives. Through this collaborative approach, we aim to manage expectations and enhance communication, while ensuring the resources we commit are used where they will have the greatest impact.

As part of this commitment, we implement health programmes, instigate initiatives to provide our communities with access to healthcare (see further details in the 'Sight is life' case study on page 35), conduct awareness campaigns and look to improve access to drinking water and sanitation. Teen pregnancies are a significant issue in our local communities and through the Endeavour Foundation, we are implementing awareness campaigns to address this issue and encourage young women to continue with their education (see page 58).

## Advancing our commitments to zero malaria

The fight against malaria is a global challenge that requires universal commitment, particularly in West Africa, where it is one of the leading causes of death. In 2024, the Group achieved a 36% reduction in its malaria incidence rate, from 286/1,000 employees to 184/1,000, and a 43% decrease in workdays lost in absences of 3,197 workdays (2023: 5,629). These excellent results can be credited to our employees' personal commitment to malaria prevention, as well as the implementation of specific dress codes, the use of repellents during night shifts and continued efforts in fogging, treatment of all identified breeding sites and indoor residual spraying.

We have a wide range of initiatives, control strategies and campaigns which work towards this goal and in April, we marked World Malaria Day by raising awareness among our colleagues and contractors about the disease, its prevention and treatment. This included:

- over 1,000 mosquito nets and repellents being distributed from our Lafigué mine to reduce the risk of infection in the mining community.
- educating the local population on prevention methods and the symptoms of the disease in partnership with the Ivorian Ministry of Health who discussed their malaria control programme.

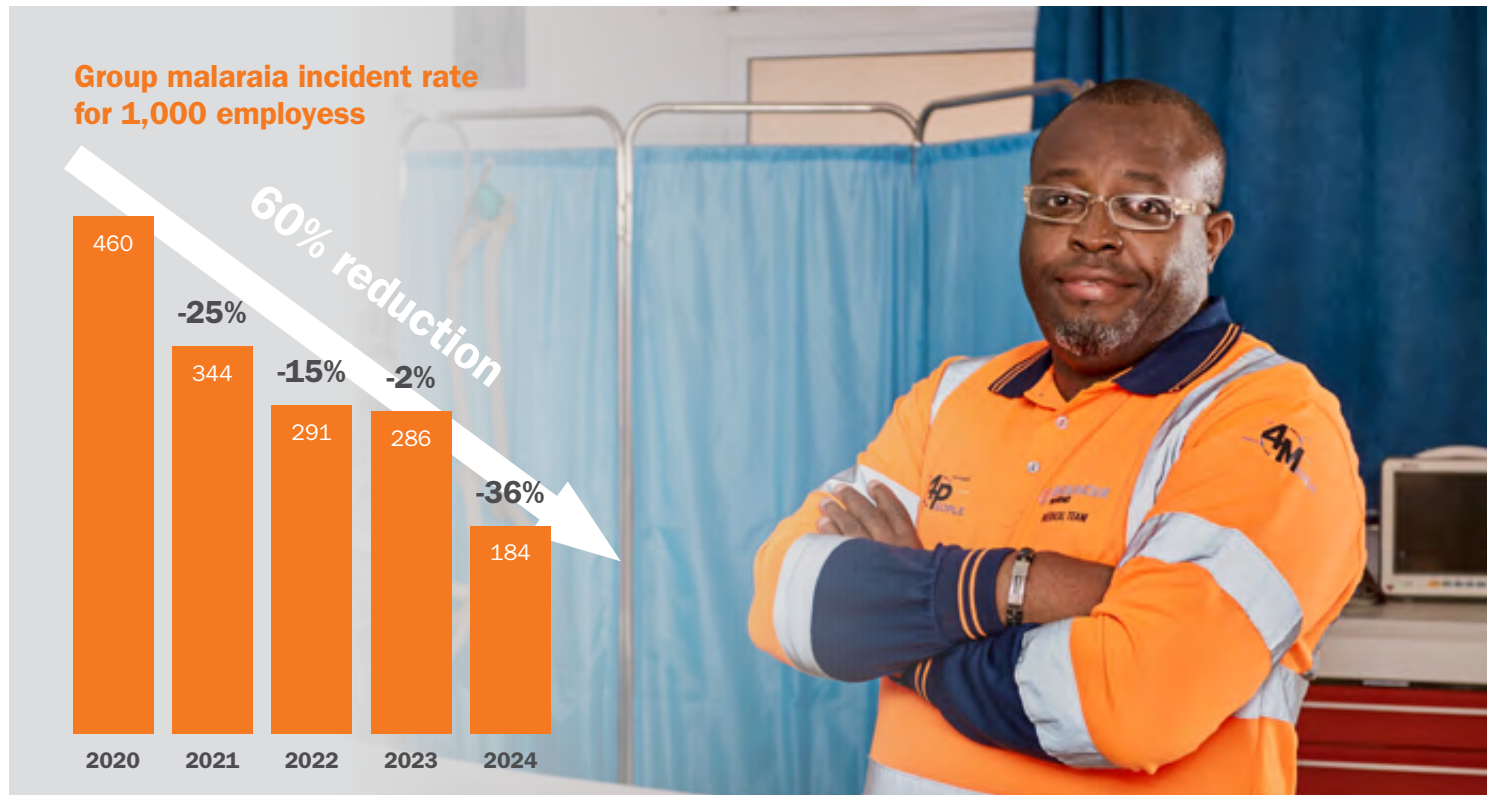
- local activities at Mana and Houndé including a march to raise awareness.
- holding a litter clean-up day at a health centre near Sabodala-Massawa, followed by an awareness campaign in nearby communities to improve local sanitation and educate the community about malaria prevention.

The Company has a three-year Group-level holistic malaria plan which provides a comprehensive, strategic framework to prevent, control and treat malaria at all our sites and in the surrounding communities.

**36%**  
Reduction in malaria incidence rate

**43%**  
Decrease in workdays lost in absences

**1,000**  
Mosquito nets and repellents distributed at our Lafigué mine





## Case study

# Sight is life

## HEALTH CARAVAN

To mark World Sight Day on 10 October 2024, we launched our second 'Caravane de Santé' (Health Caravan) through the Endeavour Foundation, in partnership with the local health authorities.

This year, the Health Caravan was deployed across our mines – Sabodala, Mana, Houndé, and Ity – to address critical ophthalmological needs within local communities. The initiative offered consultations, treatments and education to promote better eye health, while fostering stronger relationships between our mining operations and host communities. Over 2,000 people in our communities received ophthalmological consultations, corrective glasses for common vision problems such as near sightedness and presbyopia, surgery and follow-up care for cases requiring further treatment.

The Health Caravan reflects Endeavour's commitment to improving the health and well-being of local communities, particularly in areas where access to eye care and screening for eye disease is very limited.

This initiative reflects the collaborative and comprehensive strategy we take to enhancing employee health and well-being as well as that of our local communities and aligns with our commitment to UN SDG 3, aiming to ensure healthy lives and well-being for everyone.

# 2,078

Patients across all sites

# 1,400

People received medical treatment

# 300

Pairs of glasses provided

Other major pathologies:  
conjunctivitis, pterygium,  
refractive errors, glaucoma  
and other ocular conditions.

# 559

cataract cases identified  
requiring surgical intervention

# 20

on-site surgeries performed





# OUR PEOPLE

## In this section

- 38 Employee attraction, retention & development
- 42 Empowering our people
- 43 Managing talent effectively
- 44 Diversity & inclusion





**Our people**

Continued

# Our people are at the heart of our success

**Principal risk**

! Human capital risk.

**ANNUAL REPORT**

Click here to view detailed principal risks, pages 58–64

**Materiality****Medium**

- Employee attraction, retention and development.
- Diversity, equality and inclusion.
- Labour practices.

**2024 highlights**

- ✓ Group-wide employee engagement survey completed.
- ✓ 72% employee participation in survey.
- ✓ New 'Women at Endeavour' programme launched.
- ✓ New Maternity Policy launched.

**2025 targets**

- 🎯 Address feedback from employee survey.
- 🎯 Develop female leadership training programme.
- 🎯 Publish an updated Paternity Leave Policy.
- 🎯 Continue dedicated diversity training.

**Our people**  
Continued

**How do we manage this topic?**

**Our people**

Visit our [ESG Reporting Centre](#) to find out how we manage our people, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 202, 401, 402, 404, 407
- SASB EM-MM-310
- RGMP 6 Labour rights
- RGMP 7 Working with communities
- SDG 1 No poverty
- SDG 4 Quality education
- SDG 8 Decent work and economic growth



# Our success depends on our workforce

We value fairness and respect in our relationships with our employees and business partners. Recognising the diverse nationalities, cultures, and abilities within our global workforce, we foster an inclusive environment where our employment practices prioritise employee safety, well-being and productivity, ultimately driving company performance.

## About our people

At the end of the year, we had a total workforce of 13,491 people, representing a 17% decrease compared to 2023, due to the demobilisation of a large number of contractors at Lafigué. Endeavour employees increased by 6% to 5,126 due to the addition of our newest mine, Lafigué, to our portfolio. 95% of our employees were nationals, a slight increase over 2023, while employees from our host communities decreased slightly due to Lafigué, which recruited country-wide in Côte d'Ivoire. Our Ity and Sabodala-Massawa mines have the highest number of local community employees, at 45% each. Women comprised 12% of our workforce, the second consecutive year of increased representation in the business. For more details on our diversity and inclusion initiatives, please refer to page 44. Our employee turnover rate was 5%, the majority (86%) of which were voluntary.

Our contractor workforce decreased by 27% to 8,365, due to the completion of the Lafigué construction phase. The majority of contractors within the Group are involved in mining-related activities, as three out of our five mines are contract mining.

## Employee attraction, retention & development

As a major employer in West Africa, we recognise that being a trusted partner requires us to be deeply integrated in our communities, ensuring that we are taking a long-term approach to employment and the development of our human capital.

We prioritise local hiring and create career opportunities through internal mobility, training and development programmes. To build a steady talent pipeline from our host communities, we invest in community vocational training, scholarships, and internships.

We have ethical and progressive employment practices, focusing on strong engagement, equal opportunity and attractive remuneration tied to clear KPIs to drive performance. We are continuously working to evolve our practices as evidenced in 2024 by our new Maternity Policy (see page 46 for further information).

### Nationals

**95%**

2024	95%
2023	94%
2022	94%

### Women

**12%**

2024	12%
2023	11%
2022	9%

### Host Communities

**36%**

2024	36%
2023	37%
2022	34%

### West African Senior Managers

**59%**

2024	59%
2023	57%
2022	57%

### Total Workforce

**13,491**

2024	13,491
2023	16,212
2022	14,140



## Our people

Continued

Endeavour offers appealing employment terms to employees across the Group, including attractive remuneration with variable compensation based on clearly defined performance metrics. We regularly review our compensation packages against market practices to ensure it remains competitive.

We have various programmes across the Group designed to attract and retain talent. These include initiatives to enhance employee well-being – for example by supporting them with free lunchtime meals, new personal development training opportunities, and an employee referral scheme.

We have a number of collaborative relationships with educational institutions, including with Jacquville Technical College and Senegal's Kedougou Industrial and Mining College, as well as a partnership with WiM student association at Univeriste de Man (Ity) to offer internships to female geologists.

We hosted an honours ceremony during the year in which four of our long-standing employees received medals in celebration of their dedication and hard work as well as their contribution to the growth of the business. The ceremony included a series of speeches from the Company as well as the Ministry of Employment and Social Protection. In 2025 we plan to initiate a broader employee recognition plan, with a range of events and initiatives to both welcome new hires as well as celebrate and recognise the commitment of our people.

### Prioritising and nurturing local talent

Our efforts to develop local talent are core to our approach in West Africa – this involves internal development of our people (through leadership training and mobility etc. as discussed below) as well as the development of skills within our host communities.

At the end of 2024, 40% of our General Managers were nationals, 59% of our senior management were West African; comprising 38% nationals, 13% from our local communities and 8% regional West African expatriates.

In order to develop local talent in our communities, we have a range of collaborative projects to increase literacy, enhance vocational skills and develop expertise. See further detail on one of our initiatives aimed at empowering the people living near the Lafigué mine on page 41.

Internal mobility is a crucial way of unlocking the full potential of our people, allowing for strategic movement across the Group to support career advancement, drive growth, enhance skills and align with our needs as a business. We have a formal Internal Mobility Policy which guides our approach. 47 employees benefitted from this programme in 2024 across all levels of the Group, of which 13% were women and 68% were nationals.

### Consistent communications

Effective employee engagement is essential for fostering collaboration, strengthening our culture, improving employee satisfaction and boosting productivity. To support this, we provide various formal mechanisms and communication channels for our employees, including regular public meetings at each site, feedback initiatives, Board site visits, and grievance mechanisms. Grievance procedures are discussed on page 110.



## Our people

Continued

Our intranet plays a vital role in employee communications, providing the latest company news, success stories, corporate policies, job vacancies and training resources – ensuring that all employees, regardless of location, stay informed and connected. We have been running our “A Day In The Life Of” campaign throughout the year to showcase diverse roles within the Company and highlight the broad range of skills required for our success. See page 47 for some specific examples of our people featured in this campaign.

Given the size and distribution of our workforce, with employees working across various locations, technology is essential for streamlined communication. We introduced a market-leading software platform in 2024 to centralise human resources information and offer a single, accessible portal for all our employees. This system integrates payroll information, performance reviews and remuneration KPIs and targets, helping us better manage human capital risks, future proof our workforce and enhance operational efficiency.

Endeavour’s values are the foundation on which we conduct business, guiding our decision making, the goals we work towards and our Codes of Conduct, as well as uniting the interest of our stakeholders. We are defined by our core values of our teamwork, our commitment to excellence, our proactivity and for being a pioneer in what we do. These values express who we are and guide us in everything we do.

### Endeavour Voices: proactively seeking feedback and listening to our people

We proactively seek employee feedback to adapt our approach and drive success. Engaged employees foster innovation and enhance performance. For example, having focused on engaging with female employees in 2023, especially those working on-site, to better understand the challenges they face, we then used their feedback in the development of our ‘Woman at Endeavour’ programme, which was launched in 2024, discussed on page 45.

In 2024, we conducted our first Group-wide employee engagement survey in 2024 to take the pulse of our entire organisation, better understand broader employee opinion and identify areas where we can grow and develop as a business, and ultimately create the best possible workplace for our employees.

Given the contexts of our operations in West Africa, we had to find innovative and proactive ways of reaching all our people – many of whom do not have access to email. This involved setting up mobile booths around our mine sites to ensure a practical way of seeking feedback.

The survey achieved a 72% employee participation rate, demonstrating high levels of engagement. A final report on the survey findings was presented to a joint sitting of the Corporate Governance and Nominating and Remuneration Committees and to other members of the Board.

Key findings included: 86% of employees felt engaged, 99% found their work meaningful, and 78% would recommend Endeavour as a good place to work. Areas identified for improvement included career progression, appreciation, and recognition. Based on these valuable insights, we have identified several Group-wide initiatives to address the feedback. These will include a new performance evaluation model and

employee recognition strategy, clarification of job grading systems and enhanced communications around variable pay, as well as the launch of a diversity and inclusion campaign. These initiatives will be rolled out over 2025 and 2026, with each site developing tailored action plans to ensure that local needs are appropriately addressed.

In 2026, we plan to conduct the next Endeavour Voices survey to measure progress – allowing us to continue building on our strengths, addressing our challenges, and ultimately creating a workplace where everyone can thrive.

### Supporting our families

An important element of our employee retention approach is supporting our people’s families. Our Pépites d’Or initiative celebrates the academic excellence of children of employees who have obtained a diploma, in order to highlight their achievements and encourage their future success. In 2024, 577 children of employees received recognition.

In August, nearly 100 children of our Ity Mine employees had the opportunity to better understand their parents’ work environment during the traditional Family Day. This was a great success, providing a memorable day for the children while strengthening the connection between work and family life. This was then followed by similar events at Houndé and Mana.

### Supporting labour rights

As outlined in our Human Rights Policy, we fully support the right to freedom of association and collective bargaining, ensuring that employees can engage without interference, fear of retaliation, or restrictions on their choice of union representation. We also recognise, respect and comply with all applicable labour and employment laws, and insist that our contractors meet the same standards. Further detail on human rights can be found on page 108.

Endeavour actively engages with union leaders on a regular basis to discuss a wide range of topics, including working conditions, benefits, health and safety, as well as the Group’s strategy and performance.

During the year, there were two strikes, one at our Houndé mine and one at our Sabodala-Massawa mine. Both were related to compensation and were resolved through negotiations with the unions. Neither strike impacted the mine’s annual production.

In 2024, 92% of our employees were covered by collective bargaining agreements. There were no reported incidents of under-age or forced labour during the year.

We do not tolerate discrimination, bullying, intimidation, or harassment of any kind in our workplace. Our commitment to a safe, fair and inclusive working environment is set out in our Diversity Policy and Harassment Prevention Policy.

### Harassment

Endeavour upholds a zero tolerance approach to discrimination, bullying or harassment of any kind, striving to sustain a working environment characterised by mutual trust and the absence of intimidation, oppression and exploitation, in which all our people are treated with dignity, decency and respect.

Training requirements across the Group on harassment were identified through the anti-harassment campaign we conducted in 2023. In 2024, we developed a new set of diversity and harassment training materials, which will be rolled out Group-wide in 2025 to strengthen awareness around these topics and ensure each employee feels safe to show up as their authentic self in the workplace.



## Case study

# Increasing local employability

## N'GOTO YÈ TÈ HÈ

The N'Goto Yè Tè Hè programme at Lafigué supports the mine's post-construction transition by providing training and employment opportunities for young people from neighbouring communities around the mine.

N'Goto Yè Tè Hè means 'Building for the Future' in the local language Djimini and we have invested \$0.3 million in this multi-faceted initiative, which includes vocational training, internships, and support for local entrepreneurs.

To address the skills gap in mining professions, we trained 46 employees from local communities as process operators, with the goal of developing them for future management roles.

To provide young people with practical skills and attract them to the mining industry, we have collaborated with our contractors to offer internships in HR, HSE, supply chain, and mining departments to top young talent, with 27 interns benefitting.

Recognising the need to develop skills beyond mining to boost the support services infrastructure, we partnered with a vocational college to provide training in diverse fields such as borehole maintenance, tyre maintenance, poultry farming, market gardening, and secretarial work to 63 young people.

The N'Goto Yè Tè Hè initiative has benefitted 136 local community members so far and hopes to increase this figure over time, as well as empower people living near the Lafigué mine, in line with our ESG strategy to build resilient and self-sustaining communities.

**\$0.3m**

Investment

**136**

Local community members trained

**\$0.5m**

Worth of services provided by five local entrepreneurs





# Empowering our people and accelerating career growth

We offer all our employees opportunities for continuous learning to develop their skills and progress their career through four key programmes (shown below) that enable them to learn and grow to fulfil their potential.

By providing our employees with the appropriate training, as well as exposure to management roles, specifically through our mobility practices, we can ensure that they are ready to lead when the time is right.

In addition to cultivating our internal pipeline, we also concentrate on developing the next generation in and around our operations. This is fundamental to our long-term success – especially when bearing in mind the anticipated skills shortages across our wider industry.

As part of our employee development and career management approach, we carry out an annual review of our workforce, evaluating talent profiles, pinpointing growth opportunities and identifying potential successors for key positions.



The key programmes aimed at facilitating learning, skills development and career progression are:

## Endeavour Next

Our comprehensive talent management programme, encompassing talent identification and development and succession planning to ensure our current and future leaders have the opportunity to progress in the organisation and to facilitate business continuity.

## Growing Local Talent

Assesses our workforce to identify skills and leadership development potential.

In 2024, 13% of our managers and 36% of our employees come from our local communities.

## Endeavour Academy

Endeavour Academy, our in-house university, focuses on developing a competent and high-performing workforce through a range of technical and managerial training programmes, including online learning and professional development initiatives. In 2024, 56% of all our employees received dedicated training, over and above health and safety training, and 40% of our female employees received technical and managerial training.

## Endeavour Care

Our health and well-being programme facilitates initiatives around physical and mental health. One of our key achievements in 2024 was the publication of an updated maternity policy and handbook specifically addressing the needs of women working on our mine sites. See page 46 for details on the significant progress we have made within this programme when it comes to caring for our female employees in 2024.



## Empowering our people & accelerating career growth

Continued

### Managing talent effectively

In 2024, we have further strengthened and refined our people review process across the Group, adopting a more data-driven approach to assess potential within our teams. This is expected to drive improvements in our internal mobility and succession planning initiatives.

We believe that further empowering our leadership teams to take greater ownership of talent development and succession planning will enhance these processes and help us build a stronger workforce.

### Developing our people

Endeavour Academy, our in-house university, offers leadership training through the Frontline Management Programme. In 2024, 194 people completed the FMP, and 35 employees were selected for Endeavour's MDP in 2024, 22% of which were women.

During the year, we reviewed these programmes to ensure their continued relevance and effectiveness. To enhance our leadership development approach, we have adjusted the FMP and MDP frequency from annual to biennial, allowing participants more time to apply their learning. We've also introduced the Advanced FLM programme, specifically designed for superintendents, managers, and heads of departments. These changes underscore our commitment to developing robust leadership pipelines and driving Endeavour's future success.

Additionally, we will also be launching a new leadership programme specifically for women in 2025.

### Equipping our teams with the training they need to succeed

Ensuring our employees possess the skills and knowledge to effectively execute our strategic objective of operational excellence is a specific area of focus for us. E-learning plays a crucial role in delivering unified and scalable training to a large number of employees. All our Group-wide compliance training is completed through our e-learning platform (see details on page 108), which will include the Group-wide diversity training programme being rolled out in 2025 (see details on page 44).

During the year, we facilitated financial and technical training for our management teams based on a Group-wide training needs analysis. This included financial training for 159 non-financial supervisors and managers across the Group, combining theory and practical learning, focused on financial statement analysis, budgeting, and cost management. We also provided strategic mine planning optimisation training for 14 mining and production engineers.

To improve communication skills, and foster professional development, we launched a new English language training initiative, highlighting our commitment to building essential skills and enabling our employees to thrive in a dynamic, multilingual working environment.



Two programmes were launched as part of this initiative, with 72 employees participating in one and 30 managers in the other.

To enhance our technical training programmes, we commenced with a pilot project through Endeavour Academy focusing on geo-technicians and hydrogeologists. This ambitious initiative involved defining a competency framework and developing an assessment tool. The next step is to build tailored training on our online e-learning platform which will allow participants to close the gaps and enhance their skills in identified key areas.

In 2024, our employees received an average of 22.1 hours training.



## An inclusive & diverse workplace

### How do we manage this topic? Diversity & inclusion

Visit our [ESG Reporting Centre](#) to find out how we manage our diversity & inclusion, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 405, 406
- RGMP 6 Labour rights
- UN Global Compact Principle 6 Labour
- Women's Empowerment Principles
- SDG 5 Gender equality
- SDG 8 Decent work and economic growth



Working across geographies that exhibit a broad range of cultures, customs and histories, we value diversity at Endeavour. We recognise the benefits of having employees from diverse backgrounds who can bring fresh perspectives and experiences that enhance how we do business. We are committed to fostering a respectful and inclusive working environment that treats all employees and business partners with respect and dignity, regardless of race, gender, nationality, ethnic origin, disability, religion, age or sexual orientation.

We have always strived to embed diversity and gender equality within our business, as reflected in our core values: “pioneering, performance, proactivity, and partnership.”

A key challenge in creating a successful diversity and inclusion strategy is understanding the specific challenges and barriers that apply to our business and the industry as a whole. To tailor our approach effectively, we conducted a survey of our female employees in 2023, which has driven significant developments in our approach to diversity and inclusion – specifically in the form of our new ‘Women at Endeavour’ programme, launched in 2024 (see details on page 45). We developed new diversity training materials in 2024 which we are rolling out across the Group during Q1-2025.

By aligning with global principles, such as the UN Women’s Empowerment Principles (WEPs), and participating in organisations such as Women in Mining, we not only signal our strong commitment to diversity and inclusion, but also gain access to a wide range of guidelines,

best practices and resources to help us solidify our efforts to broaden diversity within our business. We have site-based Women in Mining associations which continued to meet regularly in 2024, to discuss impactful and effective ways of addressing challenges in a collaborative way. We participated in a gender index study in Côte d’Ivoire carried out by the He4She Association. We actively participate in the Chamber of Mines network, advocating for gender considerations within the mining sector.

We were delighted to achieve recognition during the year for our commitment to empowering women in Africa and our contribution to promoting female leadership (see further details on page 8).

#### Diversity performance

Female representation in the workforce increased slightly to 12% in 2024 from 11% in 2023. Female employees in management and technical or supervisory roles were 13% and 14% respectively and at the corporate level, 30% of women were in management roles and 22% were in technical or supervisory roles.

As at year end, women accounted for 30% of our Executive Management Committee and 44% of our Board, accounting for 67% of our Independent Non-Executive Directors, including the Senior Independent Director and the Chair of the Audit Committee, the Chair of the Remuneration Committee, and the Chair of the ESG Committee and Employee Engagement Director. 34% of direct reports to members of our Executive Management Committee were women.

**15%**  
of new hires were women

**12%**  
Female representation  
in the workforce

**30%**  
of women in corporate  
management roles

**74%**  
of our workforce are aged  
30-50 years old

“  
**Diversity is  
our difference.  
Together, we must  
be its guardians  
and ambassadors  
to all stakeholders  
of the Group.”**



## Case study

# Women at Endeavour

We have introduced a new programme, 'Women at Endeavour' during 2024 which builds on our previous initiatives supporting a diverse work place to give women in mining all the tools and opportunities they need and the careers they want.

Originating from the 2023 internal survey of more than 500 of our women, the programme is designed with and for our female colleagues, aiming to improve their health and well-being, particularly at sites, and to accelerate the development of women's careers within the Group.

Women at Endeavour is structured around two pillars: 'Care' and 'Empower'. The first pillar, Care, which has been our primary focus during the year, aims to better address the realities faced by women in mining, particularly at sites, by offering concrete initiatives to improve their health and well-being at work. Initiatives include a comprehensive review of our maternity policy to support female employees throughout their pregnancy and motherhood journey. Based on early feedback, the new policy has been very well received by employees.

The Care pillar will also include awareness campaigns on women's health issues, in collaboration with our HSE department, with a focus on tackling moral harassment and gender stereotyping. Under the second pillar, Empowerment, we are accelerating the career development of our female colleagues and

promoting female leadership within the Group. Specifically, monthly training programmes on transformational leadership and quarterly conferences are now offered to female employees with the technical support of Women in Mining (WIM) Senegal and HeForShe Mines Côte d'Ivoire. Themes covered to date include offering support to fellow employees, creating a positive and safe work environment that prioritises mental health and socio-professional development, and equal opportunities in the mining industry. Launched in March 2024, these events have been popular and well received by our employees with feedback suggesting they have boosted women's confidence and allowed them to draw inspiration from other women in mining.

Our Empower pillar aims at unlocking women's full potential by means of making available specific and tailored mentoring, training, and leadership programmes at all levels of the organisation. This will include monthly programmes on transformational leadership and a quarterly conference for our female employees. We will provide updates on this pillar in 2025.





## An inclusive & diverse workplace

Continued

We set a target to achieve 20% female new hires in 2024 but only achieved 15%. This was largely down to the fact that a large number of new hires were into highly technical roles which attracted more male and fewer female applicants. While we are focusing on female attraction, retention and career development in numerous ways (as discussed on pages 38 to 43) and have made significant strides forward with our initiatives, there also remain some stereotypical barriers around successfully attracting women into certain roles on site which we continue to be aware of and address.

The ongoing gender bias within the mining industry remains a factor in this, but our consistent efforts to improve our female

representation over the past three years has resulted in a 33% increase, which is encouraging. For more details on our diversity and inclusion initiatives, please refer to page 44.

Our MDP is an important contributor to our commitment to progressing the careers of our female employees and providing them with opportunities for promotion. 22% of MDP participants in 2024 were women.

A key highlight for us during the year when it comes championing diversity was the International Women's Day roundtable, featuring Board members Alison Baker and Cathia Lawson-Hall, Employee Engagement Director, alongside David Dragone, EVP, Human Resources

and Communications, and Djarja Traoré, EVP Operations and ESG. This event provided a valuable platform for sharing inspiring journeys and perspectives on gender diversity and inclusion. The discussions continued at our sites and offices, where employees took the time to explore the topic of tackling gender stereotypes and share their ideas for improving diversity awareness at Endeavour.

This was reinforced by a wide range of initiatives and targeted events during the year, including female focus groups and workshops, as well as initiatives to promote mining to young students.

Gender is not the only diversity data we report – around 74% of our workforce are between the ages of 30-50 years old, and 77% of that age group are in management positions. We also have two Non-Executive Directors on the Board who are African, one Independent Non-Executive Director who is British-Indian and one Independent Non-Executive Director who is British-Pakistani, which represents a 44% ethnic diversity.

## Maternity

Under the 'Endeavour Care' pillar, we have updated our maternity policy and developed a maternity handbook to meet the specific needs of women in mining, recognising the difference in challenges they might face when compared to other more office-based roles. The handbook offers practice advice, useful information and resources to support our female colleagues throughout their pregnancies and beyond.

We are also focused on offering our pregnant employees appropriate means of travelling to work as well as the facilities they require when they get here. We have programmes in place to make any necessary adaptations to workstations for women during pregnancy and support their return to work after maternity leave. In addition to this, we offer maternity kits and dedicated gynaecological examinations. Our site-based occupational doctors and nurses received training in relation to care in pregnancy during 2024 (see details on page 32).





## Case study

# A day in the life of our people



## A day with Elizabeth Renaud

VP Operational Excellence, Decarbonisation

“My role at Endeavour is mainly to support our operations in the implementation of our operational excellence and energy transition programmes. We implement market solutions into our ecosystem, complemented by internal solutions we develop ourselves. Our in-house solutions are primarily focused on areas where there is no market solutions that meet our specific needs. For example, we have developed a blend optimiser at Ity and Sabodala-Massawa as well as an application to support drill and blast teams in data management and optimisation of blasting parameters. The current trend for the mine of the future is mainly towards automation, artificial intelligence and data-driven operations.”



## A day with Raissa Bondé

Dump truck operator at Houndé

“I was scared when I saw this dump truck for the first time. However, with the help of a trainer who reassured and encouraged me, I was able to master it. I am very proud to be a woman working among men – operating the same machinery as them. I encourage my sisters to take up this profession.”



## A day with Abdoulaye Dramé

Social Performance Superintendent, Sabodala-Massawa

“My main mission is to ensure that our commitments to host communities are honoured, fostering harmonious relationships and safeguarding our social licence to operate. I work closely with other departments to integrated social aspects into our operations. One of the major challenges is ensuring these projects are well understood and embraced by the communities. Without their buy-in, our investments cannot achieve their intended impact. What motivates me most is the diversity of challenges I face every day. Each day is unique making my work stimulating. The most important aspect of the work we do is the lasting impact we deliver daily as well as our ability to enable the mine to operate in a responsible and sustainable manner. We impact communities but beyond that we make a difference for future generations.”



### LIFE AT ENDEAVOUR

Discover what life at Endeavour is like





# OUR COMMUNITIES

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# Reinforcing our social licence to operate

## Principal risk

- ⚠ Licence to operate.
- ⚠ Supply chain.



### ANNUAL REPORT

Click here to view detailed principal risks, pages 58–64

## Materiality



**High**

- Local communities.



**Medium-High**

- Artisanal and small scale gold mining.



**Medium**

- Cultural heritage.



## 2024 highlights

# \$1.2B

**Spent on in-country suppliers**  
supported 1,200 national and local suppliers, 83% of total budget excluding construction

# \$22.1m

**Total social investment (voluntary and LMDF)**

# \$7.7m

**Invested in local community projects**

- ✓ ‘Caravane de Santé’ provided free community health screening.
- ✓ Completed grievance mechanism audit against UNGP 22.



## 2025 targets

- 🎯 Local content procurement target of ≥80% from in-country registered suppliers, including 35% from national suppliers and 3% from local suppliers.
- 🎯 Awareness campaign to deepen community understanding of our grievance mechanism.
- 🎯 Organise a ‘Caravane de Santé’ to provide free mother and child health screening.
- 🎯 Launch scrap metal initiative at Lafigué and Sabodala-Massawa.

## Our communities

### How do we manage this topic?

#### Our communities

Visit our [ESG Reporting Centre](#) to find out how we manage our communities, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 203, 413
- SASB EM-MM-210
- RGMP 2 Understanding our impacts
- RGMP 7 Working with communities
- UN Global Compact Principles 1 and 2 – Human rights
- SDG 1 No poverty
- SDG 2 Zero hunger
- SDG 3 Good health and well-being
- SDG 4 Quality education
- SDG 6 Clean water and sanitation
- SDG 8 Decent work and economic growth



# Empowering and respecting our communities

As guests in our host countries, we recognise the importance of building and maintaining trust through effective and respectful community engagement as well as providing positive benefits and shared value from our presence.

For us, this means contributing to the prosperity of our communities and countries by creating jobs, supporting local businesses, developing local talent, contributing to socio-economic development and improving health conditions. At the same time, we strive to avoid or minimise our negative impacts and proactively implement responsible mitigation measures when this is not possible.

## Stakeholder engagement

By conducting stakeholder mapping at each of our operations, we have identified our key stakeholder groups at national, regional and local levels, including vulnerable groups such as women. This is then used to inform formal, site specific stakeholder engagement plans (SEPs) across all our operations, supported by a nationwide SEP that incorporates key government authorities and regulators. These ensure we identify all the key stakeholders impacted by our operations and can develop an associated plan of engagement.

Environmental and social impact assessments, along with stakeholder mapping, have identified marginalised and vulnerable groups at our sites. These groups are integrated into our engagement activities and livelihood restoration programme. For example, we develop targeted income-generating activities, such as domestic cattle breeding, to empower them. These groups are also represented in our communication

framework, and we conduct regular health and education awareness campaigns for them.

To foster transparency and engagement, we hold regular community forums to discuss community-related issues and communicate our social and environmental projects. In addition to this, we conduct a range of community awareness campaigns and training – discussed in detail throughout this report. We also present our annual sustainability report to our host communities, the authorities, local NGOs and the media. This helps our host communities understand our impacts and the value created by our operations.

Our community engagement teams are comprised solely of national employees to ensure a culturally appropriate approach to communicating with local stakeholders as well as a comprehensive understanding of their needs, challenges and any community issues.

During 2024, our social performance teams held 1,925 meetings with local stakeholders to discuss a range of topics, including employment opportunities, local procurement, capacity building, livelihood restoration, community development projects and grievance management. This was an increase compared to 2023, primarily due to our new Lafigué mine. We also held 190 formal consultation committee meetings.

During the year we reported 10 non-technical delays due to community-related issues. These did not impact annual production and were resolved following meetings with the affected stakeholders and the local authorities.

One of our primary community engagement objectives in 2024 was to enhance communication with local stakeholders on human rights – not only by sharing Endeavour's approach to managing our impacts, but also by emphasising the responsibilities of our communities. Through educational initiatives, we aim to ensure that everyone has a clear understanding of human rights and, in alignment with SDG 16, actively engage in discussions on their related responsibilities.

For example, we discussed the role of parents to ensure that their children play no part in illegal artisanal and small-scale gold mining (ASGM) (see further detail on how we address ASGM on page 61). We have also held workshops on the Voluntary Principles on Security and Human Rights (VPSHR) as discussed on page 111. Through a collaborative approach, we aim to build awareness, enhance trust and ultimately ensure accountability when it comes to the respect for and advancement of human rights.

We view effective engagement as a proactive and essential approach to preventing potential community issues. In 2024, we successfully addressed several potential challenges through timely and appropriate engagement. For example, at Ity, we organised a discussion with local young people and relevant authorities to explore employment opportunities. By engaging early and listening to their concerns, we were able to ensure a constructive dialogue and address issues.



## Stakeholder engagement

Continued

Recognising the challenges associated with youth unemployment, we provide training opportunities designed to either prepare young people to making them marketable for roles within our operations or equip them with valuable skills for pursuing careers elsewhere. Training programmes include masonry, carpentry, welding, electrical work and solar panel installation, offering practical skills that enhance employability both within Endeavour and beyond our organisation.

### Annual consultations

	2022	2023	2024
<b>Houndé</b>	516	511	506
<b>Ity</b>	183	466	344
<b>Mana</b>	1,193	177	380
<b>Sabodala-Massawa</b>	2,285	631	469
<b>Lafigué</b>	–	–	226
<b>Total</b>	<b>4,177</b>	<b>1,785</b>	<b>1,925</b>

We are aware of the challenges inherent in ensuring a structured, collaborative and sustainable approach to community engagement and development. Therefore it is crucial that we maintain the appropriate skills and processes internally to manage social performance.

In 2024, we strengthened our social management system through leadership training workshops focused on continuous improvement and consistency of actions. During these sessions, social performance managers from across our three countries of operation come together with colleagues from other departments across the Group, such as ESG and supply chain. The workshops provide strategy updates and offer a platform for discussing specific challenges in a cross-departmental environment.

### Cultural heritage

Our most recent materiality assessment identified cultural heritage as a material topic. For us this means the preservation of cultural heritage from adverse impacts associated with project activities and development. It includes both tangible and intangible elements such as historical sites, landscapes, artifacts, traditions and knowledge that holds cultural, scientific, spiritual or religious value.

As outlined in Endeavour's Social Performance Policy, we are committed to respecting people, their customs and beliefs, while taking responsibility for the impact of our business activities. As part of this, we avoid any affiliation with organisations or activities that promote religious or political agendas. We avoid or minimise our impact on cultural heritage through comprehensive assessments and the effective implementation of our chance finds procedures. Furthermore, we ensure that cultural sites are identified in our impact assessments, clearly marked on maps, and physically demarcated to prevent damage or destruction from our operations.








Underpinning this policy, Endeavour has a Group Standard on land access, cultural heritage, ASGM and resettlement which sets out the requirements for a systematic approach to managing these topics, taking applicable regulations and the IFC's Performance Standards 5 – Land Acquisition and Involuntary Resettlement and 8 – Cultural Heritage into account. The standard applies to the Group as well as any contractors and suppliers and other business relationships, and is implemented through all stages of the mining life cycle, from exploration through post-closure.

We have a clear mitigation hierarchy for cultural heritage which is based upon preservation, responsible management and stakeholder engagement. The hierarchy emphasises minimising harm to cultural heritage by prioritising avoidance of damage, particularly to critical heritage. If impacts are unavoidable, the focus shifts to minimising damage, restoring heritage or relocating it. In cases of permanent loss, compensation and continued access for affected stakeholders should be provided when feasible.

Reinforcing the Group standard is our dedicated cultural heritage standard operating procedure which looks to ensure the protection of sacred sites and cultural heritage, including potential archaeological finds in the areas where we operate. It also defines the procedures and processes that will be adopted if project and operational impacts occur on these sites.

In 2024, we did not have to manage any chance finds and we did not receive any complaints regarding cultural heritage.

## Key issues in our host communities

	 <b>Sabodala-Massawa</b>	 <b>Ity</b>	 <b>Lafigué</b>	 <b>Houndé</b>	 <b>Mana</b>
<b>Number of impacted villages</b>	19	32	10	9	21
<b>Description of key issues in local communities</b>	<ul style="list-style-type: none"> <li>• Illegal ASGM</li> </ul>	<ul style="list-style-type: none"> <li>• Malaria</li> <li>• Teen Pregnancy</li> <li>• Illegal ASGM</li> </ul>	<ul style="list-style-type: none"> <li>• Illegal ASGM</li> </ul>	<ul style="list-style-type: none"> <li>• Illegal ASGM</li> </ul>	<ul style="list-style-type: none"> <li>• Illegal ASGM</li> </ul>
<b>Indigenous people</b>	Endeavour confirms there are no indigenous people who are or could be affected by our operations.				
<b>Stakeholder engagement plans</b>	Yes	Yes	Yes	Yes	Yes
<b>Broad-based local community consultation committees and processes that include vulnerable groups</b>	Regular meetings with the local administrative and traditional authorities, comprising representatives from all the social segments of the community through 11 dialogue committees. In addition, there are three subcommittees dealing with the recruitment of local unskilled positions.	Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities. There is one dialogue framework which includes all the stakeholders and three specific committees dedicated to each project area of the Ity mining complex.	There is a consultative committee at the departmental level which comprises administrative and religious authorities, community representatives. The social fund management committee has also been set up.	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three subcommittees (compensation and resettlement, local recruitment and local content).	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three subcommittees (compensation and resettlement, local recruitment and local content).
<b>Formal community grievance process</b>	Yes	Yes	Yes	Yes	Yes
<b>Biodiversity critical habitat</b>	Yes	Yes	No	No	No
<b>Water scarce area</b>	Yes	No	No	Yes	Yes
<b>Environment impact assessment and ongoing monitoring</b>	Yes, by the Regional Office for the Environment and Classified Areas (DREEC).	Yes, by the National Environment Agency (ANDE).	Yes, by the National Environment Agency (ANDE).	Yes, by the National Environmental Assessment Office (BUNEE).	Yes, by the National Environmental Assessment Office (BUNEE).





## Community grievances

Effective community engagement requires a robust grievance mechanism to address community concerns. We ensure that we have an effective and accessible grievance mechanism in place at all our mines to facilitate open feedback. This mechanism is a fundamental tool which helps us better understand our local impacts, but also empowers people around our mines to raise issues or concerns.

Through our grievance management processes, we address any concerns in a timely manner and identify recurring issues, trends or potential problems, implementing preventive measures to minimise future impact. In order to ensure early resolution, Endeavour's social performance teams track grievances on a daily basis. These

are then reported monthly to the Executive Management Committee to ensure sites are held accountable for their performance.

We recorded 256 grievances in 2024, an increase compared to 2023, largely due to issues regarding crop flooding after a particularly heavy raining season at our Houndé mine. Endeavour has a Group target of resolving grievances in 14 days. This target was missed primarily due to the time required for evaluating crop flooding complaints, which typically takes at least three months and can only occur after the rainy season ends.

During 2024 we audited our grievance mechanism against the UN Guiding Principle 22. This involved a multi-stakeholder process with engagement at both the site and corporate

level of our business as well as with our host communities. The audit demonstrated that our grievance mechanism had successfully mitigated community tensions. While this indicates the grievance mechanism's effectiveness, the audit highlighted areas for improvement. For example, awareness of our grievance mechanism does not always equate to a good understanding and there are those who do not fully understand how to use the mechanism, what their rights are, what processes need to be followed, what they can expect as an outcome and their rights to withdraw or escalate a grievance. So in 2025, to address this, we will aim to foster deeper community understanding of our grievance mechanism through effective awareness campaigns across all locations.

	2022			2023			2024		
	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)
<b>Ity</b>	84	46	58	98	104	16	71	77	22
<b>Lafigué</b>	–	–	–	–	–	–	4	4	4
<b>Sabodala-Massawa</b>	70	43	25	31	74	34	6	6	7
<b>Houndé</b>	40	12	28	40	50	15	161	165	76
<b>Mana</b>	60	82	15	8	10	5	14	14	26
<b>Boungou</b>	12	2	20	–	–	–	–	–	–
<b>Karma</b>	–	–	–	–	–	–	–	–	–
<b>Wahgnion</b>	516	389	30	–	–	–	–	–	–
<b>Total</b>	<b>782</b>	<b>574</b>	<b>32</b>	<b>177</b>	<b>238</b>	<b>17</b>	<b>256</b>	<b>266</b>	<b>57</b>

\*The Boungou and Wahgnion mines were divested on 1 July 2023

# Livelihood restoration programme

In line with our Social Performance Policy, we avoid the resettlement of communities or people as far as possible. However, where it cannot be avoided, we adhere to IFC Performance Standard 5, which involves formal consultation throughout the process and seeks to improve the well-being and livelihoods of impacted communities or people. For us, this means providing home ownership to resettled people – a concept which is out of reach for the majority of the population of West Africa. This is accompanied by carefully planned livelihood restoration programmes (LRPs), in line with our Group compensation and resettlement guidelines, which aim to positively contribute to socio-economic development. Consultation and engagement with local stakeholders and specifically impacted community members are fundamental to the successful design and implementation of the LRPs. We then conduct regular monitoring and evaluations to ensure that activities meet our standards and that projects are ready to be transferred to community management.

LRPs are in place at our Houndé and Lafigué mines and predominantly focus on agricultural projects. As with our other community development programmes, a key area of focus for the LRPs is to seek ways of addressing gender gaps and therefore we promote income-generating activities that can be led by women. According to UN Women, this will be a critical way of reducing food insecurity and could boost global GDP by \$1 trillion.

There were no resettlements during 2024. However, we continue to make progress with our livelihood restorations programmes and spent \$0.2 million during the year.

652 people were economically impacted during the year and we spent \$1.2 million on economic displacement.

## 652

People were economically impacted during the year

## \$1.2m

Spent on economic displacement

## 40ha

of rice fields have been planted near Lafigué

## 150t

of rice produced in 2024



## Social investment

By integrating effective and sustainable social investment into our business approach, we look to share the value generated by our operations and offer tangible and lasting benefits to people in our surrounding communities.

Endeavour has various channels through which we look to provide enduring value to our surrounding communities. These include a wide range of projects and income generating activities, our wholly owned Endeavour Foundation and the Local Mining Development

Fund. We focus social investment around four key themes of economic development, education, health, and access to water and energy, which were identified through stakeholder engagement. Providing local health support continued to be a significant area of focus during 2024, as discussed on page 33, with initiatives such as offering free and voluntary healthcare screening in host communities through the 'Caravane de Santé' and our community malaria programme at Ity.

In 2024, Endeavour invested a total of \$7.7 million on community projects, including \$4.6 million by the mine sites supporting a number of projects such as education, economic development, access to water and electricity and health projects, along with financial and in-kind support for cultural and sporting events as well as community donations. The Endeavour Foundation invested \$3.1 million in its initiatives (see further details on page 57).

### Fostering economic development through environmental initiatives

Our operations, much like the broader industry, produce significant amounts of scrap metal, which we recognise as a valuable resource for driving socio-economic benefits within our local communities. In line with our commitment to responsible environmental practices, we piloted a community scrap metal scheme at our Mana mine, which maximises value generated from its sale, while ensuring that the community shares equitably in the proceeds.

80% of the sales proceeds are directed towards pre-agreed community projects, with the remaining 20% allocated to initiatives chosen by our employees. We plan to roll this out to our Lafigué and Sabodala-Massawa mines in 2025.

### Local Mining Development Fund

Endeavour contributes 1% of revenue in Burkina Faso and 0.5% in Côte d'Ivoire and Senegal to the Local Mining Development Fund (LMDF), in line with local legislation in addition to the direct community investments we make across our operations.

The LMDF finances community projects based on community-designed and approved three-year Local Development Plans, with a focus on long-term sustainable development aimed at improving local infrastructure, living conditions and fostering socio-economic growth.

### Infrastructure investments and services supported

	Houndé	Ity	Lafigué	Mana	Sabodala-Massawa	Total 2024	Total 2023
<b>Women directly supported our social projects</b>	772	244	91	502	1,989	3,598	2,510
<b>Community investment (\$)</b>							
Health	–	32,405	6,688	–	428,150	467,243	221,184
Education	59,740	3,765	51,675	95,845	220,900	431,925	632,226
Arts, culture, sport and youth	89,566	–	–	1,330	230,829	321,725	186,872
Environment	67,121	–	3,266	13,457	–	83,843	3,457
Economic development	152,863	9,814	244,366	127,049	228,444	762,536	975,142
Access to water	34,364	5,442	36,630	20,548	159,045	256,029	86,597
Access to energy	–	477,253	–	–	–	477,253	359,887
Other	–	95,455	–	10,801	1,488,117	1,594,373	312,297
Community donations	78,277	21,201	2,749	35,841	53,563	191,631	184,148
<b>Total mine spend</b>	<b>481,930</b>	<b>645,335</b>	<b>345,373</b>	<b>304,871</b>	<b>2,809,049</b>	<b>4,586,558</b>	<b>2,961,810</b>
Endeavour Foundation	–	–	–	–	–	3,080,000	820,000
ECODEV	–	–	–	–	–	78,316	190,131
<b>Total voluntary community spend</b>	<b>481,930</b>	<b>645,335</b>	<b>345,373</b>	<b>304,871</b>	<b>2,809,049</b>	<b>7,744,874</b>	<b>3,971,941</b>

\$m	2022	2023	2024
Sabodala-Massawa	–	–	2.6
Houndé	5.3	6.0	5.2
Ity	2.8	3.3	2.9
Mana	3.6	2.6	3.7
Lafigué	–	–	–
<b>Total</b>	<b>11.7</b>	<b>11.9</b>	<b>14.4</b>

## Case study

# Supporting our future stars

## 2024 OLYMPICS – SPONSORED YOUNG TAEKWONDO ATHLETE

Through our Foundation we were proud to support Burkinabè athlete, Ibrahim Maiga, in the 2024 Olympics, reflecting our commitment to supporting our host nations and the development of local talent beyond the mining sector.

Ibrahim Maiga is an outstanding ambassador for Burkina Faso and our Group's values, having invested years of disciplined training to qualify to compete in Taekwondo at the Paris Olympics in 2024. He was featured in media interviews with Brut Africa and Sport News Africa, shining a light on the sporting excellence in the region and inspiring future generations.

This initiative underscores our position as a responsible global citizen able to identify local talent both within and beyond our business. We provide the necessary platform and resources to support their growth, whether it be training to support progression to a more senior position within the Company, skills development to help an entrepreneur grow their business, or an athlete in their journey to represent their country at the Olympic Games.



ET DISCIPLINES ASS





**Amplify**

Amplify Endeavour’s ESG strategy and actions through regional, national and cross border projects.

**Partner**

Work closely with local and global partners – leveraging off their specialist skills and expertise.

**Manage**

Manage implementation of ECODEV’s activities and search for new investment opportunities.

Our Endeavour Foundation aims to amplify our impact beyond the immediate communities around our mines, implementing regional, national and cross-border ESG projects across our host countries. Aligning with our Group ESG strategy, the Foundation complements our operational initiatives and takes a collaborative approach to allow us to maximise the impact of our efforts and investments.

The Foundation plays an important role in our ability to positively contribute to the SDGs (see pages 12-13 for further information).

It also manages the implementation of ECODEV’s activities supporting the creation of sustainable, small and medium enterprises in adjacent industries that are part of our host countries’ national development agenda.

The Foundation currently has 17 projects underway in the areas of education, skills training, fighting malaria, plastic waste and biodiversity conservation.

Our Endeavour Foundation participated in SIAO, a leading West African arts and crafts fair held in Ouagadougou, to promote artisanal goods and empower women economically.

We sponsored a stand showcasing locally made products from several women’s cooperatives we support, helping them gain visibility and reach new customers.



**Education**

**3**

Flagship projects

**1,642**

Children and young adults supported via education projects



**Environment**

**4**

Biodiversity projects implemented in 2024

**770ha**

Land protected



**Health**

**\$0.3m**

Spent on community malaria project

**650**

Helmets distributed to protect our employees



**Plastic waste**

**11**

Schools participated in plastic awareness campaign

**+5,500**

students + 20 teachers sensitised

## Case study

# I Choose My Future

## A STEP TOWARDS BREAKING THE POVERTY CYCLE FOR YOUNG WOMEN IN CÔTE D'IVOIRE

Recognising that teenage pregnancy is a significant barrier to girls' education and their future prospects, the Endeavour Foundation launched "Je Choisis Mon Avenir" (I Choose My Future), an initiative designed to address this critical issue in rural communities.

Teenage pregnancy in these communities is a complex problem often rooted in a lack of comprehensive sex education, social pressures, and cultural practices, perpetuating gender inequality and the cycle of poverty. "Je Choisis Mon Avenir" aims to empower young women to make informed choices about their futures.

This year, we continued our partnership with the NGO Overcome Women and expanded the programme to our Lafigué mine and the Assafou project. We conducted a series of educational workshops led by healthcare professionals, reaching over 1,000 students and 500 parents in the local communities. These workshops raised community awareness about the risks and consequences of early pregnancy and promoted responsible, protective behaviour.

Building on successful workshops held in Zouan-Hounien last year, near our Ity mine, we've now established Health Clubs in local secondary schools. These clubs provide a forum for students to discuss sexual and reproductive health, access information, and gain the knowledge and tools they need to take control of their futures.

By addressing early pregnancy, we are reinforcing our commitment to reducing gender inequality and expanding opportunities for young women in our operating countries.

Educational workshops attendees:

**1,000 + 500**  
Students Parents





## Case study

# Investing in academic excellence



## Pépites d'Or

### Promoting academic excellence

The Pépites d'Or programme continues to celebrate the academic excellence of our employees' children, particularly those who have earned diplomas. By celebrating their success, the programme encourages perseverance and motivates students to pursue higher education. In 2024, 577 children were honoured, underlining the priority we give to academic success and building a better future.



## Jeunes Filles en Scolarité

### Girls' education, unlocking potential

The Jeunes Filles en Scolarité programme focuses on supporting the education of young girls in local communities. By covering their school fees, the initiative aims to address the challenges faced by girls, particularly in regions where they may be at risk of dropping out of school as families face major socio-economic obstacles. In 2024, 60 young girls from disadvantaged communities benefitted from this initiative, empowering them to pursue their education and unlock their full potential. By providing these young girls with a stable, quality education, we are empowering them with the tools and knowledge to break the cycle of poverty and the opportunity to shape their own future education.



## Élites de Demain

### Supporting talent for higher education and the professional world

The Elites of Tomorrow programme, aims to nurture the future of mining and related industries in West Africa by training local talent, enabling them to develop into leaders who are capable of tackling future critical challenges they will face. In 2024, five students (bringing total to 37) had their tuition fees and living expenses covered for the duration of their studies, enabling talented individuals to pursue higher education without financial constraints.

In addition to financial support, scholarship recipients have the opportunity to gain valuable practical experience through work placements at Endeavour's mines. These placements allow students to develop their skills and apply their academic knowledge in real-world settings, often being involved in important optimisation projects at the mines during their placements.



Thanks to the Foundation's scholarship, I was able to enrol in the preparatory classes for the CPGE LaSalle and continue my studies at École Centrale Casablanca without any financial worries. I also had the opportunity to discover various mining professions through the internships offered. As the first girl to graduate from the Elites de Demain programme in 2024, I am very grateful and hope to inspire others to seize the opportunities that the programme offers to fulfil their dreams."

**Hanifah SAWADOGO**

Third cohort of Elites de Demain, now Junior Mining Engineer, Houndé





## Case study

# Bridging the digital divide

Endeavour is committed to advancing education and fostering local business growth within our host communities. A key component of this commitment is bridging the digital divide and empowering individuals with the skills needed to thrive in today's world.

In 2024, the Endeavour Foundation partnered with Maxam, a key supplier, to donate 165 computers across West Africa, focusing on digitally disadvantaged communities.

This initiative aims to empower individuals through access to technology and enhanced educational opportunities. The computer donations have supported a variety of educational and community-focused projects:

- **Sabodala-Massawa:** 30 laptops were provided to Khossanto Secondary School and the local Town Hall, enhancing educational resources and supporting local governance.
- **Lafigué:** 12 laptops were awarded to top-performing graduating students at Boniédougou and Dabakala high schools, recognising academic achievement and providing tools for future success.
- **Mana:** 30 computers were provided to the Mana mine to create a multimedia facility for the local youth association. This facility includes a library, games room, gym, and music room, offering a safe and enriching space for young people to learn, connect, and develop their skills.
- **Houndé:** 24 computers were distributed to newly equipped multimedia rooms, built with support from the local mining development fund. This investment strengthens the local educational infrastructure and access to technology.
- **Assafou:** 10 computers were provided to the Assafou project to establish a multimedia facility, providing similar benefits to the Mana community.
- **Ouagadougou:** 21 computers were presented to the Chamber of Mines to support a project dedicated to empowering young women pursuing science-focused education in high schools.

By providing access to technology and promoting digital literacy, this initiative is empowering community members to develop valuable skills and expand their knowledge, contributing to building more resilient and self-sufficient communities.



# 165

Computers were donated in  
2024 across West Africa





# Artisanal & small-scale gold mining

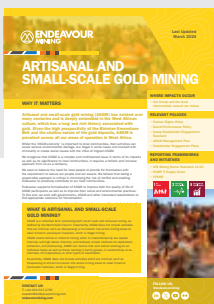
## How do we manage this topic?

### Artisanal & small-scale gold mining (ASGM)

Visit our [ESG Reporting Centre](#) to find out how we manage our ASGM, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI Mining Sector Standard 14.13
- RGMP 3
- VPSHR
- SDG 1 No poverty
- SDG 3 Good health and well-being
- SDG 8 Decent work and economic growth

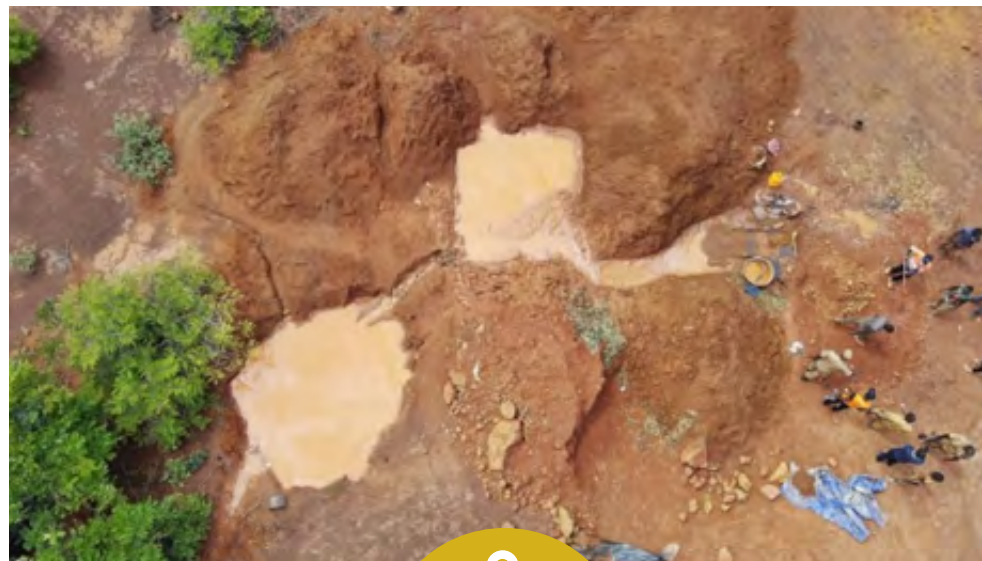


We have a formal ASGM strategy, underpinned by our five pillars of action – mapping and monitoring of gold panning activities, engagement, development of alternative activities, formalisation of gold panning and preventive action – that we continued to implement during 2024.

We conducted a detailed stakeholder mapping of the illegal ASGM at our Assafoou development project in Côte d'Ivoire to better understand the ecosystem. This will support our community engagement and help us develop alternative livelihoods to gold panning in the coming years. We worked alongside the traditional leaders and local authorities to reduce the presence of illegal ASGM on the property, as the ASGM miners were not from the host communities.

We held regularly sensitisation sessions in our host communities across all our sites to highlight the dangers of ASGM to people's health and the environment and to explain that it is illegal on our permits according to the laws of our host countries. We also invited several community ASGM groups to participate in our double materiality assessment so we could take their views into consideration.

We maintained strong engagement with the governments in our respective countries on efforts to formalise ASGM. We continued to work with external partners such as the World Gold Council and World Bank, as well as the Government of Côte d'Ivoire on a pilot ASGM formalisation project.



To support our engagement and management of ASGM, we have a five-pronged management plan:



#### SECURITY PRACTICES

Click here to read more about security practices and the VPSHR on page 111

# Local procurement

## How do we manage this topic?

### Local procurement

Visit our [ESG Reporting Centre](#) to find out how we prioritise in-country suppliers of goods and services to multiply our positive impact on the economies of our host countries, creating employment and strengthening local businesses.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 201, 204
- SASB EM-MM-510
- RGMP 3 Supply chain
- LPRM
- SDG 1 No poverty
- SDG 8 Decent work and economic growth



#### RESPONSIBLE SUPPLY CHAIN

Click here to read more on page 114

### Our supply chain

Endeavour's supply chain incorporates a wide range of goods and services, from large mining contract and professional services, through equipment parts and process chemicals businesses to small catering outfits and transport companies. We have around 2,140 suppliers, 56% of which are local suppliers in Côte d'Ivoire, Senegal, and Burkina Faso, and a 2024 total supplier spend of \$1.7 billion – \$1.2 billion (excluding projects) of which was with suppliers from our host countries.

### Prioritising local procurement

In line with our strategic pillar of being a trusted partner, we are dedicated to promoting sustainable growth in the regions where we operate. Central to our approach is building strong partnerships with local suppliers, with the goal of empowering businesses, driving job creation, and boosting the local economy through multiplier effects.

Endeavour's local procurement strategy is based around the fact a strong local presence fuels our success and benefits the communities we operate in, building partnerships, communication and empowerment, fostering financial inclusion, measurable impact and building a shared future.

In 2024 we have implemented a formal Local Content Policy which outlines our commitment to promoting local economic development and the inclusion of host community and country actors in our activities. This policy aims to further formalise our existing local content procedures, which were updated across the

Group in 2024 to ensure alignment with best practice and international instruments such as the ILO fundamental principles as well as our WGC commitments.

Under the policy, we prioritise local suppliers and commit to engaging in gender-sensitive procurement to ensure women-owned suppliers are given fair access to opportunities. We also look to support supplier development through training, mentoring and financial assistance to enhance capacity and competitiveness and aim to facilitate the transfer of skills.

We aim to further amplify the work we do at Endeavour to empower female-led businesses through our procurement practices and held a workshop in Abidjan in 2024 to discuss the integration of gender into our local content policy.

We invited women-led enterprises, local authorities and financial institutions from all our three countries of operation. The workshop covered a range of topics, including access to markets and finance for women entrepreneurs, investment opportunities in women-owned mining projects, and sharing best practices in promoting gender equality in mining companies. At the end of the two-day conference, a number of recommendations were made to mining industry stakeholders. In particular, the aim to increase the visibility of women entrepreneurs, foster fruitful partnerships between companies and women entrepreneurs, and strengthen the capacity of women entrepreneurs to capture more business opportunities in the mining sector. Resolutions and recommendations taken from the workshop sessions were then shared with government. This was then followed up with additional activities at each of our sites.





## Local procurement

Continued

We recognise the importance of access to finance for local businesses, as evidenced by our MOU with Ecobank to support the implementation of Local Content in West Africa (see our 2023 Sustainability Report for details). In 2024, local suppliers in Senegal, Burkina Faso, and Côte d'Ivoire secured \$20 million in financing through this MOU agreement.

### Fostering local growth through targeted procurement practices

The Group's total procurement for 2024 was \$1.7 billion, an increase compared to 2023 of \$1.6 billion, due to construction of our two projects, the Lafigue mine and the BIOX® at Sabodala-Massawa. Excluding our construction projects, 83% of the Group's total procurement budget was spent on in-country suppliers. This is in line with our local content procurement target of 80% Group-wide spend.

During the year, we supported a total of approximately 1,200 national and local businesses across Côte d'Ivoire, Senegal and Burkina Faso. Procurement, excluding construction spend, from nationally owned suppliers constituted \$490 million.

### Procurement spend excluding projects

2024	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers	Total (\$m)
Sabodala-Massawa	259	77	337
Mana	276	96	289
Houndé	308	92	334
Ity	210	79	267
Lafigué	103	91	114
Corporate	12	17	67
Exploration	61	94	65
<b>Total</b>	<b>1,228</b>	<b>83</b>	<b>1,473</b>

Notes: Excludes construction projects, Corporate includes the regional Abidjan office. Total numbers may differ due to rounding.

Designated under the "Local Vendors" category to be sourced from suppliers located within the immediate vicinity of our operations are: daily employee transport from nearby villages to the mines and back, basic construction projects, carpentry work, scrap removal, local catering services, air conditioning maintenance, sand and gravel supplies, casual labour supply, community road maintenance, welding work, demolition services and basic steel structure construction.



### RESPONSIBLE SOURCING

[Click here to read more on page 114](#)

## Geographical breakdown

2024	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers	Total (\$m)
Burkina Faso	589	94%	629
Côte d'Ivoire	381	84%	453
Senegal	259	77%	337
International	–	0%	54
<b>Total</b>	<b>1,228</b>	<b>83%</b>	<b>1,473</b>

Notes: Construction projects, Corporate and Exploration are not included in the above.

In 2024, the inaugural Endeavour Supplier Awards were held to in Abidjan to celebrate the excellence and commitment of our partners and suppliers.

During the gala evening, awards were presented to recognise outstanding contributions that support our operations. The evening's grand winner, pictured below, was Shannon Mining Services Ltd (SMS), an emerging Mining Services and Equipment Solutions Provider. SMS was recognised for its outstanding contributions and innovative approaches, setting a high standard in its field.

A highlight of the event was a charitable auction, which raised 45 million FCFA to fund community projects, reinforcing our commitment to our host communities. The annual Supplier Awards celebrate the dedication of our strategic partners and foster a culture of excellence and collaboration.





# OUR ENVIRONMENT

## In this section

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- 67 Environmental incidents
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- 72 Water stewardship
- 74 Waste management
- 75 Fighting plastic pollution
- 76 Closure planning
- 78 2024 TNFD Assessment





**Our environment**  
Continued

# Protecting the places where we operate

**Principal risk**

- ❗ Environmental.
- ❗ Tailings management.



**ANNUAL REPORT**

Click here to view detailed principal risks, pages 58–64

**Materiality**



**High**

- Tailings management.
- Biodiversity.



**Medium-High**

- Water.
- Energy & GHG.
- Waste.



**Medium**

- Climate resilience.



**2024 highlights**

- ✓ ISO 14001 certification maintained for all sites.

**632ha**

Land protected and 26ha reclaimed

- ✓ Solar plant commissioning at Sabodala-Massawa mine.

**97%**

Reduction in single-use plastic water bottles (vs 2022 baseline)



**2025 targets**

- 🎯 Target 30% engagement or 12% integration with suppliers on Scope 3.
- 🎯 Emissions Intensity target of <600tCO<sub>2</sub>e/oz.
- 🎯 Protect 540 ha of land and rehabilitate 150 ha Group-wide.
- 🎯 Target Group average of 70% recycled water.
- 🎯 Maintain ≥95% reduction of single-use plastic water bottles vs 2022 baseline.
- 🎯 Eliminate plastic sachets at Lafigué, Houndé and Mana.
- 🎯 Implement Community plastic waste project at Ity.



# Environmental management

Endeavour prioritises environmental responsibility by focusing on these key areas:

- Tackling climate change by reducing greenhouse gas emissions through renewable energy use and energy efficiency.
- Water stewardship by minimising our operational water footprint, responsible tailings practices and supporting community access to clean water.
- Conserving biodiversity through responsible mining practices and ecosystem protection.
- Reducing plastic waste across our operations and collaborating with stakeholders to address this challenge in our host communities.

We actively manage, mitigate, and minimise the environmental impacts of our mining operations, and we openly communicate our efforts and achievements. Our approach is founded upon the aim of continuous environmental improvement and we provide comprehensive training for employees on environmental best practices and compliance.

Our Environmental Policy guides our actions on the ground, underpinned by our environmental management systems (EMS) that ensure protection of the environment and prevention of pollution and procedures. In 2024 we received ISO 14001 certification for the Group for our EMS, systems and processes.

We conduct regular internal and third-party environmental audits to better understand our impacts, monitor and evaluate the effectiveness of our EMS. These audits ensure compliance with our standards, policies, and regulatory requirements.

Our environmental activities extend beyond our mines into our host communities. We actively engage with local community representatives through stakeholder consultation meetings and awareness days to discuss our environmental impacts, management practices, and sustainable environmental solutions.



## Environmental incidents

We monitor, track and report on environmental incidents to improve our performance and assist us to develop more robust systems, if required. We use a five-part classification system to categorise and record any incident by severity and frequency. We report on this annually in our public disclosures.

In 2024, we developed a comprehensive Group Emergency Preparedness and Response Plan (EPRP) tailored to each mine's specific Tailings Storage Facility (TSF) needs. The EPRP focuses on preventing, preparing for, and responding to TSF-related emergencies, including hazards like embankment failure, overtopping and seepage. It includes preventive measures such as regular infrastructure monitoring, safe operational

procedures, and engineering controls.

The plan involves frequent drills, simulations, and ongoing training for all personnel, ensuring readiness for emergencies. Clear escalation protocols and communication frameworks are in place for both internal teams and external responders, including local authorities and communities. The plan is updated every two years, incorporating lessons learned, new risks, and regulatory changes, and is aligned with Endeavour Standard on Tailings Management and international best practices like the Global Industry Standard on Tailings Management (GISTM). This proactive approach aims to mitigate risks, maintain business continuity, and safeguard stakeholder value.

In 2024, we recorded no extreme or major incidents, however we incurred one environmental fine related to a tailings spill at our Ity mine in Côte d'Ivoire, which was classified as minor by the Ivorian authorities – consistent with our investigative findings and our matrix below. The tailings spill was remediated within a day and we have implemented the recommendations that followed our investigation. These included adding cameras to ensure any future issues are detected instantly and raising the lined trench height so there is more capacity to hold water if there were to be another leak. We held an awareness session with local stakeholders to explain the incident, corrective actions, and our cyanide management practices.

Based on the feedback received from this session, we will implement a cyanide management awareness campaign across our other operations in 2025 to enhance community understanding.

		Sadodala-Massawa	Ity	Houndé	Mana	Lafigué	Total
<b>5</b> Extreme	<p><b>We consider an incident to be Extreme if it:</b></p> <ul style="list-style-type: none"> <li>Causes severe long-term damage to a large or critical aspect of the natural environment.</li> <li>Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (large impact).</li> </ul>	0	0	0	0	0	0
<b>4</b> Major	<p><b>We consider an incident to be Major if it:</b></p> <ul style="list-style-type: none"> <li>Causes major damage with medium-term impact on the natural environment where remediation is expected to last 6-12 months.</li> <li>Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (minor impact).</li> </ul>	0	0	0	0	0	0
<b>3</b> Moderate	<p><b>We consider an incident to be Moderate if it:</b></p> <ul style="list-style-type: none"> <li>Causes localised short-term controllable impact on the natural environment, where remediation is expected within one month.</li> </ul>	16	2	0	1	0	19
<b>2</b> Minor	<p><b>We consider an incident to be Minor if it:</b></p> <ul style="list-style-type: none"> <li>Causes localised impact on the natural environment, where remediation is expected within one day.</li> </ul>	15	12	9	1	4	41
<b>1</b> Insignificant	<p><b>We consider an incident to be Insignificant if it:</b></p> <ul style="list-style-type: none"> <li>Causes negligible impact on the environment which is difficult to notice and does not require remedial action.</li> </ul>	3	2	0	3	1	9
<b>Environmental incidents reported to the authorities</b>		0	2	0	2	0	4

# Tackling climate change

## How do we manage this topic?

### Tackling climate change

Visit our [ESG Reporting Centre](#) to find out how we manage tackling climate change, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 302, 305
- SASB EM-MM-110
- SASB EM-MM-120
- SASB EM-MM-130
- RGMP 10 Water, energy and climate change
- UN Global Compact Principle 7, 8 and 9 Environment
- TCFD
- CDP
- SDG 7 Affordable and clean energy
- SDG 13 Climate action
- SDG 15 Life on land



## Climate related metrics

Endeavour measures and reports Scope 1, 2, and 3 GHG emissions to assess and monitor our climate-related performance against our sustainability strategy and decarbonisation targets. Our Scope 1, 2 and 3 emissions are measured and calculated in accordance with the framework and guidelines set by the GHG Protocol, developed by the WRI and the WBCSD.

We also report our Scope 1 and 2 emissions intensity, measured as GHG emissions per ounce of gold produced, as a standardised metric to provide insight into the efficiency of our operations and decarbonisation efforts.

Our Scope 1 and 2 GHG emissions inventory is calculated for our operations in West Africa and includes the Scope 1 and 2 emissions from contractors working at these facilities. Endeavour's corporate office, regional offices, exploration sites and legacy sites contribute to less than 1% of our total emissions and are excluded from our emissions inventory on the basis of materiality.

Additionally, we measure total energy use across our operations, as well as energy intensity, to identify opportunities for reducing energy demand and improving operational efficiency.

In alignment with the GHG Protocol, in 2024 we have recalculated our GHG emissions for our base year and each subsequent year to reflect the divestment of our Boungou and Wahgnion operations. This recalibration ensures that our emissions reporting remains consistent and transparent against our current asset portfolio.

## 2024 progress

Endeavour has established ambitious targets, with our ultimate aim being to achieve Net Zero carbon emissions for Scope 1 and Scope 2 by 2050. We have also set a medium-term target of reducing our Scope 1 and Scope 2 emissions intensity by 30% by 2030 (from a 2022 baseline). These targets are aligned with the Paris Agreement, which aims to limit global warming to below 2°C.

In 2024, progress toward our targets was challenged by both external and internal factors, including the regional power challenges and the energy demands of new growth projects coming online. The unavailability of grid electricity during a significant portion of the year necessitated prolonged diesel generator usage, impacting our emissions and energy intensity metrics. Despite these setbacks, we remained focused on our decarbonisation strategy, advancing renewable energy projects and implementing energy efficiency measures to mitigate the impact of these temporary disruptions.

The completion of the 37MWp solar PV plant at Sabodala-Massawa and the commissioning of energy-efficient infrastructure at Ity demonstrate our continued progress toward achieving long-term sustainability goals while navigating complex operational challenges.

As part of our commitment to addressing Scope 3 emissions, we have also set targets focused on supplier engagement to drive emissions reductions across our value chain. Recognising that purchased goods and services represent a significant portion of our Scope 3 footprint, we aim to engage 30% of our key suppliers in 2025 through our Sustainable Suppliers Programme.

Our emissions targets and decarbonisation efforts form part of our executive short-term and long-term incentive plans with our annual emissions intensity targets used as a key performance indicator to embed this commitment across all our operating sites and promote our transition to Net Zero and a sustainable future.

The Group uses the reporting of GHG emissions (Scope 1 and Scope 2) as a KPI to monitor its alignment with strategic goals and performance against its decarbonisation targets. Additionally, the Group discloses its Scope 3 emissions for categories 1-4, 6, 7, 9, and 10 (see page 70 for category definitions).

Over 99% of our emissions are from our operations in West Africa. Our Scope 1 and 2 GHG emissions originating from the UK are immaterial compared to the Group as a whole and contribute less than 1% to our total.

## Scope 1 and 2 Emissions

In 2024, our total Scope 1 and Scope 2 absolute emissions increased to 695,654 tCO<sub>2</sub>e, up 11% from 627,627 tCO<sub>2</sub>e in 2023. Our growth projects and exploration contributed 130,988 tCO<sub>2</sub>e in 2024 compared to 17,205 tCO<sub>2</sub>e in 2023, as our Lafigué operation and Massawa BLOX<sup>®</sup> expansion project came online during the year. However, the absolute emissions of our core assets decreased to 564,666 tCO<sub>2</sub>e in 2024, compared to 610,423 tCO<sub>2</sub>e in the prior year, as our ongoing decarbonisation efforts continued to have a positive impact despite such operational challenges as the regional power challenges that occurred during the year.



## TCFD REPORT

Our TCFD report is available on pages 67 to 86 in our 2024 Annual Report



**Tackling climate change**

Continued

Our Scope 1 emissions increased to 646,163 tCO<sub>2</sub>e in 2024, compared to 498,134 tCO<sub>2</sub>e in 2023. This rise was primarily driven by the rampup of our growth projects, where Scope 1 emissions rose from 17,205 tCO<sub>2</sub>e in 2023 to 116,429 tCO<sub>2</sub>e in 2024, reflecting the energy intensive nature of new developments. Scope 1 emissions from our core assets also increased, from 480,929 tCO<sub>2</sub>e in 2023 to 529,734 tCO<sub>2</sub>e in 2024. These increases were the result of a regional power challenges in Côte d'Ivoire and Burkina Faso during the year which limited the availability of grid electricity. As a result, prolonged reliance on diesel-fired generators to maintain operations contributed to higher Scope 1 emissions across the portfolio.

For Scope 2 GHG emissions, Endeavour recorded a 62% decrease, with total emissions falling to 49,491 tCO<sub>2</sub>e in 2024 from 129,494 tCO<sub>2</sub>e in 2023. This reduction is partly attributable to our reduced energy consumption from the grid during the regional power crisis, but also reflects the growing integration of renewable energy sources into our grid electricity mix. Scope 2 emissions for our core assets decreased from 129,494 tCO<sub>2</sub>e in 2023 to 34,932 tCO<sub>2</sub>e in 2024, whilst Scope 2 emissions from our Lafigué operation were recorded at 14,559 tCO<sub>2</sub>e in 2024, as this operation was commissioned on grid electricity during the year.

Emissions intensity for 2024 was 0.631 tCO<sub>2</sub>e per ounce of gold produced, representing an 8% increase from 0.586 tCO<sub>2</sub>e/oz in 2023.

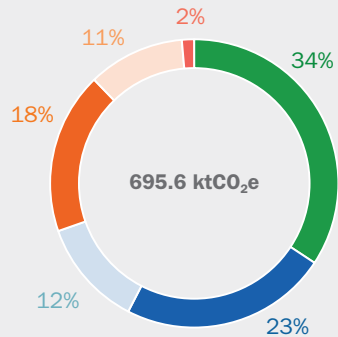
**Energy usage**

In 2024, our total energy use increased to 9,972,008 GJ, compared to 8,027,870 GJ in 2023 as the additional energy demands from our new Lafigué project and expanded Sabodala-Massawa operation were added to the portfolio.

Energy intensity, measured as GJ per ounce of gold produced, also increased to 9.0 GJ/oz in 2024, up from 7.5 GJ/oz Au in the previous year. This rise in energy intensity was predominantly due to the energy use of the pre-production activities prior to gold production at our growth projects. The measure of energy intensity of our existing core assets remained at 7.4 GJ/oz, a similar level as 2023.

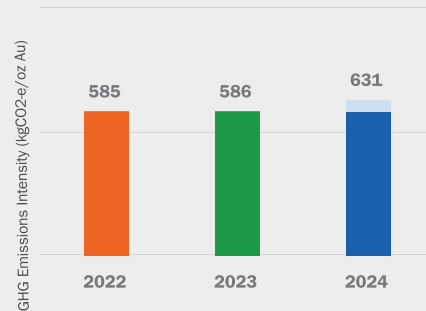
Our total electricity consumption for 2024 was 602.4 GWh, up from 482.9 GWh in 2023, driven by the higher energy demands of our growth projects. Purchased grid electricity accounted for 251.7 GWh in 2024, a reduction from 279.4 GWh in 2023, as the regional power crisis limited the availability of grid-supplied electricity. Despite this, the share of renewable energy within our electricity consumption increased substantially, rising from 52.3 GWh in 2023 to 147.6 GWh in 2024, as we incorporated more renewable energy into our purchased electricity mix and commenced self-generation of renewable energy at the solar farm at our Sabodala-Massawa operation.

**Scope 1 & 2 Emissions by Site 2024 (ktCO<sub>2</sub>e)**



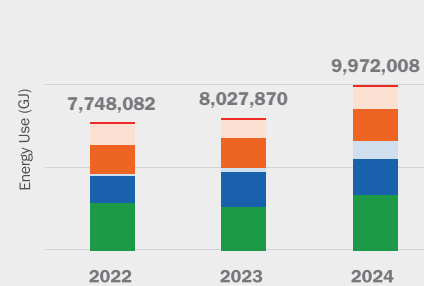
Sabodala-Massawa (SEN)	238.7
Ity (CIV)	161.9
Lafigué (CIV)	83.9
Houndé (BF)	126.2
Mana (BF)	75.4
Exploration	9.6

**Endeavour Scope 1 & 2 Emissions Intensity (kgCO<sub>2</sub>e/oz Au)**



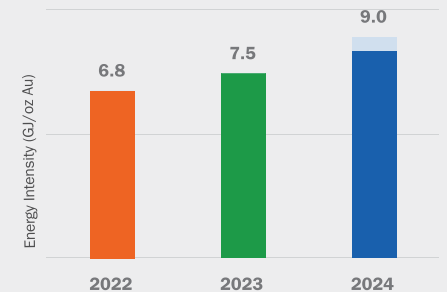
Core Assets from 2022	585
Core Assets from 2023	586
Core Assets from 2024	587
Growth Projects	44

**Endeavour Group Energy Consumption (GJ)**



Sabodala-Massawa (SEN)	3,340,441
Ity (CIV)	2,183,767
Lafigué (CIV)	1,119,546
Houndé (BF)	1,997,110
Mana (BF)	1,197,191
Exploration	133,954

**Endeavour Group Energy Intensity (GJ/oz Au)**



Core Assets from 2022	6.8
Core Assets from 2023	7.5
Core Assets from 2024	8.4
Growth Projects	0.6

## Tackling climate change

Continued

### Scope 3

Scope 3 emissions are all indirect emissions (not included in Scope 1 or 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Endeavour captures eight of the fifteen Scope 3 categories that have been assessed as being relevant to our business activities, and it is these relevant categories that form our Scope 3 emissions inventory. Our Scope 3 emissions calculations align with the methodologies and frameworks developed by the Greenhouse Gas Protocol and other globally recognised standards such as the Global Logistic Emissions Councils (GLEC) Framework v3.0.

We have recalculated our Scope 3 emissions for past years to account for the divestment of our Bounkou and Wahgnion operations. Additionally, during the year we completed a comprehensive review of our Scope 3 calculation methods to improve the accuracy and transparency of our secondary data and to ensure the full extent of our indirect emissions are captured and our reporting is aligned with the globally recognised standards mentioned above. We plan to integrate more primary data into our Scope 3 emissions calculations in future years as we engage our suppliers on their emissions reporting and decarbonisation efforts.

In 2024, our overall Scope 3 emissions rose significantly to 621,310 tCO<sub>2</sub>e, compared to 446,552 tCO<sub>2</sub>e in 2023. This increase was predominantly driven by emissions associated with our recent growth projects, including the Lafigué project, the Massawa BIOX® expansion, and the Ity ReCYN expansion that came online in late 2023, which collectively contributed to higher emissions across several categories.

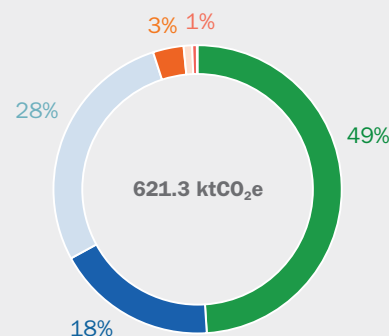
Category 1 emissions, associated with purchased goods and services, increased by 40%, rising from 217,311 tCO<sub>2</sub>e to 304,369 tCO<sub>2</sub>e, as our growth projects were added to our portfolio. Similarly, Category 2 emissions, related to capital goods, experienced a sharp increase from 50,860 tCO<sub>2</sub>e in 2023 to 112,347 tCO<sub>2</sub>e in 2024, reflecting the material requirements of our construction projects. Category 3 emissions, related to fuel and energy-related activities, also increased by 24%, from 140,337 tCO<sub>2</sub>e in 2023 to 173,602 tCO<sub>2</sub>e in 2024, largely due to the regional power crisis and increased reliance on diesel-fired generators during the year. All other categories remained at similar levels to 2023.

Our Scope 3 emissions from our operations totalled 534,971 tCO<sub>2</sub>e in 2024, a 32% increase from 404,504 tCO<sub>2</sub>e in 2023, whilst our Scope 3 emissions from our construction projects contributed 86,339 tCO<sub>2</sub>e in 2024, primarily in Category 2 (capital goods) and Category 4 (upstream transportation and distribution). While these increases are significant, they were planned as part of our growth trajectory and are being managed with a focus on long-term sustainability.

### Scope 3 Emissions Category

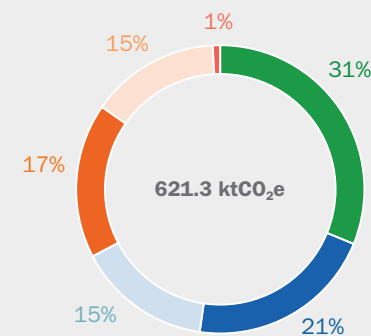
	Unit	2022	2023	2024
Category 1 – purchased goods and services	tCO <sub>2</sub> e	194,123	217,311	304,369
Category 2 – capital goods	tCO <sub>2</sub> e	16,529	50,860	112,347
Category 3 – fuel and energy-related activities	tCO <sub>2</sub> e	128,029	140,337	173,602
Category 4 – upstream transportation and	tCO <sub>2</sub> e	9,273	26,689	21,362
Category 6 – business travel	tCO <sub>2</sub> e	5,246	7,125	5,950
Category 7 – employee commuting	tCO <sub>2</sub> e	3,664	3,867	3,267
Category 9 – downstream transportation and	tCO <sub>2</sub> e	320	293	343
Category 10 – processing of sold goods	tCO <sub>2</sub> e	74	69	70
<b>Total Scope 3 Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>357,259</b>	<b>446,552</b>	<b>621,310</b>
Scope 3 Emissions from Operations	tCO <sub>2</sub> e	357,259	404,504	534,971
Scope 3 Emissions from Construction Projects	tCO <sub>2</sub> e	–	42,047	86,339

#### Endeavour Group Scope 3 Emissions 2024



Category 1	304,369 tCO <sub>2</sub> e
Category 2	112,347 tCO <sub>2</sub> e
Category 3	173,602 tCO <sub>2</sub> e
Category 4	21,362 tCO <sub>2</sub> e
Category 6	5,950 tCO <sub>2</sub> e
Category 7	3,267 tCO <sub>2</sub> e
Category 9	343 tCO <sub>2</sub> e
Category 10	70 tCO <sub>2</sub> e

#### Endeavour Group Scope 3 Emissions 2024



Sabodala-Massawa (SEN)	193,829 tCO <sub>2</sub> e
Ity (CIV)	131,106 tCO <sub>2</sub> e
Lafigué (CIV)	93,309 tCO <sub>2</sub> e
Houndé (BF)	107,876 tCO <sub>2</sub> e
Mana (BF)	89,982 tCO <sub>2</sub> e
Corporate, Regional & Exploration	5,208 tCO <sub>2</sub> e



“

**Our holistic approach to sustainable land use planning integrates on-site biodiversity management, conservation initiatives for valuable habitats, and sustainable agricultural practices that boost yields and support food security.”**

**Ian Cockerill**  
Chief Executive Officer





## Water stewardship

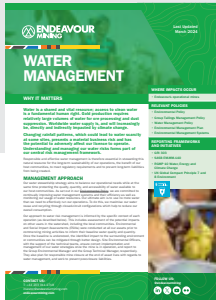
### How do we manage this topic?

### Water stewardship

Visit our [ESG Reporting Centre](#) to find out how we manage our water stewardship, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 303
- SASB EM-MM-140
- RGMP 10 Water, energy and climate change
- UN Global Compact Principle 7 and 8 Environment
- SDG 6 Clean water and sanitation



Endeavour recognises water as a shared and irreplaceable resource, and access to clean water as a fundamental human right. We are committed to responsible water stewardship, prioritising a balance between minimising our operational water use and protecting water quality and quantity for our host communities. Safeguarding this vital resource for future generations is paramount to our strategy.

We ensure our water supply requirements do not compromise our host communities' access to water, both in quality and quantity. We achieve this by sharing our water supply infrastructure, developing projects to reinforce municipality water supply capacity, and implementing small-scale water systems for remote communities.

At each site, we work to understand the local water basin conditions, including baseline water stress, and the needs of other users in the watershed using ESIA's prior to commencing mining activities. This assessment is used to develop site specific water management plans which set out sources for withdrawal and any discharge. They also consider the requirements of other users, and environmental needs.

We aim to use no more water than we need to effectively run our operations. To do this, we maximise our water reuse and recycling through closed-circuit configurations, which help to reduce our overall consumption. Any water discharged from our operations is diverted into settlement ponds and only discharged back into the environment if it meets national standards.

Each month, we track how much water we withdraw or extract from authorised sources, how much we consume or use, and how much

we discharge. This helps us to stay within our permitted limits, reduce cumulative impacts to surrounding users, and deliver operational efficiencies by reducing pumping costs. We have water permits in place for all our water storage and harvest dams and we pay for our water pumping activities.

We track three important KPIs which are reported at a site and management level: water withdrawal per ounce of gold produced, water withdrawal per tonne of ore milled and percentage reused or recycled water. We set annual Group targets for the reuse or recycling of water. By focusing on reuse and recycling, we are able to identify areas where additional efficiencies might be found and to identify ways we can withdraw less from the environment. Monitoring indicates that our operations do not impact water quality for other users.





**Water stewardship**

Continued

**2024 performance**

In 2024, Endeavour was in conformance with our water permits across all our operations. During the year, we commissioned our two growth projects, the Lafigué process plant and the BIOX® plant at Sabodala-Massawa. This, combined with increased throughput at Ity and increased water consumption at Ity associated with operation of the ReCYN plant, increased our annual water withdrawal to 13,044 megalitres (ML), compared to 10,650 ML in 2023. This equated to a water withdrawal intensity of 0.012 ML per ounce of gold produced for 2024, a slight increase over 2023.

We reused or recycled 19,361 ML of water, with an average Group water reuse and recycling efficiency rate of 60%, which was lower than our target of 70%. For 2025, we are maintaining our target of an average of 70% across the Group for water recycling and reuse and we will be redoubling our efforts to ensure we achieve this target.

Our total water consumption for 2024 was 12,983 ML, compared to 10,578 ML in 2023.

In the field, physical efforts towards reducing water impact and working towards our 2024 target of 70% recycle rates have included increasing the focus on recycling water at each asset, with a number of projects underway:

- Water efficiency and recycling upgrades at the Lafigué process plant to incorporate lessons learned since the plant design was finalised.
- Upgrade of the Sabodala-Massawa recycling water system for the process plant TSF.
- Upgrade of the water recycling infrastructure at Mana to better utilise dewatering flows.

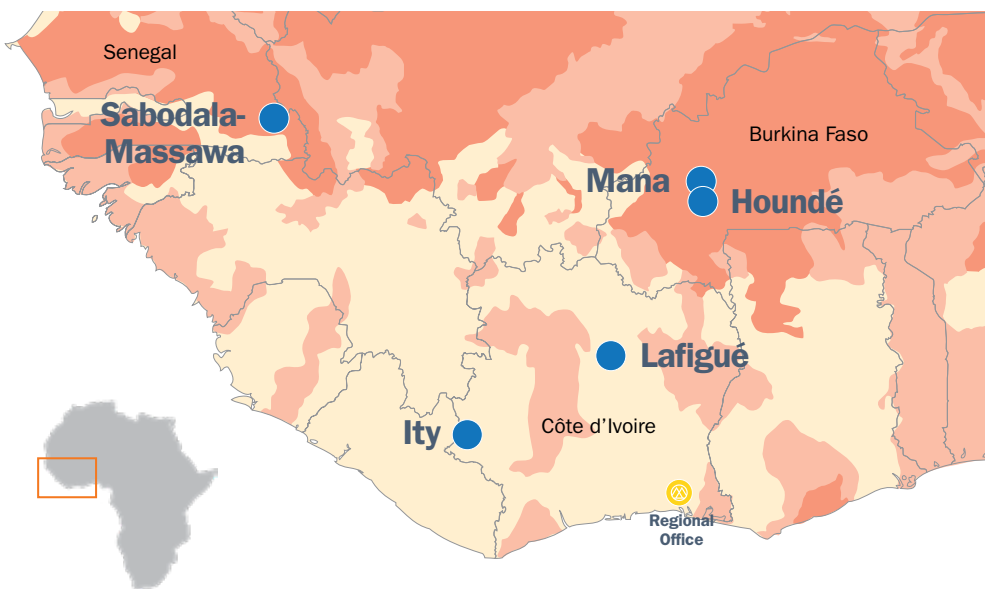
**Community water projects**

When it comes to water issues, our community engagement is guided by the ESIA process conducted during the design phase of the mine sites. When designing community water supply facilities, the Social Performance department takes into account a number of metrics, such as reducing the distance from water points to the communities and setting up future-proof solar powered systems.

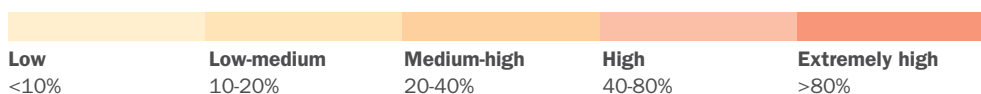
During 2024, our sites' Social Performance teams collaborated with community members to identify and implement projects that would

improve the communities' access to water. Working with our contractors, suppliers and the Local Mining Development Funds, a total of \$4.2 million was invested in community water projects. This included \$3.4 million invested by the Local Mining Development Fund at our Ity mine on a water tower to improve the water supply to eight villages, with a population of approximately 22,000 people/households. This was alongside drilling new water boreholes, rehabilitating a number of manual water pumps and installing several new solar-powered pumps.

**Map of baseline water stress**



Baseline Water Stress



**Total water withdrawal for use**

**13,046ML**

2024	13,046
2023	10,650
2022	14,198

**Withdrawal intensity gold produced**

**0.0118ML/OZ**

2024	0.0118
2023	0.0099
2022	0.0105

**Water consumed**

**7,013ML**

2024	7,013
2023	7,573
2022	9,728

**Water reused and recycled**

**19,362ML**

2024	19,362
2023	17,638
2022	18,463

**Water reused and recycled as % of withdrawal + reused**

**60%**

2024	60%
2023	62%
2022	57%

# Waste management

## How do we manage this topic?

### Waste management

Visit our [ESG Reporting Centre](#) to find out how we manage our waste management, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 303
- SASB EM-MM-140
- RGMP 10 Water, energy and climate change
- UN Global Compact Principle 7 and 8 Environment
- SDG 6 Clean water and sanitation



#### TSF ANNUAL DISCLOSURES

[Click here to read more on our website](#)

Mining generates various waste streams – from tailings and waste rock to domestic and non-processing waste – that require careful management to avoid risk or harm to people and the environment. We work to reduce the volume of waste from our operations and to responsibly dispose of the waste we do generate.

#### Tailings

Our approach to tailings management is grounded in the principle of Zero Harm and governed by our [Group Tailings Policy](#). We support the Investor Mining and Tailings Safety Initiative and publish details on our [TSF annually](#) on our website.

We currently have six tailings storage facilities (TSF) in operation, two facilities at our Ity mine, one at each of our other mines and we have one inactive upstream TSF at our Kalana development project. In terms of construction method, we have two upstream TSFs, one upstream facility at Sabodala Massawa, which was constructed in 2009, and a mixed construction TSF at Mana, where phases 1-3 were upstream while phase 4 is downstream and Stage 5 is a modified Centre line design. The other TSFs are downstream.

All our TSF are conservatively designed by internationally reputable design consultants with low embankment heights.

We take TSF safety seriously, and conduct regular multi-layered internal and external audits to monitor, measure and evaluate the effectiveness and safety of our TSFs. Audit findings are shared with the site teams, Senior Management and the Board, via the THS Committee, on a regular basis.

TSF safety is also part of the continuous improvement process with technologies such as satellite monitoring of TSF stability, drones and AI enabled cameras being integrated as they mature alongside well understood methods

and technologies such as piezometer water table monitoring, regular inspections and survey monitoring.

In 2024, we undertook independent external reviews at all our active TSFs, which included an independent International Cyanide Management Code (ICMC) audit. These reviews did not highlight any serious issues.

For 2025, planned independent external reviews include a formal Canadian style Dam Safety Review of our Ity, Hounde and Mana mines by internationally reputable tailings consultants who are not affiliated with the previous reviews, the current engineer of record or with the designers of the respective facilities. This is to bring a fresh perspective to complete a detailed analysis of design, operation and governance of the facilities and is an important component of the Canadian regulator's assurance of Canadian TSF safety.

During 2024, we produced 28.8 million tonnes of tailings. To reduce our tailings risk we continue to investigate the potential for in-pit deposition of tailings at our Sabodala-Massawa site, and engage with our key community and national authority stakeholders.

#### Cyanide

We use cyanide as part of our gold processing operations. Cyanide requires special handling to reduce the risk of spills to nature or the environment. We provide safe cyanide handling training to all our employees and contractors who handle cyanide on a regular basis. Our standards and procedures are aligned to the ICMC and we are audited by independent third-parties to ICMC standard.

All our tailings were audited in 2022 against the ICMC and action plans developed for implementation during 2023. We did not record any significant spills or environmental incidents involving cyanide during 2023.

#### Hazardous waste

While tailings are our primary hazardous waste stream, we also generate a small portion of hazardous waste on site primarily in the form of fluorescent lights, waste oils, solvents as well as waste from our laboratories and assays. To the extent practicable we recycle or reuse these wastes, or dispose of them in line with international best practice and in-country legislation.

#### General Waste

We strive to minimise our environmental impact by reducing the volume of waste generated on site as well as the amount we send to landfill or for incineration. Our largest general waste stream by volume is waste rock and overburden. These are disposed of on carefully engineered waste rock dumps.

Recycling and reuse are our preferred options for waste management. Each site has a dedicated waste sorting centre and works with government compliant recycling companies. The other non-hazardous waste we produce includes kitchen and office waste from the mess and the administration buildings.

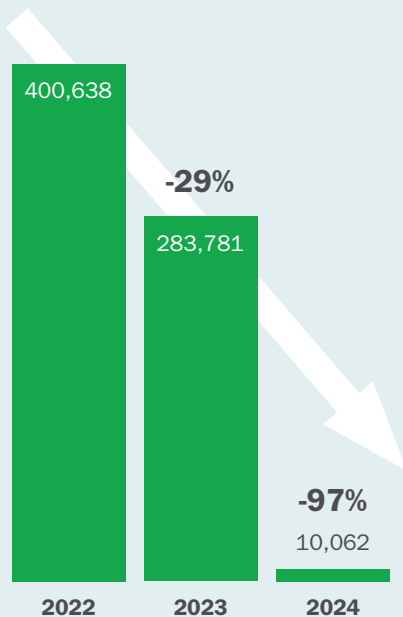
At Sabodala-Massawa, due to its location, the mine uses compostable material for topsoil and rehabilitation activities. Where we can, we donate compostable waste to support our host communities. For example, at our Ity, Houndé and Mana mines, we donate the compostable material to local community cooperatives who have animal farms, such as pig farmers.



# Fighting plastic pollution

Plastic pollution is a scourge that blights our host communities, harming the environment and human health. To address this, we are implementing our “Towards Zero Plastic” strategy, which comprises a range of actions across our sites and in our host communities.

## Plastic reduction – single-use water bottle consumption



### Reducing single-use plastic on-site

In 2022 we identified single-use plastic water bottles as a major contributor to our single-use plastic consumption and resolved to reduce our consumption to almost zero, we put in place an interim reduction target of 50% for 2023. Due to the fact that we only achieved a 29% reduction. So we redoubled our efforts in 2024, determined to reach our 70% reduction target, versus the 2022 baseline.

During the year, we set up a monthly Plastic Working Group to drive implementation of the strategy, increased access to potable water via water fountains and dispensers across all our sites, increased the monitoring and testing of our water, distributed insulated water bottles to employees, banned single-use plastic water bottles at our corporate offices and conducted monthly awareness campaigns. This concerted effort resulted in a remarkable 97% reduction in single-use plastic water bottles across our sites compared to the baseline, surpassing our ambitious 70% target.

For 2025, we will aim to maintain at least a 95% reduction versus our baseline and we will seek to eliminate plastic water sachets at our Lafigué, Houndé and Mana mines.

### Improving community awareness and recycling efforts

To address plastic pollution in our host communities, we are focusing on community clean-up initiatives, known as ‘Operation Ville Propre’, youth education and engagement and exploring innovative recycling solutions.



To recognise World Plastic Bag Day on 3 July 2024, we organised a Group-wide ‘Operation Ville Propre’ whereby teams from our 10 sites and offices went out into the community to pick up litter and raise awareness of the need to dispose of waste properly in designated bins.

In Côte d’Ivoire and Senegal, this year the Endeavour Foundation launched “Learning Goes Green” across 11 primary and secondary schools in collaboration with two renowned local organisations. This campaign focused on educating students and teachers about plastic waste reduction, recycling, and responsible disposal. It was a great success, with more than 5,500 students and 20 teachers learning about the importance of plastic waste reduction and responsible waste management practices. This widespread engagement created a ripple effect, with students sharing their newfound knowledge with their families. In addition, 26 large rubbish bins were also distributed to provide practical support and encourage a cleaner and healthier learning environment. The Foundation plans to roll out this campaign in Burkina Faso during 2025.

### Exploring innovative recycling solutions

Innovative plastic waste recycling, such as community-based recycling centres or partnerships with local recycling businesses, are key for a long-term, sustainable solution.

We are fostering local entrepreneurship by building capacity in plastic waste management. In Zouan Hounien and Sabodala, training and equipping local entrepreneurs with the skills and tools they need to run successful plastic waste management businesses, utilising the latest, simplified equipment. This initiative empowers community members while contributing to sustainable waste solutions.

Collaborating with stakeholders, we developed a comprehensive waste management plan and successfully piloted a waste sorting platform in New Sabodala village, improving the local waste management value chain.

We initiated feasibility studies for innovative plastic waste valorisation projects at our Ity and Hounde mines and the Assafou project, while supporting existing projects in Zouan Hounien and Kedougou. These initiatives aim to minimise the environmental impact of plastic waste by exploring circular economic models.



**Innovation & technology**  
Read more on page 23

## Closure planning

### How do we manage this topic?

### Closure planning

Visit our [ESG Reporting Centre](#) to find out how we manage our closure planning, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 304
- SASB EM-MM-160
- RGMP 9 Biodiversity, land use and mine closure
- UN Global Compact Principles 7 and 8 Environment
- SDG 6 Clean water and sanitation
- SDG 13 Climate action
- SDG 15 Life on land



Responsible mine closure can transform land that was disturbed by mining activities into opportunities for positive and sustainable community development. Conversely, poorly planned closure can permanently damage the environment, create unproductive land, hinder community development, and incur significant financial burdens for host communities.

Endeavour's integrated planning process ensures that closure planning is embedded throughout the life cycle of the mine, from design through operational phase to the eventual closure. It is essential for our mine sites to understand their roles and accountabilities in the integrated closure planning process. To achieve this, we have a RACI Matrix (Responsible, Accountable, Consulted, and Informed) that clearly define the roles, accountabilities and responsibilities of all internal stakeholders in closure and rehabilitation.

We updated the RACI during 2024 and conducted training at our four mines. We plan to do the same at Lafigué in 2025. The training has had a positive impact on the quarterly Asset Retirement Obligation (ARO) reporting process, significantly improving both the timeliness and quality of data provided.

All of our sites have mine closure plans in place as part of our regulatory compliance obligations. The Asset Retirement Obligation (ARO) is an internal liability for the sites to decommission and restore environmental impacts after mining has ceased.

To ensure that the AROs are current and reflect the state of the site, the ARO model is reviewed in collaboration with the site teams. Accountable and qualified personnel provide updates which are incorporated into the ARO model and takes into consideration:

- Rehabilitation work completed.



- New infrastructure and land disturbances.
- Demolition works undertaken.
- Changes in rehabilitation plan such as change in methodology, potential regulatory directives.
- Results from studies and trials.
- New legislation and/or agreements.
- Updates to unit rates based on current economic assumptions.

In 2024, to further improve our management of ARO, we moved from an annual review to a quarterly review and update process. This proactive approach ensures the ARO model is continuously updated to reflect changes in restoration and decommissioning liabilities. The quarterly updates provide the following benefits:

- Early Warning for Financial Provision: Management receives timely insights into potential changes in decommissioning and restoration liabilities.

- Improved Accuracy: More frequent updates reduce the likelihood of underestimating environmental liabilities.
- Increased Confidence: Ongoing updates ensures the sites are managing their environmental obligations and preparing adequately for site closure.

Each quarter, the site teams validate and provide updates on:

- Disturbance data.
- New or demolished infrastructure.
- Completed rehabilitation works.

Where possible, our sites engage in concurrent rehabilitation activities to minimise the environmental impact.



## Closure planning

Continued

### Key disturbances captured in the 2024 ARO are:

#### Sabodala-Massawa

- The BIOX® plant became operational during the year, with commercial production declared on 1st August.
- Construction of a solar facility.
- Increased disturbance footprint in the Massawa Central Zone, Massawa North Zone, Niakafiri East pits, and waste dumps at Kiesta C and Kiesta Rompad.
- Concurrent rehabilitation of 17 hectares at Sabodala, Niakafiri, and Sofia Main waste dumps.

#### Ity mine

- New infrastructure included a new office for SMS, one of our mining contractors, a new helipad and a new airstrip.
- Disturbance from the construction of Verse Daapleau and Le Plaque waste dumps, along with the associated pit.
- Concurrent rehabilitation covering seven hectares at TSF1 North embankment (erosion and dust control measures).

#### Lafigué mine

- The mine became operational during the year, with commercial production declared on 1st August.
- Major disturbances include construction of the mine's TSF, support infrastructure, and the processing plant.
- ARO updated to include post closure monitoring.

#### Houndé mine

- Disturbances from the construction of Kari Pump South waste dump 1 & 2, Kari West waste dump, and the reclassification of Kari Northeast pit (backfilled area of 8.28ha with 1.7 million BCM waste to waste dumps).
- Progressive rehabilitation of two hectares at Kari Pump waste dump.
- Submission of a Life of Mine (LoM) closure plan for Houndé Gold Operations (HGO) and Bouéré Gold Operations (BDGO) to the regulatory authorities.

#### Mana mine

- No significant land disturbance as the operation is focused on underground mining.
- Compensation planting as per the convention signed with Provincial Directorate of Environment of Balé, the local environment department and communities.
- Submission of a LoM closure plan to regulatory authorities.

### 2024 performance

During 2024, 26 hectares of disturbed land were rehabilitated across our operations, a decrease compared to 2023. For 2025, we have set a target of 150 hectares for the Group.

Hectares	2023	2024
Sabodala-Massawa Mine	25	17
Houndé Mine	13	2
Mana Mine	39	–
Ity Mine	9	7
Lafigué Mine	–	–
<b>Total</b>	<b>84</b>	<b>26</b>

Endeavour's consolidated group ARO for the 2024 financial year is \$119.5 million. Financial assurances, including escrow accounts, bank guarantees, and accounting provisions, are being maintained to meet closure obligations in compliance with the regulations of the countries in which Endeavour operates. The Company continues to ensure that provisions for ARO are accurately estimated and managed in a timely manner.

Through these efforts, Endeavour aims to effectively manage its closure obligations while reducing financial risks and ensuring sustainable environmental practices.

#### Regulatory updates

In Côte d'Ivoire, during 2024, a draft new Mining Code was submitted to stakeholders for their review and comments, although no draft application decree has been provided. The current draft of the new Mining Code does not affect the cost estimates for rehabilitation and closure plans.

In Burkina Faso, a new Mining Code, LAW N°016-2024, was enacted on 18 July 2024, superseding the 2015 Mining Code.

The main differences between the new Mining Code and the previous one regarding mine rehabilitation and closure are as follows:

- A new provision connects mine rehabilitation regulations with worker health and safety standards, as well as the well-being of affected populations.
- The mine rehabilitation and closure fund is now managed by the Public Treasury instead of the Banque Centrale des Etats de l'Afrique de l'Ouest (BCEAO), and is no longer held in a trust account.
- Penalties for non-compliance with mine rehabilitation and closure regulations have been raised from 25 million FCFA to 50 million FCFA.

# 2024 TNFD ASSESSMENT

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# Introduction

The TNFD (Taskforce on Nature-related Financial Disclosures) is a science-based global initiative led by institutions connected to the financial market, and supported by governmental institutions. The TNFD has developed a set of disclosure recommendations and guidance that encourages and enables business to assess, report and act on their nature-related dependencies, impacts, risks and opportunities. The main objective is to support a shift in global financial investments away from nature-negative outcomes and towards nature-positive outcomes.

The TNFD disclosure recommendations are structured around four pillars: Governance, Strategy, Risk and Impact Management, and Metrics and Targets. To aid in the completion of the disclosures, the Taskforce has developed an integrated approach for the identification and assessment of nature-related issues, called the LEAP (Locate, Evaluate, Assess, Prepare) approach.

In 2023, Endeavour began our engagement with the TNFD, by undertaking our first TNFD Gap Analysis to understand our readiness to report against the disclosures and identify the gaps we needed to close in order to complete a comprehensive disclosure. Results of the Gap Analysis guided the work we undertook throughout 2024 in preparation for this initial disclosure against the TNFD requirements in our 2024 Sustainability Report.

By preparing our first disclosure under the TNFD framework, we aim to provide a transparent account of how our activities interact with nature and outline the steps we are taking to reduce our impacts and risks and maximise our opportunities. By adopting TNFD's recommendations, we demonstrate our commitment to leading in sustainable mining practices and contributing to nature-positive outcomes.



## TNFD alignment activities to date



**Introduction**

Continued

**Scope of our assessment**

The scope of our 2024 TNFD assessment considered all aspects of our direct operations in West Africa. Our operations span several sites across West Africa, including the Ity and Lafigué mines in Côte d'Ivoire, the Sabodala-Massawa complex in Senegal, and the Houndé and Mana mines in Burkina Faso (see page 3). In addition, our regional office is located in Abidjan, Côte d'Ivoire.

In line with the TNFD Metals & Mining sector guidance, we consider our direct operations the most significant part of the value chain and the priority for assessment. We will widen out our assessment to cover our supply chain and downstream use of our product in future reports as our maturity grows.

**Timeframes**

As part of this assessment, we aligned the timeframes considered with those used in our wider ESG risk management process to ensure integration of Nature related risks with wider business risks. We recognise that some of these issues may have immediate impacts, while others may only become material over a longer time horizon. As part of the LEAP assessment we considered the short-term (by end 2025 / 1-5 years from commencement of operations), medium (by end 2028 / 5 years before end of life of the mine) and long-term (by 2033 / end of life of the mine) timescales during the risk identification process.





## Introduction

Continued

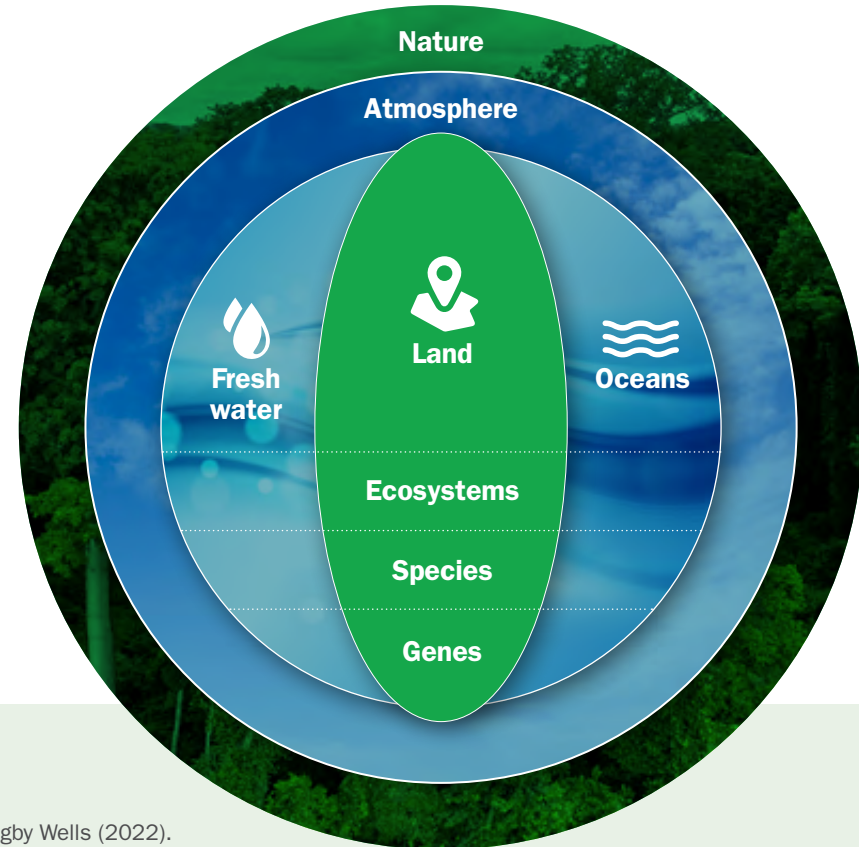
### Elements of nature considered

TNFD defines Nature as all elements within the natural world, emphasising the diversity of living organisms, including people, and their interactions with each other and their environment.

**At this stage of our journey to aligning with the TNFD We have initially focused on biodiversity although have considered other elements of nature when appropriate during the assessment.**

Biodiversity is an essential and integral characteristic of nature that underpins ecosystem function and the provision of ecosystem services and therefore is why it was the focus of this assessment.

Stemming biodiversity loss and putting it on a path to recovery is essential if ecosystems are to be productive, resilient and able to adapt. Given the interdependence between biodiversity and the other elements of nature such as freshwater, we have included wider impacts when they were identified. A more holistic assessment will be developed in the coming years, building off the 2024 Double Materiality Assessment which identified biodiversity, water, climate and waste as being our most material environmental issues.



### Approach and data sources

Throughout the TNFD assessment we followed the best available practices including the TNFD LEAP approach, the Integrated Biodiversity Assessment Tool (IBAT) Screening guidance and other relevant guidance documents. The assessment was led by our ESG team who coordinated the assessment alongside our site management teams, procurement teams and technical experts.

Much of our assessment was informed by the coloration and review of previous biodiversity and environmental assessments, complemented by virtual training and TNFD workshops at each of the priority sites. To ensure a comprehensive and accurate assessment, we have integrated a variety of internal and external data sources and analytical tools.

#### Internal data and reports:

- Biodiversity Policy (2024).
- Biodiversity Strategy (2022).
- Biodiversity Situational Analysis, Digby Wells (2022).
- ESG Data Workbook 2022.
- Environmental Incident Classification tables.
- Group Risk Management System and guidelines (2022).
- Site Level Biodiversity Action Plans.
- Group Biodiversity Stewardship Guideline Document.
- TaskForce on Climate related Financial Disclosures Report (2023).
- Water management factsheet.
- Biodiversity management factsheet.

#### External data:

- Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE).
- The Integrated Biodiversity Assessment Tool (IBAT).

# Governance

## a) Describe the Board's oversight of nature-related dependencies, impacts, risks and opportunities

Our Board of Directors is fully committed to responsible mining practices. We recognise that addressing nature-related risks, including biodiversity loss, climate change and water stewardship, is important for our business and the long-term sustainability of people and the planet.

The Board is ultimately accountable for addressing material nature-related impacts, dependencies, risks and opportunities. To achieve this, the Board is supported by the ESG Committee, Technical Health & Safety Committee and the Audit and Risk Committee. Nature-related issues are discussed quarterly.

The Board, through the ESG Committee and the Technical Health & Safety Committee, is actively involved in reviewing and guiding our overall corporate strategy and key policies that address nature-related risks and opportunities, specifically the Biodiversity Policy, Water Policy and Environmental Policy, ensuring they are effectively implemented. This includes reviewing our risk management frameworks, annual budgets, and business plans against nature-related issues that have been identified. Nature related issues are considered alongside other risks when the Board sets Company objectives and reviews performance.

The ESG Committee specifically reports to the Board on nature-related matters at least twice per year. These updates occur at the beginning of the year when targets are set, and mid-year, when progress against those targets is reviewed. The Board is also informed immediately if any material nature-related issues arise, allowing for prompt oversight and decision-making. We conduct regular internal and third-party audits to assess the effectiveness of our environmental management systems, which are reported to both the Board and the Technical Health & Safety Committee. In addition, the monthly health, safety, security, environment, and social performance Working Group meetings serve as a platform for sharing updates on environmental performance across all locations, allowing management to stay informed of ongoing biodiversity initiatives.

During major capital decisions, including expenditures, acquisitions, and divestitures, sustainability and nature related risks are identified and taken into account for decision making.

As discussed on page 15, our Board members have a wide range of existing competencies including sustainability and nature. Our CEO Ian Cockerill is the founding Chair of the non-profit organisation Leadership for Conservation in Africa.

We actively engage external experts to support our Board in its oversight of nature-related risks. For example, we work with specialists in Biodiversity Action Plans (BAPs), Critical Habitat Assessments (CHAs), water management,

and pollution control. In 2024 this included commissioning experts to review our Biodiversity and Environmental Policy against the TNFD requirement and provide focused training to our ESG teams and Board. This work helps to ensure that our strategies are aligned with international best practices and regulatory standards.

## b) Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.

At Endeavour, we have developed a robust governance structure to ensure that nature-related risks, dependencies, impacts, and opportunities are effectively managed across our value chain. Our management team plays a central role in this process, ensuring alignment with our strategic goals and supporting the Board's oversight of environmental sustainability matters.

At the senior management level, the ESG SteerCo plays a pivotal role in overseeing the execution of our ESG strategy, including nature-related matters. Composed of senior executives such as the CEO, CFO, EVP Operations and ESG, the committee ensures that all biodiversity and nature-related risks are integrated into the Company's broader ESG framework. Our management team works closely with the Board and the ESG and Technical Health & Safety Board Committees to ensure that nature-related risks are considered in all strategic decision-making processes.

We have ambitious biodiversity and environmental targets which align with our commitment to TNFD and the Responsible Gold Mining Principles. These targets are reviewed by the Board annually and progress is monitored bi-annually. Our executive Long-Term Incentive Plan (LTIP) includes nature-related performance metrics to ensure that our senior leaders are directly accountable for achieving our environmental goals. These targets, which include biodiversity conservation and emissions reduction, are reviewed annually to ensure alignment with our strategic objectives. Progress against these targets is reported to both the Board and external stakeholders annually, reinforcing our commitment to transparency and accountability in nature-related performance.

The assignment of nature-related responsibilities at the site level is clearly defined and operationalised through our BAPs and Biodiversity Management Plans (BMP). These plans outline the roles and responsibilities of key management positions, including Environmental Managers, Closure Managers, and General Managers. These leaders are responsible for implementing mitigation measures following the mitigation hierarchy including avoidance, minimisation, restoration and offsets and ensuring that we achieve our biodiversity goals across all operations.



## Governance

Continued

Nature-related risks are integrated into every aspect of our business planning and operational processes. Our site-specific risk assessments are conducted frequently to ensure that biodiversity and environmental concerns are factored into day-to-day operations and recorded in the environmental reporting framework. These risks include physical transitional risks and systemic risks.

This process is coordinated by site-level management, who work closely with the corporate Health, Safety and Environment team to implement nature-based solutions that enhance nature resilience. The management team's role extends beyond operational management; it ensures that nature-related risks are communicated to all relevant stakeholders, both internally and externally, as part of our ongoing commitment to transparency. Examples of this are our engagement with local communities, universities and authorities as part of the BAPs we have developed for the management of chimpanzee habitats at the Sabodala Massawa project and the management of endemic fish species of the Cavally River at the Ity project.

### **c) Describe the organisation's human rights policies and engagement activities and oversight by the board management, with respect to indigenous peoples, local communities and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.**

At Endeavour, we are deeply committed to responsible business practices that align with international standards of human rights and environmental stewardship. Our approach to stakeholder engagement is designed to foster strong relationships with our host communities, affected stakeholders, and other parties who are integral to our operations. We believe that collaboration with these groups is critical for understanding and mitigating the nature-related risks and opportunities we encounter across our projects (see more in Our Communities chapter, pages 49 to 63).

Endeavour seeks to achieve meaningful, transparent, and respectful engagement with all stakeholders, particularly local communities affected by our operations. Through our human rights policies, grievance mechanisms, and commitment to international standards, we ensure that stakeholder concerns are integrated into our strategy and decision-making processes, promoting long-term sustainability and environmental stewardship.

We align our operations with the Responsible Gold Mining Principles (RGMPs), which are consistent with global frameworks such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. In addition, our Human Rights Policy emphasises respect for the rights of all stakeholders, with zero tolerance for child labour, slavery, or other human rights abuses across our supply chain. We also ensure that our Biodiversity Policy reflects international commitments, such as the Convention on Biological Diversity, as well as the No Net Loss on critical habitats. Annual audits and assurances are conducted to ensure adherence to the RGMPs.

Human rights due diligence is embedded into our governance structures, codes of conduct, and best practices. We use a combination of environmental and social impact assessments (ESIAs), grievance mechanisms and Stakeholder Engagement Plans to ensure our Business Units respect the rights of local communities. While our assessments confirm no Indigenous Peoples in our immediate areas of operation, we remain committed to implementing Free, Prior, and Informed Consent (FPIC) principles if any Indigenous Peoples are identified.

The inclusion of FPIC is part of our ethical framework. We continue to evaluate our operations through the lens of indigenous rights, ensuring that future projects or expansions align with our human rights standards.



We are also working towards full membership of the Voluntary Principles on Security and Human Rights Initiative, which emphasises human rights in security practices, ensuring our operations are safe and respectful of local communities (see further information on page 111).

Endeavour's commitment to ethical business practices and advocacy extends to our engagement with public authorities. We do not make financial contributions to political entities. However, we actively engage in discussions about nature-related regulations, tax policies, and mining law reforms through Chambers of Mines and other industry associations in Côte d'Ivoire, Burkina Faso, and Senegal.

## Case study

# Growing a green future

## ENDEAVOUR'S CONTRIBUTION TO THE GREAT GREEN WALL

Desertification poses a significant threat to Senegal, leading to land degradation, loss of biodiversity, reduced agricultural productivity, and displacement of communities. Recognising the urgency of this challenge, the Endeavour Foundation joined the Great Green Wall initiative, which aims to combat these effects by creating a green belt across the Sahel region.

Since 2022, we have invested \$500,000 to plant 150,000 trees across 650 hectares, contributing to the restoration of degraded ecosystems. This project has directly benefitted 12,000 people in five villages, improving livelihoods through better access to resources, enhanced farming, and reduced water scarcity. Two irrigation projects now provide water to four villages, boosting agricultural productivity and community resilience. Local communities also benefit from income opportunities through hay straw exploitation, promoting economic self-sufficiency. Furthermore, improved farming practices and water access have reduced transhumance (the seasonal movement of livestock between different grazing areas), encouraging sustainable land use and minimising resource conflicts.

This integrated approach – combining reforestation with income generation, water access, and sustainable agriculture – creates holistic and sustainable development. We will continue our support in 2025, reforesting a further 350 hectares.

**\$0.5m**

Invested

**150,000**

Trees planted

**12,000**

Locals benefitted across five villages



Ministère de l'Environnement et de la Transition Écologique  
Agence Sénégalaise de la Reforestation et de la Grande Muraille Verte  
**REBOISEMENT DE 130 HECTARES**

CONVENTION DE PARTENARIAT

RETEMENT  
une de Ball  
de Around



# Strategy

## a) Describe the nature-related dependencies, impacts, risks and opportunities we have identified over the short, medium and long term.

For detailed results and the methods used to identify nature-related dependencies, impacts, risks and opportunities please see the Evaluate and Assess sections of the LEAP assessment in the tables on pages 94 to 97. The relevant metrics and KPI relating to these nature-related dependencies, impacts, risks and opportunities are disclosed in Metrics and Targets table 101. The processes and actions we have put in place to respond to the material dependencies, impacts, risks and opportunities identified are discussed in the Prepare Section below.

### Effect of nature-related impacts, dependencies, risks and opportunities on our business:

The headline risks identified during the Evaluate and Assess phases of the LEAP Assessment have the potential to impact our organisation and commitments.

**ASGM** near our sites may affect our ability to achieve our biodiversity goals, such as no net loss of critical habitat, by causing illegal encroachment and degradation of conservation areas. This risk may also pose security and reputational challenges for us as a company.

**Intensive or unsustainable agriculture** demand near our mining sites may compete with our post closure land use plans and sustainable livelihood programmes, which aim to enhance the biodiversity and ecosystem services in the vicinity of our sites. This increase in agriculture

may also increase the pressure on natural resources and habitats that we depend on or impact such as water supply.

In the future **climate change** may affect our biodiversity management objectives by altering the habitats and species that we are trying to conserve or restore near our sites. This may also affect our operations and value chain by increasing the exposure to extreme weather events, water scarcity, and carbon regulation.

Instability from actions such as terrorism could reduce our ability to implement our biodiversity strategy and action plans, especially in areas where there is a high threat of **violence and instability**. This would also affect our operations and value chain by disrupting the supply chain, damaging the infrastructure, and endangering the staff and contractors.

The opportunities identified during the LEAP process have a positive effect for our direct operations in various ways, such as improving our environmental performance and compliance of our sites by implementing Biodiversity Action Plans.

By **integrating biodiversity considerations** into our mine planning, design, and closure, we can optimise the use of natural resources, reduce waste and emissions, and enhance the productivity and resilience of our operations.

**Proactive environmental management** may increase asset value by ensuring that mining sites remain viable and compliant with environmental regulations. This can also foster a culture of innovation and continuous

improvement, as well as create opportunities for collaboration and learning with other stakeholders.

The opportunities identified would also **enhance our social licence to operate and community engagement** at our sites by respecting and supporting the nature-related benefits and needs of the local communities. We also have a chance to have a positive effect outside of our footprint by contributing to the conservation of biodiversity across the regions where we operate and by investing in nearby protected areas to support their management. This should also increase the adaptive capacity and resilience of biodiversity at our sites by implementing climate change adaptation strategies based on ecosystem-based approaches and nature-based solutions.

These actions also have the potential to provide benefits outside our direct operations and across our whole value chain. If successfully implemented, the identified opportunities could help enhance our reputation credibility among investors, regulators, communities, and other stakeholders. This may help to secure access to land, capital, and markets, as well as to avoid or reduce conflicts and litigation in the future.

### Financial Implications and Risk Mitigation

We have not yet fully assessed how these material risks and opportunities impact the financial status of the business. Integrating financial considerations is part of our ambition for future TNFD assessments.



**Strategy**

Continued

**c) Describe the resilience of our strategy to nature-related risks and opportunities.**

As an organisation we are acutely aware of the immediate impacts of our operations on local biodiversity and have an established biodiversity strategy to reduce our exposure. In the short term our biodiversity strategy focuses on reducing habitat destruction and mitigating direct impacts on wildlife. This involves implementing on-site conservation measures and closely monitoring the environmental impact of ongoing activities. The key focus is on compliance with existing environmental regulations and policies and ensuring we are aligned with the current legal requirements and standards. Additionally, we place an emphasis on understanding and anticipating changes in consumer expectations regarding sustainable practices.

**SHORT TERM**

Increased nature-related risks could lead to higher operational costs due to the need for more robust environmental management and mitigation strategies. This includes increased spending on biodiversity protection and water management. Our biodiversity strategy sets out a number of sustainable mining practices that we will follow which likely involve immediate financial outlays for environmental compliance and community engagement initiatives. However, these investments could potentially be offset by avoiding regulatory fines and maintaining good community relations.

**MEDIUM TIMEFRAME**

Over a medium timeframe, our biodiversity strategy's emphasis shifts towards sustainable land management and rehabilitation. We plan to conduct regular environmental impact assessments to gauge our influence on local ecosystems, adjusting our strategy accordingly. This period is crucial for establishing a balance between operational needs and ecological preservation. During this timeframe we will also prepare for potential shifts in government policies, including stricter environmental regulations and potential litigation risks. This involves investing in cleaner technologies, improving operational efficiency, and reducing the environmental impact of mining activities.

Over the medium to long term, our strategy is to take a proactive approach to biodiversity and environmental stewardship that can enhance financial performance by supporting long-term operational sustainability. By adhering to ethical conduct and sustainable practices, we aim to avoid significant liabilities related to environmental damages and ensure the longevity of our mining operations. Moreover, a strong focus on ethical and sustainable practices can enhance Endeavour's reputation, potentially leading to better market positioning and stronger financial stability.

**LONG TERM**

In the long term, we envision a legacy of positive environmental stewardship. This includes comprehensive land restoration projects post-mining operations and long-term investments in local biodiversity. The goal is to leave a minimal ecological footprint and contribute positively to the restoration and preservation of natural habitats. Our long-term strategy is to integrate sustainability into our core business model. We anticipate a future where our operations are fully aligned with the highest standards of environmental protection and sustainable practices. This includes preparing for a significant shift in global environmental policies and consumer preferences towards sustainable products and practices.

Our approach to adapting our strategy involves a comprehensive understanding of global trends and local conditions. This includes investing in research and development to improve sustainable mining technologies and practices. We aim to be at the forefront of environmental innovation in the mining sector. We monitor climate-related regulatory and policy changes in host countries and receive notifications of changes in legislation and regulations that could impact business operations, including the increased cost of water and energy supplies.

Our Biodiversity strategy highlights the importance of tailoring strategies to the unique environmental, social, and economic conditions of each location. This includes understanding local biodiversity, engaging with local communities to understand their needs and concerns, and implementing site-specific environmental management plans. We recognise that a one-size-fits-all approach is ineffective, and thus prioritise local specificity in our environmental and community engagement strategies.

**d) The locations of our assets and that meet the criteria for priority locations.**

All of our four mining operations in 2024 in West Africa intersect with sensitive sites for biodiversity. For the locations of our assets in sensitive locations and how they meet the criteria for priority locations please refer to the Locate section of the LEAP results.



# Our biodiversity strategic themes & ultimate goals



### FURTHER INFORMATION

Click here to read more on our targets to halt and reverse nature loss and improve or maintain the state of nature on page 101



### Biodiversity action plans

By the end of LOM, all BAPs have been successful in delivering No Net Loss (NNL) of critical habitats at our sites.



### No net loss impact on critical habitat

By the end of LOM, sites have achieved No Net Loss (NNL) of critical habitats.



### Sustainable land use planning

By the end of LOM, land use plans and sustainable livelihood programmes have been implemented at all our sites.



### Nature-related benefits to the community

By the end of LOM, all our sites have a net positive impact on priority ecosystem services (community).



### Climate change

By the end of LOM, climate change risks to our biodiversity management objectives have been successfully mitigated.



### Investment in conservation

By the end of LOM, we will demonstrate a positive contribution to the conservation of biodiversity in the regions where we operate.



### Transparent communication

By the end of LOM, our local communities and employees have become ambassadors for biodiversity.



## Case study

# Protecting biodiversity near Sabodala-Massawa

## CREATING A CHIMPANZEE SANCTUARY

The West African chimpanzee, a critically endangered species protected in Senegal, faces numerous threats. With approximately 5-7% of the species' Senegalese population residing on our Massawa concession, Endeavour is committed to their protection and population growth.

We have established a 1,500-hectare "No Go Zone" within our mining permit to protect critical chimpanzee habitat. This initiative involves a range of actions, including providing water points for wildlife, implementing bushfire prevention measures, constructing a protective barrier between pits and forest areas, and re-vegetating previously disturbed land.

Central to this project is stakeholder engagement. Our host communities play a vital role in developing the conservation strategy. Collaborating with local government authorities and environmental bodies, we have combined scientific and traditional knowledge to refine our ecosystem management and environmental assessment strategies. Furthermore, we are working with community members to identify income-generating activities, such as agriculture and beekeeping, that align with the project's conservation goals.

Our goal is to make a lasting contribution to the biodiversity around Sabodala-Massawa. We envision this protected area becoming a thriving wildlife refuge within the next 20 years. Careful management of the diverse flora and fauna at our operations is a core component of our commitment to responsible environmental stewardship.

# 1,500ha

"No Go Zone"





# Risk & impact management

Please see the Assess and Prepare sections of the LEAP report for our detailed response to these disclosures.

## a) Describe the process for identifying, monitoring and management of our nature-related issues in our direct operations.

We use a systematic and integrated approach to identify existing and emerging nature-related dependencies, impacts, risks and opportunities. This approach involves conducting reviews of our operations, products/services, and supply chains, as well as an analysis of the external environment, including regulatory, market, and societal trends related to nature and biodiversity through our existing Environmental Management Systems. We use a variety of tools and methodologies for this identification process, including environmental impact assessments (EIAs), life cycle assessments (LCAs), and natural capital accounting. The LEAP process was followed for the Sabodala-Massawa Complex and Ity assets as part of this initial disclosure to validate how existing understanding and processes can be applied to the TNFD framework.

## b) Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.

We have a detailed system for classifying environmental incidents, including factors like loss of containment, unauthorised land disturbance, and waste disposal. This classification helps in identifying and assessing

environmental risks and impacts. This process is integral to embedding risk management into the organisation's culture, ensuring that environmental and nature-related risks are comprehensively addressed. This involves conducting site-specific assessments of nature-related dependencies, impacts, risks and opportunities, and taking into account the unique environmental, social, and regulatory context of each location. We recognise that the nature and significance of these issues can vary greatly across different locations, and therefore tailor our identification and management strategies accordingly.

### We have established a robust process for monitoring nature-related risks, which includes:

#### Regular Environmental Audits:

Conducting audits to ensure compliance with environmental regulations and internal sustainability standards.

#### Stakeholder Engagement:

Engaging with local communities, environmental experts, and regulatory bodies to gain insights into potential environmental risks and community concerns.

#### Real-Time Monitoring Systems:

Implementing advanced monitoring systems to track environmental parameters such as water quality, air quality, and biodiversity indicators.

When considering materiality, we define materiality as the significance of an identified risk, opportunity, dependency or impact to our operations, financial performance, and reputation. We use a materiality matrix to assess and prioritise these material issues, based on their potential impact and likelihood of occurrence. We follow the guidance provided by the GRI Standards and SASB for conducting our materiality assessment.

Our Environmental Incident Classification Tables provide a comprehensive framework for classifying environmental incidents at different location-specific levels. They include detailed

categories for various types of environmental incidents like loss of containment, unauthorised land disturbance, waste disposal, air emissions, and fauna injury, each classified by severity based on specific local impact criteria. This approach ensures a high degree of location specificity, considering the unique environmental, ecological, and social factors at each site.

## c) Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.

Nature-related risk management is not seen as separate from the business strategy but as an essential part of it. Our commitments to sustainability and environmental stewardship are woven into our core business strategy. Environmental risks are managed in alignment with our broader sustainability goals. This includes commitments to reduce carbon footprint, minimise water usage, and invest in community development projects. At the operational level, nature-related risk management is integrated into everyday business processes. This includes training employees on environmental stewardship, integrating environmental considerations into project planning and execution, and regularly reviewing and updating environmental policies and practices.



# Metrics & targets

## a) Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.

For Metrics and Targets we have taken a quantitative approach to establish our initial baseline while our understanding of the metrics evolves and our data quality improves. Our accompanying ESG Data Centre demonstrates the progress we've already made against many of our nature-related metrics and targets over previous years.

For this disclosure, we've taken a tiered format:

**1** We have provided quantitative answers wherever possible.

**2** Where quantitative units are not available, but we have qualitative information, we have included it.

**3** Where the metric is known to be material or anticipated to be material, but data is not yet available, we have recorded this.

**4** Where the metric is not applicable to our business, we have recorded this.

Our response was informed by the TNFD's Additional Sector Guidance for Metals and Mining, in particular the guidance around how to respond to Core Metrics as a Mining organisation. Where we currently have gaps in our disclosure we will look to close these in the future by applying the TNFD LEAP Approach to additional parts of our organisation and continuing to improve our ESG reporting processes. Our Disclosures against the TNFD core metrics is shown in the table on pages 102 and 103.

## b) Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.

The Metrics and targets used to manage our nature related impacts and dependencies are disclosed within the Prepare stage of the LEAP assessment results (see page 101).

## c) Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.

Further detail on the metrics and goals used to manage nature-related dependencies, impacts, risks and opportunities is provided in the table on page 101.





# 2024 TNFD LEAP assessment

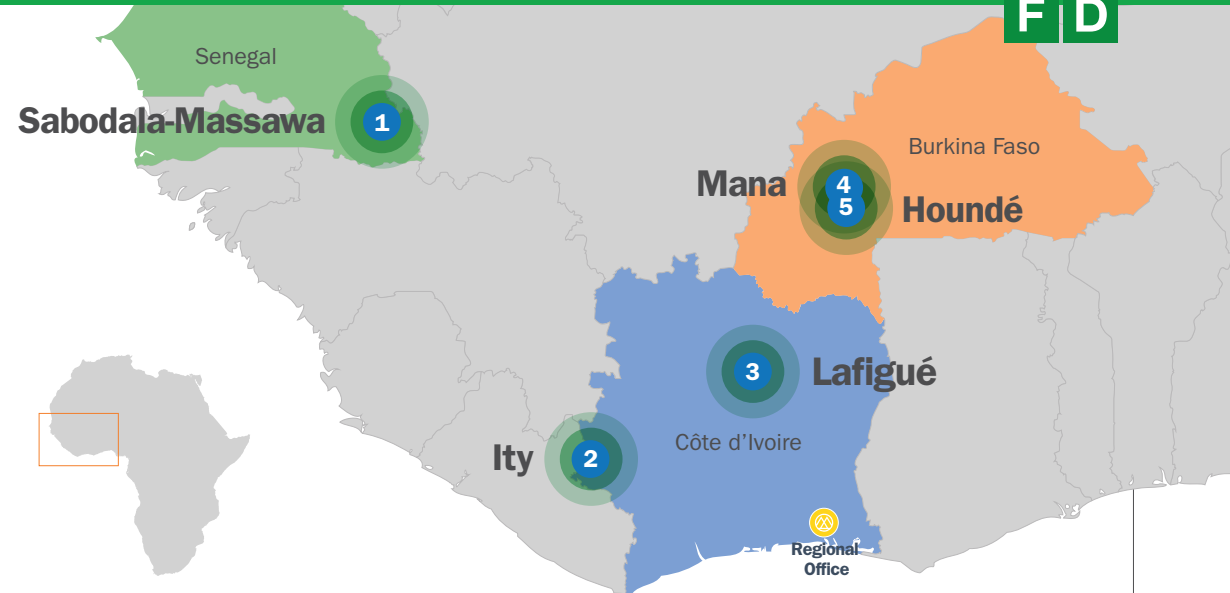
In 2024 we followed the LEAP approach to validate and verify our existing processes and check our alignment against the TNFD requirements. In this section we present the outcomes of the identification and assessment of Nature as part of the TNFD LEAP approach.

The Metrics and targets used to manage our nature related impacts and dependencies are disclosed within the Prepare stage of the LEAP assessment results (see page 101).

<b>L</b> <b>Locate</b> Identify the organisation's interface with nature.	<ol style="list-style-type: none"> <li>Span of the business model and value chain</li> <li>Dependency and impact screening</li> <li>Interface with nature</li> <li>Interface with sensitive locations</li> </ol>
<b>E</b> <b>Evaluate</b> Evaluate the organisation's dependencies and impacts on nature.	<ol style="list-style-type: none"> <li>Identification of environmental assets, ecosystem services and impact drivers</li> <li>Identification of dependencies and impacts</li> <li>Dependency and impact measurement</li> <li>Impact materiality assessment</li> </ol>
<b>A</b> <b>Assess</b> Assess the organisation's risks and opportunities that arise from its interface with nature.	<ol style="list-style-type: none"> <li>Risk and opportunity</li> <li>Adjustment of existing risk mitigation and risk and opportunity management</li> <li>Risk and opportunity measurement and prioritisation</li> <li>Risk and opportunity materiality assessment</li> </ol>
<b>P</b> <b>Prepare</b> Prepare to respond and report on the organisation's findings.	<ol style="list-style-type: none"> <li>Strategy allocation and resource planning</li> <li>Target setting and performance management</li> <li>Reporting</li> <li>Presentation</li> </ol>



# Locate



## Area of influence

### 1. Sabodala-Massawa complex

- Located within a 50km radius of several significant protected areas including the Niokolo-Koba National Park, which is designated as a National Park (IUCN Category II), a UNESCO-MAB Biosphere Reserve, and an inscribed World Heritage Site (natural or mixed).
- The asset overlaps with the Parc National du Niokolo-Koba, identified as a KBA.
- Several critical species and habitat present including western chimpanzee (*Pan troglodytes verus*) and evidence of lion.

### 2. Ity mine

- The site is surrounded by multiple classified forests including the Krozalie and Scio classified forests, both within 1km of the project site.
- Other classified forests within 50km include those with unknown names, as well as Gouin, Goulaleu, Mt. Sainte/Cavally, and Tiapleu. The Cavally and Goin-Debe Forest Reserves are identified as KBAs.
- Three species are present that trigger critical habitat including three fish: *Micralestes eburneensis*, *Chromidotilapia cavalliensis* and *Coptodon walteri*.
- Evidence of western chimpanzee (*Pan troglodytes verus*)
- 1 IUCN ii. Endangered species present, 6 IUCN iii. Vulnerable and 5 IUCN V. Least Concern.

### 3. Lafigué mine

- The Lafigué Project is located near multiple classified forests within a 50km buffer, including Nangbyon and several others with unknown names. Other classified forests within this buffer include Foro Foro, Kamesso, Kinkene, Laka, Mafa, and Nyellepuo. The N'Zi River Lodge Voluntary Nature Reserve is a designated Voluntary Nature Reserve.

### 4. Mana mine

- The Mana Gold Mine is situated near the Deux Balé National Park, a designated National Park (IUCN Category II).
- The area also includes several classified forests such as Bounou, Tuy, Bahon, Bansié, Baporo, Dibon, Kalio, Kari, Maro, Nossébou, Ouoro, Pâ, Sorobouli, Tissé, and Toroba. The Corridor forestier de la Boucle du Mouhoun is a designated Ramsar Site (a wetland of international importance).

### 5. Houndé mine

- The Houndé Gold Mine is in proximity to the Deux Balé National Park, a designated National Park (IUCN Category II).
- Other classified forests within the buffer include Bambou, Bahon, Bansié, Bougouriba, Bounou, Dibon, Forêt classée de la mare aux hippopotames (UNESCO-MAB Biosphere Reserve), Kapo, La Mare aux Hippopotames (Ramsar Site), Mare aux Hippopotames, Maro, Mou, Nabéré, Pâ, and Tuy.
- 17 National Conservation Species present



# Locate

## Screening of sites

To undertake the assessment of **Sensitive Locations** we utilised the work we have previously undertaken reviewing national and internationally recognised databases, the IBAT, the World Database on Protected Areas (WDPA), the IUCN Red List of Threatened Species, and the KBAs, to develop a defensible understanding of the value of biodiversity potentially at risk from our activities. We have previously developed a list of indicators and metrics to measure the extent and condition of critical habitat, such as the presence of endangered or critically endangered species, the extent of occurrence and area of occupancy of species, the habitat quality and fragmentation, and the ecosystem service values.

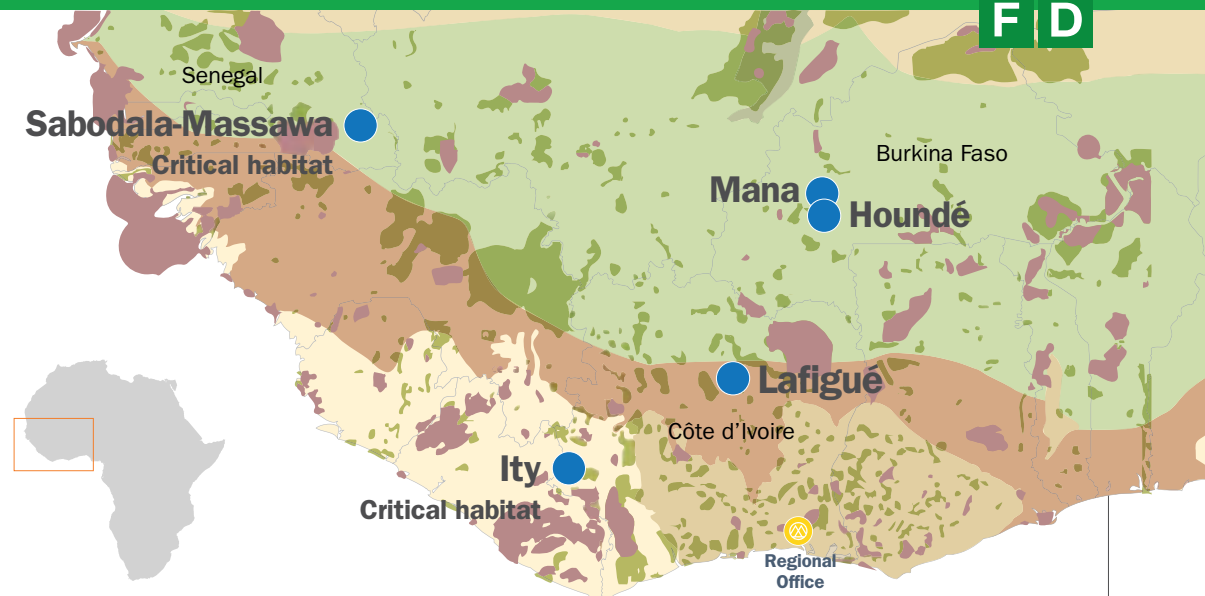
**Priority Locations** were defined as those that met the **Sensitive Location** criteria within IBAT and were identified as highly material in ENCORE. Due to the characteristics of the industry, mining operations are all considered to have potentially highly material impacts on biodiversity through land use change and pollution.

During the identification of priority locations, we followed the TNFD guidance, which states that the location of nature-related issues should be disclosed at the most granular level possible, while respecting the confidentiality and security of the organisation and its stakeholders.

When mapping biodiversity we use discrete management units to group areas of similar habitat type, condition, and management objectives within each site. We do not aggregate locations of critical habitats across different sites, as each site has a unique biodiversity context and management plan.

All our mine sites meet the criteria of sensitive locations as they are positioned within a 50 km radius<sup>1</sup> of ecologically significant areas such as UNESCO Biosphere Reserves, Ramsar wetlands, and KBAs.

<sup>1</sup> 50km radius is the recommended zone of influence to be used for mining activities within the IBAT disclosure preparation report methodology



### Terrestrial ecoregions of the World (WWF Classification)

- Terrestrial Protected Area
- Key Biodiversity Area
- Eastern Guinean Forests
- Guinean Forest-Savannah Mosaic
- West Sudanian Savannah
- West Guinean Lowland Forests

## Priority locations

As part of the Locate phase of the assessment we have confirmed that all our mining operations meet the criteria for Priority Locations according to the TNFD due to their proximity to **sensitive locations** and their status as **material locations** due to their potential impacts on biodiversity and ecosystem services. Our regional office at Abidjan does not meet the criteria for priority locations due to the distance to the nearest sensitive location and the nature of the business activities we carry out at the site.

For 2024 key sites such as the **Sabodala-Massawa Complex** in Senegal, the **Ity Mine** in Côte d'Ivoire were identified as the highest-priority sites and chosen for detailed analysis as part of this TNFD report. These locations contain critical habitat, are in close proximity to areas such as Ramsar sites, UNESCO Biosphere Reserves, and important habitats for endangered species like the western chimpanzee. By prioritising sites based on their ecological sensitivity and concentrating on our direct operations, we ensure that our management efforts and conservation strategies are targeted effectively, aligning with our commitment to achieving No Net Loss of critical habitats while supporting regional conservation goals.

Since all our mine locations have an interface with sensitive locations within 50km, we will check our alignment with the LEAP Assessment for our remaining sites as we progress our assessment in the coming years.

# Evaluate



We analysed our dependencies and impacts on nature, with a focus on critical ecosystem services, biodiversity, and conservation. These were identified using data available in the 2023 ESG Data Centre, the sector materiality scoring for Mining in ENCORE and site-specific workshops with our internal teams held in September 2024. The ESG data used covered the period 2021 to 2023 (the most up-to-date data available at the time of the assessment).

The impacts and dependencies were identified by combining the best-available global spatial data including IUCN Red List, World Database on Protected Areas (WDPA), and KBAs with environment assessment, BMPs and BAPs. The scale of each impact and dependency was assigned by considering: the scale and scope of the interaction with our activities; the impact driver; the state of affected environmental assets; and any external factors that might also impact the receptor or process. Final scores for each impact and dependency were agreed during each site's TNFD workshop.

## What drives our impact on nature?

Our mining activities are recognised as significant impact drivers for the ecosystems surrounding our sites. These activities, often in combination with external activities such as artisanal and small-scale mining near our mines, influence land use patterns, water quality, and habitat integrity. In addition, climate change presents a notable challenge, affecting both the availability of ecosystem services and the success of our biodiversity conservation efforts. In response to these challenges, our investments in renewable energy projects and decarbonisation strategies, such as the Sabodala-Massawa solar farm, aim to reduce our carbon footprint, aligning with our nature-climate resilience objectives. We actively engage in dual nature climate solutions, such as regional reforestation through the Great Green Wall project, which supports both biodiversity and local communities.

### Negative impacts

Impact description	Affected environmental asset	Affected ecosystem service	Impact pathway	Materiality
<b>Habitat removal and clearance</b>	Terrestrial ecosystem within the mine footprint.	A large number associated with healthy native ecosystems.	As part of the development of our mines, areas of natural ecosystems were removed.	High
<b>Habitat degradation</b>	Terrestrial ecosystems within or near the mine footprint and associated infrastructure such as roads.	A large number associated with healthy native ecosystems.	During the development of the mine, the habitats surrounding the operations and the associated infrastructure are likely to be degraded due to pollution and edge effects.	High
<b>Water pollution</b>	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water quality.	There is potential for water pollution resulting from surface water run off at our sites.	Medium
<b>Soil pollution</b>	The soils and terrestrial ecosystems within or near the mine footprint and associated infrastructure such as roads.	Soil health.	There is potential for soil pollution resulting from surface water run off at our sites.	Medium
<b>Generation of noise and vibration</b>	Nearby terrestrial ecosystem and local communities.	N/A	The use and movement of machinery at out sites may impact local wildlife and communities.	Medium
<b>Non-GHG emissions</b>	Local atmosphere.	Local air quality.	The operating processes at our sites may release non GHG emissions to the atmosphere.	Medium
<b>Water use</b>	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water supply.	Our operations at our mine sites require the extraction and use of water that may otherwise be available for local ecosystems or communities.	Sabodala Medium Ity Low



# Evaluate



● High ● Medium ● Low

## Positive impacts

Impact description	Affected environmental asset	Affected ecosystem service	Impact pathway	Materiality
<b>Habitat protection and enhancement</b>	Terrestrial ecosystem within the mine footprint.	A large number associated with protected/enhanced ecosystems.	As part of the development, we have created a number of protected areas and no go zones to preserve biodiversity such as for the western chimpanzee.	●
<b>Water quality improvement</b>	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water quality.	Our commitment to responsible mining practices has helped to reduce water pollution at our sites by reducing the water pollutants that may otherwise occur from artisanal mining and our own mining practices.	●

## Key ecosystem services

As a mining company we depend directly on ecosystem services such as water supply, soil stability, water regulation and climate regulation. These services are critical to our operational processes, particularly in water-intensive activities like ore processing and tailings management. The continued provision of these services is dependent on the state of the underpinning environmental assets (i.e. ecosystem condition). Our biodiversity sensitivity mapping supports the identification of key ecosystem services and ensures that we mitigate impacts effectively. Our strategic focus on these dependencies ensures that we are managing risks related to the resilience of our operations while fostering sustainable resource use. Additionally, we recognise the value of cultural ecosystem services, such as recreation, aesthetics, and spiritual values, which strengthen our relationships with host communities and support our social licence to operate. The material dependencies of the Sabadola and Ity mines are shown below in the table below.

## Material dependencies

Overall category	Specific dependencies	Affected environmental asset	Key ecosystem service	Dependency pathway	Materiality for Sabadola and Ity sites
<b>Water use</b>	Freshwater at our sites.	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water supply.	A constant water supply for processing, and cleaning of our mined materials as well as welfare on our sites.	●
<b>Energy</b>	Energy resources for exploration and operation.	Grid power at Ity. Solar power and self-generation at Sabodala-Massawa.	Energy provisioning.	We require reliable energy sources to operate the machinery and welfare facilities at our sites.	●
<b>Regulation and maintenance</b>	Soil stability at our sites.	The soil and geology within our mining operations.	Soil stabilisation and erosion control.	We are reliant on the stabilisation of pit walls and other excavations within our mining operations.	●
	The reduction of flooding at our sites due to natural habitats.	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Protection from natural hazards.	The prevention of flooding or other natural hazards from high rainfall or adverse weather patterns is important for our sites.	●
	The regular climate patterns of the regions in which our sites are located.	The local atmosphere and weather pattern near our mining operations.	Climate regulation.	Predictable and manageable weather patterns are required to manage our mines efficiently.	●
	The maintenance of river flows during high and low availability.	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water flow maintenance.	A constant water supply for processing, and cleaning of our mined materials as well as welfare on our sites.	●
	The quality of water available for us at our sites.	Cavally River – Ity. Primary and secondary water dam – Sabodala-Massawa.	Water quality.	Our water supply on our sites must be of a certain quality in order to be suitable for use.	●

The analysis of our impacts and dependencies shows a significant interdependency between our requirement for a stable supply of fresh water and our extraction of water from the environments in which we work. This interdependency creates a significant risk as shown in the table on page 97 and provides us with a clear focus to develop our opportunity identification process around.

# Assess



As an organisation we already apply a risk-based approach to manage our nature-related risks and opportunities in our direct operations at a site and organisational level. This approach involves identifying and prioritising nature-related risks and opportunities based on their potential impact on our operations, financial performance, and reputation.

The ongoing identification and management of risk at our sites and across our organisation is achieved through environmental impact assessments (EIAs), life cycle assessments (LCAs) and natural capital accounting.

We have a detailed system for classifying environmental incidents, including factors like loss of containment, unauthorised land disturbance, and waste disposal within our existing risk management system. Further detail on our nature related governance is provided in the Nature Governance Chapter (see page 82).

Our proactive management of nature-related risks not only ensures regulatory compliance but also contributes to long-term operational stability. For example, our ISO 14001 certification for environmental management and our adherence to the Responsible Gold Mining Principles (RGMPs) provide a framework for continuous improvement and accountability in our nature related practices. By investing in nature-positive actions, we mitigate potential costs associated with environmental degradation while enhancing our reputation as a leader in responsible mining.

### Determining Material Risk

As part of our work this year we have conducted a double materiality assessment across the full breadth of ESG topics. We follow the guidance provided by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) on assessing materiality. Our materiality assessment processes considered these risks in terms of their potential impact on our financial performance, compliance requirements, and community relationships. We ensured alignment with the latest guidance from both the ESRS standards and TNFD recommendations, enabling us to identify and manage nature-related risks more effectively. By identifying these material issues, we have been able to prioritise actions that support the ongoing availability of key ecosystem services and reduce operational vulnerabilities.

Within our existing risk management systems, a high degree of location-specificity is used in the risk identification and management identification process. This involves conducting site-specific assessments of nature-related dependencies, impacts, risks and opportunities, and considering the unique environmental, social, and regulatory context of each location. We recognise that the nature and significance of these issues can vary greatly across different locations, and therefore tailor its identification and management strategies accordingly.

Through preparing this TNFD report, we have explored in more depth our environmental risks associated with the state of nature following the TNFD LEAP assessment, and identified how to take action on these. The LEAP approach was applied to two sites (Sabadala and Ity), and provides additional granularity and detail around the nature-related risks to our business from our operations and external factors.

### Risk tables

Risk category	Risk description	Risk materiality rating	Timeframe	Ity	Sabadola
Physical – chronic	Our construction and operations activities could lead to the additional destruction of habitats.	Medium	Short, Medium and Long term.		
Physical – chronic	Our construction and operations activities could increase pressure on endangered species in local ecosystem and in extreme scenarios increase the potential of extension.	Medium	Short, Medium and Long term.		
Physical – acute	The degradation of water quality as a result our mining activities could reduce the availability of clean water or have significant impacts on the local ecosystem.	Medium	Short, Medium and Long term.		
Transition	The activities at our sites are reliant on the economic viability of gold extraction. A sudden drop in the price of gold could put our activities at risk and as well as many of our conservation efforts.	Medium	Medium and Long term.		
Reputational and legislative	A failure to meet the No Net Loss on critical habitat target as a results of major impacts on nature in the future would have consequences for our reputation, licence to operate and may cause legislative challenges.	Medium	Long term.		



# Assess



**Opportunity tables** (only medium or higher opportunities are presented)

Opportunity theme	Opportunity description	Opportunity category
<b>Sustainable finance and ESG linked finance</b>	Improving our ESG compliance could lead to better financing terms and market access in the future.	Financial incentives & markets.
<b>Financial benefits</b>	Good mine planning that involves reducing land excavation has the potential to reduce our operational costs.	Resource efficiency.
<b>Partnerships for access and share benefits</b>	Future collaboration and work with academia would help us to better understand the endangered species on our sites such as the western chimpanzee in turn contributing to increased genetic understanding.	Financial incentives.
	Enhancing community awareness through training to support conservation of the chimpanzees.	Reputation.
	Developing more sustainable relationships with local communities by investing in community development, improving labour conditions.	Reputation.
<b>Reforestation and land restoration</b>	Our projects have the opportunity to support reforestation projects and land rehabilitation initiatives in the local area to offset some of the degradation we have caused.	Reputation.
<b>Reputation</b>	By delivering on our environmental commitments we are likely to increase credentials to support new country entry.	Markets.
	We can ensure the stakeholder trust through biodiversity management plans to prevent additional impacts.	Reputation.
<b>Species conservation</b>	Investigate the potential to deliver biodiversity offsets within our sites.	Product/service.
	Collaborate with other mining companies to improve management of critical habit, as well as biodiversity, including awareness raising and information sharing.	Product/service.
	Engage with other land owners or managers to create migration corridors for endangered species.	Product/service.
<b>Sustainable practices</b>	Implementing green technologies and sustainable mining methods can reduce environmental harm (water recycling, and tailings management innovations can reduce pollution and resource depletion).	Resource efficiency.
<b>Water stewardship</b>	Implementing good practices in water management, including the recycling and use of water-efficient technologies, can reduce the water consumption and minimise contamination and depletion of local water sources.	Resource efficiency.

# Prepare



## Responding to material impacts, dependencies risk and opportunities

Following the identification of our nature-related risks and opportunities identified during the Evaluate and Assess phase we will continue to implement actions to “avoid”, “reduce”, “regenerate and restore” and “transform” based on the principle of the mitigation hierarchy in line with the Science-Based Targets for Nature (SBTN) Action Framework (AR3T).

The metrics we monitor and the goals we have set as an organisation relating to biodiversity are directly related to the impacts, dependencies risks and opportunities identified throughout the LEAP process.

Our Biodiversity Policy has been revised in 2024, this document sets out the actions we are taking and the overall strategic themes that guide them. One of our strategic themes is sustainable land use planning, which aims to contribute positively to land use planning in the vicinity of our sites and considers the

land access needs of nearby communities and other stakeholders. This aims to address our impacts on ecosystems and communities near our assets. In addition, we have a commitment to protect critical habitats and develop an understanding of the natural resource and land use needs of the community and other stakeholders in the vicinity of our sites by 2025 or within five years of the commencement of operations.



## Target setting

Our goal is to effectively manage biodiversity across our sites, applying a mitigation hierarchy approach, and minimise, or where possible eliminate, our impacts throughout the life of our assets as well as following their closure. Where we cannot eliminate negative impacts, we aim to mitigate them through conservation and reforestation. We take a multi-stakeholder approach to biodiversity, recognising the importance of leveraging expertise (for example from nearby universities) as well as the benefit of working with the local communities. The metrics and targets outlined in the table below refer specifically to our impacts on land use change and biodiversity and not the wider realms of Nature such as water, soil, other wider nature aspects. We will expand the breath of our targets as we increase our TNFD maturity.

We are guided by our Biodiversity Policy, which includes a commitment to avoid any mining-related activities in areas designated as World Heritage Sites and to achieve No Net Loss of critical habitat, as a minimum, and where opportunities exist, collaborate with others to achieve a net gain of habitat. In addition, actions are defined in our Biodiversity Strategy which outlines seven strategic themes linked to the AR3T Framework, each with a goal, target, objectives, key performance indicators and strategies assigned. These processes and actions are aligned with the goals and targets of the Global Biodiversity Framework (GBF), which aim to conserve and restore biodiversity, ensure the sustainable use and equitable sharing of nature's benefits, and foster transformative change for people and nature.



## Prepare



Kunming–Montreal

**GLOBAL BIODIVERSITY FRAMEWORK**
**Global Biodiversity Framework Targets**

Target	How we are Supporting this
 <b>Target 1: Plan and Manage all Areas To Reduce Biodiversity Loss</b>	<p>In support of this target, we conduct ESIA's for all our projects, and all biodiversity sensitive areas are identified and managed. In addition, land use planning is one of the seven themes of our biodiversity strategy.</p>
 <b>Target 2: Restore 30% of all Degraded Ecosystems</b>	<p>We conduct progressive rehabilitation at our operations. We also have biodiversity conservation areas within the perimeter of our mining operations which enables and supports habitat restoration. In 2025, we will also start including degraded areas outside of our direct control in our host countries which could be restored as well.</p>
 <b>Target 3: Conserve 30% of Land, Waters and Seas</b>	<p>Conservation and protection is one of the seven themes of our biodiversity strategy. We have biodiversity conservation areas within the perimeter of our mining operations at each of our mines, and we also have biodiversity conservation initiatives in Senegal and Côte d'Ivoire, such as the Great Green Wall in Senegal, reforestation projects in Côte d'Ivoire and a partnership with an Ivorian university to build a 40ha arboretum.</p>
 <b>Target 4: Halt Species Extinction, Protect Genetic Diversity, and Manage Human-Wildlife Conflicts</b>	<p>We are implementing Biodiversity Action Plans at our Ity and Sabodala-Massawa mines, which are our two critical habitats. We also have a No Go Zone at our Sabodala-Massawa mine to protect the Western African Chimpanzee.</p>
 <b>Target 5: Ensure Sustainable, Safe and Legal Harvesting and Trade of Wild Species</b>	<p>Hunting is not tolerated on our permit areas. We have partnered with Leadership for Conservation in Africa on a project to support conservation of the Taï National Park in Côte d'Ivoire. This includes providing anti-poaching equipment to the national authorities to assist them protect the park against illegal poaching. We also promote the use of medicinal trees in our revegetation activities, with the ultimate aim of local communities benefitting from these species. The ecosystem approach will be our next step as we have conducted some residual impact assessment on our sites of biodiversity importance and these will serve to define the nature based approach of increasing ecosystem services functionality in our sites.</p>
 <b>Target 6: Reduce the Introduction of Invasive Alien Species by 50% and Minimise Their Impact</b>	<p>Alien Species is one of our key challenges. We implement measures to progressively eliminate them and we do not allow alien species to grow in our rehabilitation areas.</p>
 <b>Target 7: Reduce Pollution to Levels That Are Not Harmful to Biodiversity</b>	<p>We implement Environmental and Social Management Plans (ESMPs) at all our sites. These ESMPs include pollution prevention measures and are regularly audited for compliance to the national standards. We are also ISO 14001 2015 certified.</p>
 <b>Target 8: Minimise the Impacts of Climate Change on Biodiversity and Build Resilience</b>	<p>Climate Change is also one of the seven themes of our biodiversity strategy and we have a number of initiatives underway to reduce our emissions as well as support climate resilience in our host communities, particularly around agricultural projects.</p>

## Prepare



Kunming–Montreal

**GLOBAL BIODIVERSITY FRAMEWORK**
**Global Biodiversity Framework Targets** continued

Target	How we are Supporting this
 <b>Target 9: Manage Wild Species Sustainably To Benefit People</b>	Our commitment to community benefits from nature encompasses both community development and livelihood restoration projects.
 <b>Target 10: Enhance Biodiversity and Sustainability in Agriculture, Aquaculture, Fisheries, and Forestry</b>	Sustainable land use planning is the seven themes of our biodiversity strategy. It includes working with our host communities based on the existing ecosystem services to enhance them with the aims of reducing pressure on the intact and/or no disturbed lands. We also have a fish restocking project at our Ity mine in Côte d'Ivoire to reintroduce endemic fish species to the Cavally River.
 <b>Target 11: Restore, Maintain and Enhance Nature's Contributions to People</b>	Nature-related benefits to the community is another of the seven themes of our biodiversity strategy and encompasses our community development projects and livelihood restoration projects, such as the rice project at our Lafigué mine.
 <b>Target 12: Enhance Green Spaces and Urban Planning for Human Well-Being and Biodiversity</b>	Nature-related benefits to the community is another of the seven themes of our biodiversity strategy. We have partnered with the University of Daloa in Côte d'Ivoire to build a 40ha arboretum which will be available to the local residents as a green recreational space.
 <b>Target 14: Integrate Biodiversity in Decision-Making at Every Level</b>	Our biodiversity governance framework is designed to ensure we take biodiversity aspects into consideration in our decision making process.
 <b>Target 15: Businesses Assess, Disclose and Reduce Biodiversity-Related Risks and Negative Impacts</b>	We are early adopters of TNFD and have published our first TNFD Report for the FY-2024.
 <b>Target 20: Strengthen Capacity-Building, Technology Transfer, and Scientific and Technical Cooperation for Biodiversity</b>	We collaborate with universities on biodiversity preservation projects, including supporting the creation of an arboretum at the University of Daloa in Côte d'Ivoire, which will enhance biodiversity education.
 <b>Target 22: Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for all</b>	Local communities play a key role in our biodiversity conservation projects, with their participation in development, monitoring, and, importantly, decision-making, particularly for conservation efforts outside our operational areas. Their knowledge is also invaluable for local medicinal tree identification.



# Prepare



## Targets to halt and reverse nature loss and improve or maintain the state of nature

Strategic theme	Overall goal	Target	Key Performance Indicators (KPIs)	Related nature DIRO's
<b>Biodiversity Action Plans (BAPS)</b> 	That each BAP will catalyse the progress towards No Net Loss of critical habitat at our sites.	By end of the Life of Mine (LoM), BAPs have been successful in delivering NNL of critical habitat.	Proportion of BAPs that have led to the achievement of NNL of critical habitat.	Impacts on habitats and endangered species.
<b>Net impact on critical habitat</b> 	NNL of critical habitat at all sites.	By end of LoM, sites have achieved NNL of critical habitat.	Net impact on critical habitat.	Impacts on habitats and endangered species.
<b>Sustainable land use planning</b> 	Contribute positively to land use planning in the vicinity of our sites.	By end of LoM, land use plans and sustainable livelihood programmes have been implemented at all sites.	<ul style="list-style-type: none"> <li>Number of land use plans implemented.</li> <li>Number of sustainable livelihood programmes in place among the local communities.</li> </ul>	Impacts on habitats and local communities.
<b>Nature-related benefits to the community</b> 	Impact positively on priority ecosystem services.	By end of LoM, all sites have had a net positive impact on priority ecosystem services.	Net impact on priority ecosystem services ( <i>specific KPIs will be developed according to which ecosystem services are prioritised</i> ).	Impacts on habitats and local communities.
<b>Climate change</b> 	Successfully mitigate the impacts of climate change to our biodiversity management objectives.	By end of LoM, climate change risks to our biodiversity management objectives have been successfully mitigated.	<ul style="list-style-type: none"> <li>Number of sites at which climate change adaptation strategies have been implemented.</li> <li>Net impact of climate change on our biodiversity management objectives (<i>specific KPIs will depend on what biodiversity and which ecosystem services may be impacted by climate change</i>).</li> </ul>	Risk associated with habitat degradation and additional costs.
<b>Investment in conservation</b> 	Contribute positively to the conservation of biodiversity in the regions in which we operate.	By end of LoM, we will demonstrate a positive contribution to the conservation of biodiversity in the regions in which we operate.	Value of biodiversity resulting from our investments.	Opportunities associated with Biodiversity offsetting and research.
<b>Transparent communication</b> 	To turn our local communities and employees into ambassadors or champions for biodiversity.	By end of LoM, our local communities and employees have become ambassadors or champions for biodiversity.	Proportion of BAPs that have led to the achievement of NNL of critical habitat.  Annual publication of our TNFD report.	Risk and opportunities associated with local community support.

\*Biodiversity Action Plans (BAPs), are site-level strategies for the achievement of No Net Loss (NNL) of critical habitat, as defined by the International Finance Corporation (IFC)

# Prepare



## Core global and sector disclosure metrics

Metric no.	Core global indicator	Response
<b>C1.0</b>	Total spatial footprint.	Total surface area managed (ha): 90,715.80. Total disturbed area as at the end of 2024 (ha): 5,799, including 385 ha during the reporting period. Total rehabilitated/restored area in 2024 (ha): 26.
<b>C1.1</b>	Extent of land/freshwater/ocean-use change.	Full information for all of our lease areas is not currently available – we plan to address this in the future. Existing information includes: 200ha conservation area established within the Sabadola mining lease area.
<b>C2.0</b>	Pollutants released to soil split by type.	Quantities of pollutant releases to soil are not currently available. The number of environmental incidents that may lead to pollution events are provided in our annual ESG Data Centre. This available information will be improved in the future if possible.
<b>C2.1</b>	Wastewater discharged (ML).	Water Discharged (ML): 61. Water Diverted (ML): 14,024. Temperature of water not currently available.
<b>C2.2</b>	Waste generation and disposal.	Total Non-Hazardous Waste Generated (tonnes): 5,245. Total Hazardous Waste Generated (tonnes): 11,153. Total Waste Generated (tonnes): 16,398. Total Waste Recycled (tonnes): 14,005. <b>Mineral wastes</b> Total Waste Rock Mined (tonnes) (A): 20,438,558,528. Total Tailings Produced (tonnes) (B): 21,367,981. Total Backfilled (tonnes) (C): 153,447. Total Mine Waste (A+B-C): 117,615,852. % Tailings Recycled: 0%.
<b>C2.3</b>	Plastic Pollution.	Not currently available.
<b>C2.4</b>	Non-GHG air pollutants.	The quantity and type of non-GHG air pollutant emissions are not currently available – this will be improved in the future if possible.
<b>C3.0</b>	Water withdrawal and consumption from areas of water scarcity.	<b>Water withdrawal</b> Total Water Withdrawn (ML): 13,046. Water Withdrawn intensity (ML/oz produced): 0.0118. <b>Water discharged</b> Total Water Discharged (ML): 61. <b>Water consumption</b> Total Water Consumed (ML): 7,013. Water reused and recycled (ML): 19,362.



# Prepare



## Core global and sector disclosure metrics continued

Metric no.	Core global indicator	Response
<b>C3.1</b>	Quantity of high-risk natural commodities sourced from land/ocean/freshwater.	Not currently available – to be reviewed if applicable to our business in the future.
<b>C4.0</b>	Placeholder indicator: measures against unintentional introduction of invasive alien species.	Not currently measured.
<b>C5.0</b>	Placeholder indicator: ecosystem condition. Placeholder indicator: species extinction risk.	Please see Disclosure C1.0 for detailed information on the total area of habitat managed, and restored.
<b>C7.1</b>	Risk.	Value of assets, liabilities, revenue and expenses that are assessed as vulnerable to nature-related transition risks (total and proportion of total): <b>Unable to measure yet due to limitations in data.</b>
<b>C7.2</b>		Value of assets, liabilities, revenue and expenses that are assessed as vulnerable to nature-related physical risks (total and proportion of total): <b>Unable to measure yet due to limitations in data.</b>
<b>C7.3</b>		Description and value of significant fines/penalties received/litigation action in the year due to negative nature-related impacts: <b>None.</b>
<b>C7.3</b>	Opportunity.	Amount of capital expenditure, financing or investment deployed towards nature-related opportunities, by type of opportunity, with reference to a government or regulator green investment taxonomy or third-party industry or NGO taxonomy, where relevant: <b>Unable to measure yet due to limitations in data.</b>
<b>C7.4</b>		Increase and proportion of revenue from products and services producing demonstrable positive impacts on nature with a description of impacts: <b>Unable to measure yet due to limitations in data.</b>
<b>MM.C23.0</b>	Area of sites with plans in place to manage impacts on sensitive locations.	Details on the interactions between our sites and sensitive locations is provided on page 93. All of our mining sites have Biodiversity Actions Plans in place to manage impacts on sensitive locations – 100%.

## Case study

# Planting seeds of knowledge

## THE DALOA UNIVERSITY ARBORETUM

Endeavour recognises the important link between environmental stewardship and education. Through our Foundation, we've partnered with the University of Daloa, near our Ity mine, to create a 40-hectare arboretum – a project designed to protect the environment, enhance education and enrich lives.

This arboretum serves several key purposes: it protects biodiversity by providing a sanctuary for native plant species; it offers invaluable hands-on learning opportunities in botany, ecology, and environmental science for 5,000 students; and it supports the development of 400 teacher-researchers, empowering them to provide expert training and conduct research. Dedicated school outings are also envisaged to inspire children, cultivating environmental awareness from an early age.

Furthermore, the arboretum provides recreational space for 400,000 local residents, offering a place for relaxation, exercise, and connection with nature.

# 40ha

Arboretum created

# \$96,000

Investment

# 3yr

Project





## Case study

# Boosting biodiversity & empowering communities

## THE LAFIGUÉ REFORESTATION INITIATIVE

Building on the success of the Krozialé reforestation project at our Ity mine in 2023, the Endeavour Foundation continued its partnership with the YeS Foundation and SODEFOR (the Ivorian government forestry agency) and launched the Lafigué reforestation initiative during 2024.

Over 600 local youth were mobilised to plant 100,000 trees and plants, contributing to the restoration of 40 hectares of degraded forest. The project utilised indigenous species, including Teak, Jatropha, and Anacardes, promoting the long-term ecological health and resilience of the forest. Building on our previous success, we are confident the trees will have a high survival rate.

Recognising the importance of sustainable livelihoods, the project empowered two women's associations, each from a local village. They received agricultural equipment and seeds to support their farming activities. Furthermore, six hectares of land were allocated to each association for market gardening, providing opportunities for income generation and increased financial independence.

By restoring precious ecosystems, creating jobs, and empowering women, the project has made a significant positive impact on the local environment and community.

**40ha**  
Reforested

**100**  
Women benefitted

**100,000**  
Trees & plants planted





# ETHICAL CONDUCT

## In this section

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**Ethical conduct**

Continued

# Ethical business practices and responsible governance

**Principal risk**

- ❗ Security.
- ❗ Legal and regulatory risk.
- ❗ Cybersecurity risk.

**ANNUAL REPORT**

Click here to view detailed principal risks, pages 58–64

**Materiality****Medium-High**

- Corporate governance.
- Ethics and compliance.
- Responsible supply chain.
- Human rights.
- Socio-economic impacts.

**Medium**

- Industry and policy engagement.

**2024 highlights**

- ✓ Zero substantiated reports of bribery or corruption, human rights or modern slavery abuse.
- ✓ 94% of employees completed human rights training.
- ✓ +940 local stakeholders received human rights awareness training.
- ✓ RGMP compliance for our four established operations and corporate.
- ✓ \$2.2 billion total economic contribution to host countries.

**2025 targets**

- 🎯 Implement Modern Slavery Supplier self-certification assessment questionnaire.
- 🎯 Conduct site observations to identify any potential modern slavery.
- 🎯 Audit effectiveness of our ABC procedures.
- 🎯 Launch Employee Compliance Day.

# Human rights

## How do we manage this topic?

### Human rights

Visit our [ESG Reporting Centre](#) to find out how we manage our human rights, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI – various disclosures
- SASB EM-MM-210
- RGMP 5 Human Rights and Conflict
- UN Global Compact Principle 1 and 2 Human Rights
- VPSHR
- SDG 1 No poverty
- SDG 2 Zero hunger
- SDG 3 Good health and well-being
- SDG 4 Quality education
- SDG 8 Decent work and economic growth
- SDG 10 Reduced inequalities
- SDG 16 Peace, justice and strong institutions



Our ethical business practices are built on a strong commitment to responsible governance. This helps ensure the long-term success of our business while creating value for all our stakeholders.

Endeavour has zero tolerance for human rights violations wherever we operate and we expect the same commitment from our business partners. This extends to any indirect human rights violation complicity, including tacit involvement.

We are committed to respecting, protecting, and supporting the human rights of all individuals affected by our operations and where possible fulfilling these rights. We identify and prioritise the most salient human rights issues that are at the greatest risk of adverse impact through our operations and business relationships: labour, hazardous waste, water, security, resettlement, ASGM, and operational impacts (dust, noise, and vibration).

Understanding the strong connection between human rights and business, we embed human rights considerations across every aspect of our operations. This commitment extends beyond our sites to our business partners and fostering respectful interactions with our host communities.

We have developed a suite of standards that require our stakeholders to comply with Endeavour's policies, including the Human Rights Policy. This policy reinforces our approach to human rights, as informed by international instruments, including the VPSHR, the International Bill of Human Rights, the International Labour Organisation and the OECD Guidelines for Multinational Enterprises. During the year we implemented an employee training programme on our Code of Business Conduct and Ethics for our employees in sensitive positions, which is approximately 50% of our employees. The training included a dedicated section on human rights training and a 94% completion rate was achieved.

Endeavour is committed to using its commercial leverage to eliminate modern slavery and human rights abuses from its supply chain. In 2024, we updated our standard contract template terms and conditions to include a requirement that all suppliers agree to comprehensive audit rights. This commitment reinforces our dedication to responsible sourcing and ethical business practices throughout our supply chain.

During the year, we conducted human rights awareness training within our host communities. We developed a dedicated presentation and trained seven Social Performance Managers on key human rights concepts. Subsequently, these managers facilitated training sessions for more than 940 local stakeholders during the Local Consultation Committees that are held across our sites. The training emphasised the importance of human rights, showcased Endeavour's commitment to upholding these rights, and reinforced our grievance mechanism as a channel for reporting any suspected violations.

In 2025 we will continue the implementation of the second year of our three-year human rights roadmap. This includes conducting a new round of supplier audits to assess their ESG practices and launching an updated human rights standard operating procedure. Alongside the ongoing implementation of the roadmap, we plan to refresh our human rights baseline risk assessment in 2026 to ensure that our approach remains effective in addressing human rights risks.

We are committed to conducting regular internal audits of our human rights programme to ensure strict adherence to internal policies and compliance with relevant laws. Beyond these audits, continuous monitoring is vital to ensure that our human rights practices are not only aligned with our policies but also meet international standards and best practices.



## Modern slavery

Modern slavery is a global concern with long-lasting impacts on affected individuals and communities. Following the UN Guiding Principles on Business and Human Rights, Endeavour is committed to respecting human rights at operations as well as across our entire supply chain. This commitment encompasses proactive measures to prevent, mitigate, and address modern slavery practices identified within our operations and supply chain.

Recognising the heightened global focus on modern slavery and supply chain transparency, Endeavour acknowledges the inherent risks associated with operating in our specific geographies and sector. We understand the potential for indirect involvement in modern slavery practices through our supply chain.

Endeavour has a zero tolerance approach to child labour, forced, compulsory or bonded labour, human trafficking, or any other form of slavery. We are committed to identifying, eliminating and preventing modern slavery and human rights abuses from our operations and supply chain. In 2024, no incidents of modern slavery were identified in our operations or supply chain.

Our zero-tolerance stance on modern slavery is reflected in the rigorous modern slavery clauses embedded in all our contracts. This clause demands a firm commitment from suppliers and their employees to actively combat slavery and human trafficking and ensuring that their entire supply chain remains free from all forms of modern slavery. As part of our standard vendor onboarding process we conduct due diligence utilising a third-party database tool to screen all stakeholders, with the goal of identifying any high-risk stakeholders. Prospective stakeholders

are required to answer a questionnaire that includes questions relating to human rights compliance and the use of forced, coercive or child labour.

We conduct a comprehensive modern slavery training programme for our employees, equipping them with the knowledge to identify signs of modern slavery, report concerns, and adhere to expected ethical standards. The modern slavery training is mandatory and is conducted on an annual basis. In addition, we regularly train our top suppliers on modern slavery and human rights as part of our training on our Supplier Code of Conduct.

We publish an annual [Modern Slavery Statement](#), available on our website, demonstrating our commitment to transparency and ethical sourcing. This comprehensive document details the actions we take to identify and mitigate the risk of modern slavery across our operations and supply chain.

In 2024, we published our first joint statement for the purposes of UK and Canadian legislation, demonstrating the significant evolution of our approach to addressing modern slavery.

In 2025, our primary focus remains on enhancing our strategies to combat modern slavery, particularly at our mine sites in West Africa, including site observations to identify any potential modern slavery. We will also implement a Modern Slavery Supplier Self-Certification for all as part of our modern slavery risk assessment questionnaire, which will be required to high-risk suppliers.



## Anti-bribery & anti-corruption

### How do we manage this topic?

## Anti-bribery & anti-corruption

Visit our [ESG Reporting Centre](#) to find out how we manage our anti-bribery & anti-corruption, including relevant policies, procedures, management practices and systems.

The ESG frameworks and disclosures we follow for this topic are:

- GRI 205
- SASB EM-MM-510
- RGMP 1 Ethical Conduct
- UN Global Compact Principle 10 Anti-Corruption
- SDG 16 Peace, justice and strong institutions



We have zero-tolerance for bribery and corruption, as set out in our Anti-Bribery and Anti-Corruption (ABC) Policy, our Code of Business Conduct and Ethics and our Supplier Code of Conduct. We expect all our directors, executives, employees, contractors, suppliers, and business partners to comply with this policy and our Codes.

We conduct due diligence on all our third parties and we communicate all of our policies to them. A Compliance Certificate signed by the third parties is a mandatory requirement as part of the due diligence process.

Our Compliance Team and the Board Audit and Risk Committee assess the corruption and bribery risk within the business and work to address these risks through policies, procedures, training and guidelines. During the year, our ABC procedures were reviewed and updated to ensure current best practice is applied. We also developed and implemented an Interacting with Public Officials Procedure, designed to ensure that all interactions with public officials are conducted ethically, transparently and in full compliance with applicable law and regulations. This procedure outlines the guidelines for employees in their dealings with public officials, aiming to prevent any conflict of interest, undue influence, or corruption.

Training and awareness are critical components of our compliance programme. Our directors, executives, and employees are required to sign the Compliance Certificate annually and complete the mandatory ABC online training. In 2024, 93% our employees in sensitive positions, completed the ABC training. We also conducted in-person ABC training at all our mine sites and offices (except Abidjan and London, which will take place in 2025). In 2025 we will conduct face-to-face compliance training sessions for all new joiners.

These sessions will cover our policies, procedures, our values and key compliance risks, including how to raise concerns and use our whistleblowing procedure, Endeavour Speak Up.

Our commitment to legal compliance is regularly reinforced through internal control reviews such as internal audit. In 2025, our Internal Audit department will review the effectiveness of our ABC procedures to ensure that the ABC risks are effectively mitigated. We will also work with our Compliance Champions, who are located at each of our sites and offices, to launch a new initiative: 'Employee Compliance Day' to support awareness, training and ultimately compliance with all our policies, procedures and standards. This initiative will be launched during 2025.

### Political engagement

Endeavour does not engage in political lobbying or make any financial contributions to political campaigns, parties, candidates, or affiliated organisations in any of our operating countries. As outlined in our Code of Business Conduct and Ethics, we respect the right of our employees to support political parties or candidates in their personal time, provided these activities do not occur during work hours, use company resources, or involve the representation of Endeavour.

### Endeavour Speak Up & whistleblowing

We are committed to fostering a culture where everyone feels safe and confident raising concerns in a confidential manner. Our policies encourage employee reporting by providing a clear framework for handling grievances and investigations.

We encourage our employees, contractors, suppliers and business partners to report any behaviour that violates our policies, our Code of Business Conduct and Ethics or Company standards, including fraudulent, unethical, or illegal financial activity.

We want everyone to feel supported when speaking up. They can report issues anonymously without fear of dismissal, disciplinary action or retaliation of any kind. We do not tolerate retaliation against anyone who reports suspected unethical or illegal conduct.

The Endeavour Speak Up channel, our 24/7 independent, anonymous, and confidential bilingual whistleblowing hotline, provides multiple reporting options: toll-free phone, email, and a dedicated third-party website. This channel is readily accessible to employees, contractors, and business partners.

To maximise awareness, we actively promote Endeavour Speak Up through various platforms, including our Company policies (e.g. Code of Business Conduct, Supplier Code of Conduct), the intranet, website, and community grievance mechanisms, as well as bilingual posters and wallet cards featuring the hotline contact information in key work areas and for employee distribution.

We take all concerns seriously and handle them promptly. Whistleblower submissions are reported quarterly to the Board Audit and Risk Committee, which also receives and reviews reports on the investigation and resolution of complaints raised through the whistleblower channel. Alongside the Chair of the Audit and Risk Committee, the compliance department reviews the details of any submission and will determine how the reported breaches will be handled and investigated, and to whom it will be assigned.

In 2024, we received 47 whistleblower reports of alleged violations. None of these reports involved allegations of bribery or corruption. The areas with the highest number of reports were harassment (43%), employee relations (22%), and safety concerns (15%). Following our investigations, there were two substantiated cases of violations of our Code of Conduct which led to two employment contracts being terminated.



## Our security practices

The security of our people and our assets is paramount and a cornerstone of our Zero Harm philosophy. Our dedicated security teams play an essential role in ensuring a safe and secure operating environment. We continuously assess and adapt our security measures to proactively mitigate potential threats and effectively protect our workers, mines, and exploration sites.

Endeavour's Board is ultimately responsible for the Company's overall governance, including security, and is supported by the Audit and Risk, and ESG Board Committees. The Board receives a quarterly update on security matters, which would include any potential human rights abuses.

Our EVP for Public Affairs, Security and Social Performance is responsible for security, while the SVP Security leads the Group's security strategy and manages the regional security team and oversees the security departments at each site, including exploration. At the national level, our Country Security Managers regularly engage and liaise with government and national security authorities. At the site level, the mine's General Manager oversees our site security teams, which include vetted private security contractors. Our security department also plays an integral role in managing incursions by ASGM onto our properties (see further detail on page 61).

We share and communicate our security arrangements with our local communities, working alongside our social performance teams. Our host communities have access to a grievance mechanism to report any suspected breaches of human rights.

In 2024, we had 172 Endeavour employees in our security department, supported by 1,853 security contractors and 431 gendarmes and military personnel.

No significant security-related incidents were reported during the year and we did not receive any security-related grievances.

During 2024, we completed external security audits across all our sites on security management, industrial security, gold circuit security and respect of human rights.

The audits did not raise any serious red flags but highlighted several areas for improvement. An action plan has been developed to address these in the coming year. We also continued to progress work towards achieving ISO 28000 certification, which we hope to receive by the end of 2025.

As outlined in our Human Rights Policy, our security practices must uphold our approach to human rights, while ensuring the safety and security of our people, assets and property. It is important for us to ensure that our security personnel's conduct is appropriate towards third parties, and we regularly train all our security employees and private contractors on Endeavour's Human Rights Policy and procedures.

We are Engaged Members of the [Voluntary Principles on Security and Human Rights](#) (VPSHR), and the VPSHR programme is integrated into our Security Management System and associated various operational standards. Implementation of the VPSHR is under the responsibility of our Group Security Manager, who is supported by a regional VPSHR training

manager. We train all our security employees on the VPSHR. In addition, all our externally vetted private security contractors have been trained on the VPSHR, as part of their contractual obligations.

The national gendarmes, police or military forces present at our mines are accountable to their national chain of command and operate with our security personnel through a mechanism of Memorandums of Understanding. These include a commitment to following the VPSHR.

In November 2024 we submitted our VPSHR Implementation Report, the final step towards becoming full members, which we hope will be confirmed during 2025. We also trained 81% of selected Endeavour employees and 76% of security personnel on the VPSHR during the year.

In 2025, we will integrate VPSHR training into our annual internal security audit. This will be supplemented by a toolkit on the five-step use of force continuum to reinforce our operating standards. To enhance security personnel and private security contractors' understanding of human rights and potential abuses, we will publish a dedicated human rights booklet. This booklet will include a comprehensive explanation of the VPSHR, alongside Endeavour's policies, procedures, and commitments to human rights.



### VPSHR commitment

On 3 October, 2024, Endeavour, in collaboration with the Burkina Faso Chamber of Mines, convened a roundtable discussion at Houndé to delve into the implementation of the VPSHR. This gathering brought together key stakeholders to explore conflict resolution strategies, share best practices, and integrate the VPSHR into operational procedures. This initiative built upon a previous meeting held in June and signified a crucial step towards ensuring the protection of human rights and the security of operations.

The VPSHR is a global framework designed to safeguard the rights of local communities in resource-rich areas while maintaining operational security. These principles provide guidance on best practices for collaboration with security forces, both public and private. By adhering to the VPSHR, companies can mitigate the risk of human rights abuses and effectively manage security risks around mining sites. Our commitment to the VPSHR demonstrates our dedication to fostering positive relationships with local communities and promoting a secure operating environment.

## Corporate governance

Strong corporate governance, built on positive relationships with stakeholders and clear policies, standards, processes, and responsibilities, is essential for risk management, ethical conduct, and guiding Endeavour's strategy and operations.

Corporate Governance was identified as a medium-high material topic during our 2024 Double Materiality Assessment. As a company listed on the London and Toronto Stock Exchanges, Endeavour is obliged to comply with among other legislation, the UK Corporate Governance Code, the UK Companies Act 2006 and the TSX Company Manual.

Our experienced and skilled Board has ultimate responsibility for overseeing the Group's ESG strategy, priorities, and performance, ensuring that management is held accountable. The Board's Environmental, Social, and Governance Committee (ESG Committee) supports the Board in these duties.



### RELATED DISCLOSURES

For further information and related disclosures, please refer to the Governance section in our 2024 Annual Report

This structured approach ensures accountability and provides a framework for addressing these strategically important issues across our entire business.

Management considered the changes to the risk management and internal control requirements introduced by the UK Corporate Governance Code 2024 version, (effective from 1 January 2026), to be an opportunity to refresh and enhance Endeavour's existing Enterprise-wide Risk management process and controls.

With support from an external consultancy firm, we have created a risk and control matrix, which identifies the material financial, operational, reporting, compliance and other risks and controls across all our main business processes. This outcome was achieved by undertaking an extensive series of risk and

control workshops, involving a mix of financial, operational, reporting and compliance staff from across the business and from all levels of seniority. We also performed a "deep dive" on the more complex processes, to ensure all risks were fully covered.

A project is underway to ensure we have the necessary procedures in place to comply with the Economic Crime and Transparency Act 2023, in accordance with the guidance to organisations on the offence of failure to prevent fraud, published by the UK Government.



### CORPORATE GOVERNANCE

Click here to read more about our Board of Directors, Board Committee Charters and other governance practices





## Transparent payments to government & our economic contribution

As a significant economic contributor in West Africa, we are transparent about our tax and broader economic contributions to our host countries. We believe it is crucial for our stakeholders to understand that our tax contributions are integral to our broader socio-economic impact and play a vital role in the development of our host countries.

Every year we report on our tax and royalty payments on a country and project basis as required under the Canadian [Extractive Sector Transparency Measures Act](#) (ESTMA) and we publish a bi-lingual [Tax and Economic Contribution Report](#), which we present to the authorities in our host countries. Both of these reports are available at our [ESG Reporting Suite](#).

In 2024, we generated \$2.7 billion in revenue from gold sales (by-product sales of silver accounted for \$13.9 million). We paid \$716 million to host governments in the form of taxes, royalties and dividends, \$240 million in employee wages, salaries and benefits, \$835 million in operating expenses, \$14 million in social and community investments and \$8 million in royalties to third parties. In total, Endeavour distributed \$908 million in economic value.

### Direct economic value generated and distributed

\$m	2022	2023	2024
<b>Direct Economic Value Generated (A)</b>	<b>2,508</b>	<b>2,601</b>	<b>2,683</b>
Gold revenue	2,508	2,315	2,677
Revenue from sale of assets	–	285	8
<b>Economic Value Distributed (B)</b>	<b>1,475</b>	<b>1,684</b>	<b>1,775</b>
Operating costs (excluding employee costs)	688	769	835
Gross employee wages and benefits (including payroll taxes)	224	229	240
<b>Payments to Governments</b>			716
Côte d'Ivoire	84	195	288
Burkina Faso	314	246	240
Senegal	133	216	211
Mali	2	2	
Community investments and donations*	23	21	14
Other (royalties paid to third parties)	5	6	8
<b>Economic Value Retained (C) = (A) – (B)</b>	<b>1,033</b>	<b>917</b>	<b>908</b>

Notes: Please note that the basis for preparation and disclosure of this information may differ from methodologies used by Endeavour for other purposes, such as our ESTMA report.

\* This represents Local Mining Development Fund contributions only

### Responsible tax practices

We recognise that the taxes we pay play a vital role in supporting the development and growth of our host countries and their economies. We support the promotion of responsible tax practices, tax transparency and engagement on broader tax policy issues.

Guiding Endeavour's approach to tax is our [Group Tax Strategy](#), which is published annually on our website, supported by our [Code of Business Conduct and Ethics](#). The Code confirms our commitment to comply with all applicable tax laws, rules and regulations in the jurisdictions in which the Group operates, and includes clear guidance to our employees on what is unethical or unlawful behaviour relating to tax.

The Board has ultimate responsibility for the Group's tax practices, with oversight on how tax risks are monitored and the appropriate controls in place to manage the risks. Endeavour's Chief Financial Officer is responsible for tax matters, while the Group's Tax Team manages tax risks and ensures that appropriate processes and systems are in place for identifying, evaluating, and monitoring tax risk.

We report annually, via our [Tax and Economic Contribution Report](#), on how we manage tax as part of the Group's overall commercial activities and our report is aligned to the relevant requirements of GRI 207 and the RGMP principles, notably Principle 1.5.

## Responsible supply chain

### Supplier expectations: promoting ethical and sustainable practices

Endeavour has a Supplier Code of Conduct which is available in local languages, and includes clear expectations on compliance, whistleblowing, health and safety, human and labour rights, environmental protection, anti-bribery and corruption, sustainability and community. Our approach to contributing to a responsible supply chain is grounded in the principles of long-term partnership with open and transparent engagement, fair competition and ethical behaviour. We believe this creates a shared foundation that fosters trust and collaboration, driving success for us as well as the businesses we work with.

We expect our suppliers and contractors to maintain the same high standards we set for ourselves. For example, our suppliers are expected to implement safety management systems and provide appropriate training, resources and personal protection equipment to ensure occupational hazards are minimised. Suppliers are expected to follow our 10 Golden Rules (see further details on page 28) and comply with Endeavour's Health and Safety Policy.

We expect suppliers to respect workers' rights fair remuneration and work time, amongst other fundamental rights, by complying with applicable labour legislations. They are also expected to comply with Endeavour's Anti-bribery and Anti-corruption Policy and the relevant provisions in supply contracts.

Alongside our Supplier Code of Conduct, we incorporate a modern slavery clause into all our contracts, requiring suppliers and their employees to actively combat slavery and human trafficking, ensuring that their entire supply chain is free from any form of modern

slavery. Compliance is closely monitored and decisive action against any violations is taken (see further details on page 109).

Endeavour's commitment to ethical procurement is demonstrated by our continued maintenance of the CIPS Corporate Ethics Mark. We also progressed towards ISO 28000 certification and achieved certification for the OECD Due Diligence for Responsible Business Conduct.

### Engaging with our suppliers and capacity building

Effective supplier engagement is fundamental to participating in a responsible supply chain and we are continuously looking to improve our practices to ensure we understand our impacts as well as those throughout our value chain.

We held a series of online training workshops across key departments within the Group in 2024 to emphasise governance and ethical considerations as part of our procurement and contracting processes.

In 2024, we formalised our approach to recording supplier meetings and are now increasing the frequency of engagements.

We distribute the Supplier Code of Conduct to all our suppliers before they commence work and distribute updated versions of the Code as needed. Ensuring that our suppliers maintain a good level of awareness around the expectations is crucial and we therefore complement this through additional communications channels such as local radio stations. To further support our approach, we have an e-learning module for the Supplier Code of Conduct.

We also have 'local content champions' across the Group whose mission it is to forge strong partnerships with local suppliers, empowering them to seize business opportunities we are able to offer. This involves informing local suppliers about market opportunities and identifying opportunities to provide new suppliers with support through training.

During 2024, we implemented capacity-building sessions and training on the Supplier Code of Conduct for our suppliers aimed at further encouraging compliance and fostering a shared understanding of the principles underpinning ethical and responsible business practices.

In order to further strengthen our engagement with suppliers on environmental impact and performance, as well as to contribute to our Scope 3 reporting practices, we launched the Sustainable Supplier Programme for our top suppliers by spend. We contacted our top 40 suppliers in 2024 to understand more about their carbon emissions and the plans they have in place. We will continue our engagement with them throughout 2025. You can read further information about our Scope 3 in our TCFD Report, page 86, which is in our 2024 Annual Report.

To continue to drive improvements, foster strong partnerships and celebrate success in our supply chain, we host an awards ceremony every year to recognise outstanding suppliers whose performance has consistently outperformed even against our high standards. We rate our suppliers on both qualitative and quantitative criteria, across a wide range of categories including safety performance, ESG and local content as well as 'best community supplier'.

### Due diligence and monitoring

We assess the maturity of supplier ESG programmes and initiatives to gain a comprehensive understanding of practices across the supply chain. This is done through an external questionnaire sent to suppliers, covering key areas related to environmental, social, and governance practices. It enquires about, among other things, overall ESG maturity, ESG training, the existence of an environmental policy, compliance with environmental permits, waste management, and GHG emissions monitoring.

Following the pilot process in 2023, we progressed to communicate in 2024, which aimed to assess how suppliers apply our values and adhere to the Supplier Code of Conduct, particularly with regards to human rights.



## Product stewardship

Our gold is produced in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches in international humanitarian law. Every year we publish an externally assured [Conflict Free Gold Standard Report](#), in accordance with RGMP 5.4.

We produce traceable gold doré bars, which are refined into London Good Delivery gold by an accredited [London Bullion Market Association](#) (LBMA) refiner. In 2024, our refining contract was with Metalor Technologies, a Swiss-based refiner of precious metals, a certified member of the LBMA and the Responsible Jewellery Council, and a Fairtrade Certified Trader. We do not purchase gold from other producers, artisanal or small-scale miners.

Endeavour is not tied to any particular customer to enable us to obtain the best available terms for gold sales, depending on global gold market conditions. We sell our refined gold to downstream users, predominantly in the banking, jewellery, electronics and medical equipment sectors. Offtake arrangements are provided primarily by StoneX, a member of the LBMA.

We are also members of the [Single Mine Origin](#) (SMO) gold certification initiative, which offers fully traceable and responsibly sourced gold. It also provides consumers with a QR code so they can trace their gold's origins and discover the positive environmental and social impacts of their purchase. In 2024, our Sabodala-Massawa mine joined SMO, alongside our Ity mine.

Already a significant player in sourcing responsibly mined gold for the jewellery sector, during the year, SMO launched the SMO Physical Gold ETC in partnership with Tabula Investment Management Limited. The fund offers an alternative gold investment option that only sources gold from mines adhering to international best practice and openly sharing their ESG data.

### Increasing transparency along the gold value chain

As Endeavour advances on its traceability journey, so too does the wider gold industry.

Since 2022 the World Gold Council and LBMA have been working to develop and implement an international system of gold bar integrity across the gold value chain. Following an initial industry pilot programme, in 2024, we partnered with aXedras, a digital platform that aims to register and track the global ecosystem of gold bars, capturing the provenance and full transaction history of each bar from mine to end user. The programme expects to align the global gold market with financial best practice and in doing so, increase confidence among investors, traders and consumers in gold as an asset class. The gold bar integrity programme complements our partnership with the SMO initiative.

## Industry & policy engagement

We belong to a number of industry associations which support our overall objective – to be a responsible miner. Our membership of these industry associations is on condition that their lobbying activities comply with relevant laws, regulations, and international norms and support the Paris Agreement and nature conservation efforts.

We are members of the [World Gold Council](#), the market development organisation for the gold industry whose purpose is to stimulate and sustain demand for gold and provide industry leadership, including active engagement with ESG topics and responsible gold mining. The council is funded by its members. We are also active members of the Chamber of Mines in each of our countries of operation. You can read more about our engagement activities during the year on page 110.

We are a supporting member of the Extractive [Industries Transparency Initiative](#) (EITI), and all our host countries are members too.

### Lobbying

As noted on page 19, Endeavour does not engage in political lobbying, and takes industry lobbying seriously, ensuring we follow strict procedures to ensure it is carried out in a way that is ethically responsible. We have implemented an "Interacting with Public Officials Procedure" that specifically covers lobbying activities. This procedure ensures that all lobbying is conducted in compliance with relevant laws, regulations, and our Company values.

Every lobbying activity is carefully reviewed to make sure it aligns with our goals and promotes responsible business practices. We strive to ensure that all individuals involved in lobbying are trained and understand the importance of following these guidelines. This approach helps us maintain trust and ensures we advocate for policies that support positive change and sustainable growth.

# Cybersecurity & information technology

Endeavour recognises that cybersecurity constitutes an important risk to our business, necessitating unwavering vigilance against an increasingly sophisticated threat landscape. Endeavour believes that transparent disclosure regarding its cybersecurity posture is essential for maintaining stakeholder confidence and trust.

## Governance and oversight

The Board of Directors oversees cybersecurity, in accordance with the Audit and Risk Committee Charter. The Chief Financial Officer assumes overall accountability for cyber and information security, supported by the Chief Information Officer and a dedicated Information and Cyber Security Committee. This Committee provides strategic direction and oversight for Endeavour's comprehensive security programme, encompassing risk assessment, mitigation strategies, and the execution of the established security roadmap.

More broadly, governance for information technology (IT) is managed by the IT Steering Group. Its purpose is to promote and support the effective use of technology across the organisation and provide alignment between IT and business strategy. It is accountable for IT decisions in critical areas such as investments, projects, cyber security, risk, services, infrastructure, operations data and finally value generation. This will help achieve IT and business goals, support a more transparent and faster decision-making process, and improve decisions while ensuring IT initiatives remain aligned with organisational goals. The Group reviews the annual IT Strategy prior to approval by Endeavour's Executive Committee.

## 2024 progress and achievements

2024 marked a period of substantial advancement in strengthening Endeavour's cybersecurity defences. Following a rigorous risk assessment grounded in the NIST framework, the Company successfully implemented 12 key initiatives, surpassing its initial objectives. These initiatives were strategically designed to fortify defences across critical domains, including device security, identity management, data protection, application security, and operational security. Notably, Endeavour developed and rigorously tested a new Cybersecurity Incident Response Plan, incorporating scenario-specific workbooks to enhance preparedness. We typically test our incident response throughout the year, running specific scenarios once or twice based on our team's capacity.

Endeavour's proactive investments in cutting-edge cybersecurity technologies have yielded commendable results. Endeavour maintained a robust security record throughout 2024, with no critical security incidents. This achievement underscores the effectiveness of the Endeavour cybersecurity strategy in mitigating risks and safeguarding critical assets.

With regards to training, we conducted a group-wide assessment at the beginning of each year, which contributes to our selection of subjects on which to focus during the year and this is supported by monthly awareness campaigns.

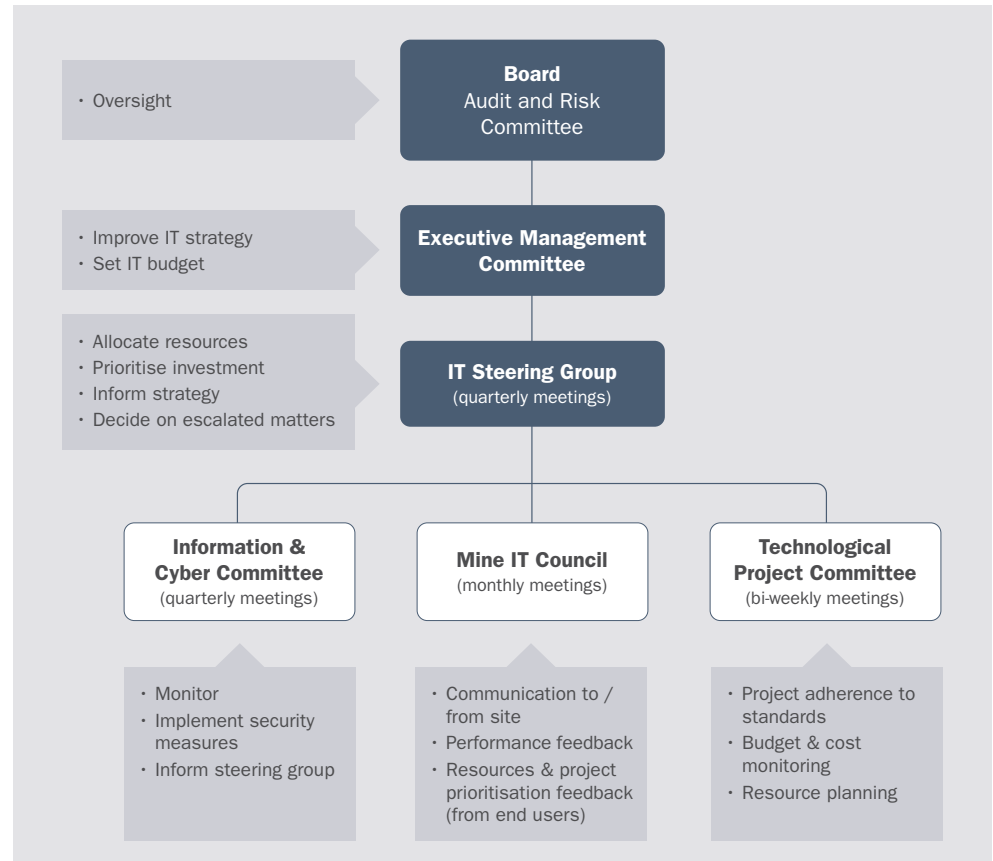
In addition, one of the topics our Board focused on this year was cybersecurity risk and the Audit and Risk Committee took part in an in depth session on the Company's exposure to and mitigation of this risk, which was reported back to the Board. The whole Board also took part in an externally facilitated training session on cybersecurity, whereby they were able to increase their knowledge in this area.

## Priorities for 2025

Building upon the foundation established in 2024, Endeavour will prioritise enhancing data protection mechanisms, continue strengthening controls around devices and user access, ensuring the resilience and availability of critical data, fortifying the security of third-party relationships and applications, proactively addressing external threats, and cultivating a culture of security awareness and robust governance practices. These strategic priorities will further enhance Endeavour's cybersecurity

posture and enable the Company to effectively navigate the dynamic threat landscape.

Endeavour remains committed to continuous improvement and will regularly review and adapt its cybersecurity programme to maintain a proactive stance against emerging threats.





# Independent assurance statement

## Statement on independent assurance of the Endeavour Mining 2024 sustainability report.

### To the Governance Board and Stakeholders of Endeavour Mining

Environmental & Sustainability Solutions (ESS) was commissioned by Endeavour Mining to provide independent third party assurance on selected sustainability information in its 2024 Sustainability Report (SR), covering the period 1 January to 31 December 2024. The assurance team comprised of Mr Seakle Godschalk and Dr Maryna Möhr, executive directors of ESS.

### Responsibilities of Endeavour Mining and ESS

Endeavour Mining was responsible for collating data and preparing the SR. ESS was responsible for providing independent assurance on selected sustainability information in the SR.

### Assurance objectives

The assurance was performed to meet the requirements of an AA1000AS Type 2 (moderate level) assurance. The objective of the assurance engagement was to provide Endeavour Mining's board and stakeholders with independent third party assurance on whether the sustainability information contained in the SR reflects adherence to the AccountAbility principles of Inclusivity, Materiality, Responsiveness, and

Impact, whether the SR meets the requirements of a GRI Standards (In Accordance) report, and whether the identified sustainability information in the report is a fair representation of the performance of Endeavour Mining.

### Scope of work performed

The scope of the assurance engagement included the following aspects:

- Adherence to the AccountAbility principles of Inclusivity, Materiality, Responsiveness and Impact.
- Requirements for a GRI Standards In Accordance report.
- The following sustainability information (relating to the GRI Sustainability Reporting Standards and/or the Sustainability Accounting Standards Board (SASB) Metals and Mining Standard):
  - Grievances received from communities.
  - Direct economic value generated and distributed.
  - Proportion of spending on local suppliers.
  - Communication and training about anti-corruption policies and procedures.
  - Energy consumption and energy intensity within the organisation.
  - Scope 1 and 2 GHG emissions and GHG emissions intensity.
  - Occupational health and safety management system.

- Hazard identification, risk assessment, and incident investigation.
- Occupational health services.
- Worker participation, consultation, and communication on occupational health and safety.
- Worker training on occupational health and safety.
- Promotion of worker health.
- Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.
- Workers covered by an occupational health and safety management system.
- Work-related injuries.
- Security personnel trained in human rights policies or procedures.
- Production of metal ores.
- Total number of employees and contractors.
- Compliance with water related permits.
- Total weight of tailings waste.
- Minerals processing waste.
- Number of tailings impoundments.
- Description of environmental management policies and practices for active sites.
- Percentage of proved and probable reserves in or near sites with protected status or endangered species habitat.

- Percentage of proved and probable reserves in or near areas of conflict.
- Percentage of proved and probable reserves in or near indigenous land.
- Engagement processes regarding human rights and indigenous rights.
- Process to manage risks regarding community rights and interests.
- Number and duration of non-technical delays linked to community relations.
- Percentage of workforce covered by collective bargaining agreements.
- Number and duration of strikes and lockouts.

The scope of the engagement also included expressing an opinion (not assurance) on Reporting against the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

### Accountability AA1000AS (2020) v3

This assurance engagement has been conducted in accordance with the AA1000AS (2020) v3 assurance standard.

## Independent assurance statement

Continued

### Criteria used

The AA1000APS (2018) standard was used for assessing adherence to the four AccountAbility Principles. The relevant GRI Sustainability Reporting Standards were used for assessing the GRI related disclosures. GRI Standard 14 Mining Sector (2024) was used for assurance of additional mining related disclosures. The SASB Metals and Mining Sustainability Accounting Standard was used for assurance of the relevant SASB related disclosures.

The Final Report of the TCFD was used for reviewing the reporting on climate-related financial disclosures.

### Assurance methodology

Our approach to this assurance engagement included the following:

- Written feedback from Sabodala-Massawa mine regarding the implementation of the AccountAbility Principles.
- Online interviews with relevant subject matter experts in the company at corporate level regarding the recording and collation of data.
- Interviews with relevant subject matter experts at Mana mine regarding the recording and collation of data during a site visit.
- Review of extensive documentation and other evidence relating to the identified information.
- Review of documentation underlying subject matter included in the assurance engagement.
- Extensive testing of selected calculations.
- Review of the relevant information in the SR, ESG data centre, policies and associated fact sheets that are hyperlinked to the report.
- Overall review of the SR in terms of the AccountAbility Principles and the GRI Requirements for In Accordance reporting.

### Limitations

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

### Independence and competencies

ESS was not involved in the development or writing of the SR. 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 EDV 2024 Conflict Free Gold Report and the EDV 2024 Annual Report on the implementation of the Responsible Gold Mining Principles. Therefore, ESS's ability to conduct independent assurance on the SR was not compromised.

ESS is an AccountAbility licensed sustainability assurance provider since 2010. Furthermore, ESS and its directors are certified training providers on sustainability reporting by the Global Reporting Initiative (GRI). They have extensive experience relating to sustainability reporting and sustainability assurance in Africa since 2007, including in South Africa, Zambia, Mauritania, Zimbabwe, Nigeria, Mali, Kenya, the Democratic Republic of the Congo, Ivory Coast, Senegal, Burkina Faso, Botswana, Mozambique, Lesotho, Eswatini and Ghana.

### 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 sustainability performance during the reporting period.

- That Endeavour Mining's 2024 Sustainability Report has been prepared in accordance with the requirements of an GRI In Accordance Report.
- We are satisfied that Endeavour Mining's 2024 Sustainability Report and associated fact sheets and ESG data centre present a balanced and comprehensive account of the sustainability performance of Endeavour Mining in respect of the information included in the scope of this assurance engagement, as indicated above.

### Expression of opinion

In addition, we find that Endeavour's reporting on climate-related financial disclosures is in line with the recommendations of the TCFD.



**Seakle K.B. Godschalk**

Environmental & Sustainability Solutions  
Pretoria, South Africa  
4 March 2025



**AA1000**  
Licensed Report  
000-40/V3-R5ZJQ



# ANNEXES

## In this section

- 120 Responsible Gold Mining Principles
- 123 Local Procurement Reporting Mechanism
- 125 Material topic definitions





# Annual report on the implementation of the Responsible Gold Mining Principles



## RESPONSIBLE GOLD MINING PRINCIPLES

The [Responsible Gold Mining Principles](#) (RGMPs), established by the [World Gold Council](#), provide a comprehensive framework for responsible gold mining. Developed through extensive stakeholder consultation, the RGMPs outlines clear expectations for consumers, investors, and the entire gold supply chain, defining what constitutes responsible gold mining practices. Adherence to the RGMPs is a mandatory requirement for all members of the World Gold Council, with members publicly disclosing an annual independent assurance statement on their RGMP conformance at both site and corporate levels.

We are pleased to confirm that we have received external assurance for our conformance with the RGMPs for FY-2024 for our four established operations and corporate, there were no non-conformances at our operations. Endeavour engaged the services of an assurance provider Environmental & Sustainability Solutions CC, and its Independent Assurance Report can be viewed on page 122.

The boundary for RGMP implementation for 2024 includes Endeavour's mining operations, the Houndé and Mana mines in Burkina Faso, the Ity mine in Côte d'Ivoire and the Sabodala-Massawa mine in Senegal. Development, exploration and construction projects have been excluded. The Company does not operate joint ventures. This is consistent with the reporting boundaries that we publicly disclose in our Sustainability Report (see page 20).

For our new mine, Lafigué, which achieved commercial production in Q3-2024, we have three years to comply with the RGMPs. We will conduct a GAP assessment during 2025 and aim to achieve conformance within the timeframe.



**Responsible gold mining principles**

Continued

	Principle	Corporate	Ity	Houndé	Mana	Sabodala-Massawa		Principle	Corporate	Ity	Houndé	Mana	Sabodala-Massawa		Principle	Corporate	Ity	Houndé	Mana	Sabodala-Massawa	
<b>Principle 1: Ethical conduct</b>	1.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Principle 5: Human rights and conflict</b>	5.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Principle 8: Environmental stewardship</b>	8.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	1.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		5.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		8.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	1.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		5.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		8.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	1.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		5.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		8.4	N/A					
	1.5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<b>Principle 6: Labour rights</b>	6.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	8.5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1.6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			6.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Principle 9: Biodiversity, land use and mine closure</b>	9.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	1.7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			6.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		9.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Principle 2: Understanding our impact</b>	2.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	9.3	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	2.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6.5	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	9.4	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	2.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6.6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Principle 10: Water, energy and climate change</b>	10.1	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>		
	2.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6.7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		10.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	2.5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Principle 7: Working with communities</b>	7.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	10.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
<b>Principle 3: Supply chain</b>	3.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	10.4	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>		
	3.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
	3.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
<b>Principle 4: Safety and health</b>	4.1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
	4.2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
	4.3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								
	4.4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		7.8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>								

Recommendations	Action
① The establishment of the Diversity Steering Committee should be completed.	Implemented in 2024.
② Following the completion of the water balances, water management plans should be developed for each operation.	In development.
③ An Energy and Emissions Management Plan should be developed for each operation.	To be actioned in 2025.

Compliance with sub-principle       Partial compliance with sub-principle       Non-compliance with sub-principle

# Independent assurance statement

## Statement on independent assurance of the Endeavour Mining 2024 annual report on the implementation of the responsible gold mining principles (RGMPs)

### 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 2024 Annual Report on the implementation of the Responsible Gold Mining Principles (RGMPs), covering the period 1 January to 31 December 2024. 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 2024 Annual Report on the implementation of the Responsible Gold Mining Principles (RGMPs) covering the period 1 January to 31 December 2024.

### Responsibilities of Endeavour Mining and ESS

EDV was responsible for preparing and presenting the Annual RGMP Report in accordance with the Responsible Gold Mining Principles.

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

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

This report has been prepared for EDV for the purpose of assisting the directors in determining whether EDV has complied with the requirements of the RGMPs. 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.

### Moderate assurance procedures performed

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 and detailed feedback received from the relevant leads at corporate level.
- A site visit to the Mana Mine in Burkina Faso.
- Interviews with and detailed feedback received from the relevant managers at Mana mine on the implementation of all aspects of the RGMPs at mine level.
- Review of availability and relevance of policies and procedures.

- Review of the governance structure in place to ensure compliance with the RGMPs.
- Review of online training material on a variety of RGMP related topics.
- Review of extensive supporting evidence and documentation.
- Review of the final draft of the 2024 Annual RGMP Report to ensure consistency with our findings.

### Independence and Competencies

ESS was not involved in the preparation or presentation of the Annual RGMP Report. ESS has not undertaken any other commissions for EDV, other than those referred to in this statement, in the reporting period, except for assurance of the 2024 Endeavour Mining Sustainability Report and assurance of the 2024 Endeavour Mining Conflict Free Gold Report. Therefore, ESS's ability to conduct independent assurance on the RGMP Annual 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 implementation of the Responsible Gold Mining Principles during the reporting period.
- We believe that EDV's Annual RGMP Report for the period ended 31 December 2024, has in all respects been prepared and presented in accordance with the requirements of the Responsible Gold Mining Principles.



### Seakle K.B. Godschalk

Environmental & Sustainability Solutions  
Pretoria, South Africa  
4 March 2025



**AA1000**  
Licensed Report  
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## Local Procurement Reporting Mechanism (LPRM)

Endeavour reports in accordance with the Mining Local Procurement Reporting Mechanism (LPRM), a set of disclosures that provide relevant information on our local procurement activities.

LPRM 100: Context for Local Procurement Disclosures		Disclosure			
<b>Mining Company Name</b>	Endeavour Mining plc				
<b>Reporting Period</b>	January – December 2024				
	Burkina Faso		Ivory Coast		Senegal
	Mana Mine	Houndé Mine	Ity Mine	Lafigué Mine	Sabodala-Massawa Mine
<b>Stage of the asset, including any significant expansion development underway</b>	Underground and Open Pit Operation	Open Pit Operation	Open Pit Operation	Open Pit Project	Open Pit Operation
<b>Estimated year of mine closure (if producing) or estimated mine-life for a mine under development (if not producing)</b>	6 years	10 years	11 years	13 years	15 years
<b>Average number of workers on the mine site at once during the reporting period</b>	475 employees 1,976 total workforce	1,363 employees 2,664 total workforce	810 employees 3,019 total workforce	336 employees 1,890 total workforce	1,300 employees 2,719 total workforce
LPRM 200: Procurement Systems		Disclosure			
<b>LPRM-201: Policy on local suppliers</b>	Burkina Faso		Ivory Coast		Senegal
	Mana Mine	Houndé Mine	Ity Mine	Lafigué Project	Sabodala-Massawa Mine
Endeavour has been implementing a comprehensive local content policy since 2019, supported by a local procurement strategy and annual targets. For 2024 the target of 80% local procurement was accomplished. See 2024 Endeavour Mining plc Sustainability Report (pages 4–5, 62–64 and 114.). Endeavour also has a Supply Chain Management Fact Sheet, available on the website here: <a href="http://www.endeavourmining.com/esg/esg-reporting">www.endeavourmining.com/esg/esg-reporting</a> .					
<b>LPRM-202: Accountability on local suppliers</b>	The Supply Chain Department is in charge of building and implementing site-specific local procurement plans.				
<b>LPRM-203: Major contractors and local suppliers</b>					
<b>LPRM-204: Procurement process</b>	LPRM-204A	<a href="#">Procurement specific contact information is available in the Contact tab within the Endeavour Mining website.</a>			
	LPRM-204B	Endeavour have a database that categorise suppliers into local, national, and international. Further details can be found 2022 Endeavour Mining plc Sustainability Report (page 53).			
	LPRM-204C	Endeavour's website has a dedicated supplier page, which displays a number of key documents, including the Purchase Order General Conditions and the Supplier Code of Conduct Handbook, which establish the requirements that suppliers must adhere to in order to be considered by Endeavour as a potential supplier.			
	LPRM-204D	A pivotal part of Endeavour's local procurement strategy revolves around empowering and developing local businesses, understanding that the Company must go beyond buying locally and commit to building the capacities of its local suppliers. The Company provides training programmes and workshops that go beyond sales skills and include health, safety and environment standards, as well as legal requirements. Endeavour has partnered with regional financial institutions to invest up to \$125 million in training supplier development efforts. See 2023 Endeavour Mining plc Sustainability Report (pages 70-73) and 2024 Sustainability Report (page 63).			

## Local procurement reporting mechanism

Continued

LPRM 300: Local Procurement Spending By Category		Disclosure				
LPRM-301: Categorising suppliers		Endeavour Mining categorises its suppliers as local, nationally-owned, national, ECOWAS** suppliers and international suppliers.				
LPRM 302: Breakdown of Procurement Spend		Burkina Faso		Ivory Coast		Senegal
		Mana Mine	Houndé Mine	Ity Mine	Lafigué Mine	Sabodala-Massawa Mine
LPRM-302: Breakdown of procurement spend by dollar value	National Spend (\$)	\$275,695,016	\$307,507,500	\$210,148,562	\$103,070,075	\$258,565,678
	Local Procurement (\$)*	\$791,814	\$14,087,383	\$11,195,870	–	\$18,488,845
	Nationally-owned Spend (\$)	\$142,066,871	\$167,555,662	\$33,721,219	\$24,725,048	\$101,793,258
	ECOWAS Spend (\$)	\$1,923,682	\$3,172,172	\$4,037,262	\$1,022,655	\$5,404,390
	International Spend (\$)	\$11,014,520	\$23,733,269	\$52,703,139	\$9,785,943	\$72,789,243
	Total Spend (\$)	\$288,633,218	\$334,412,941	\$266,888,963	\$113,878,673	\$336,759,311
LPRM-302: Breakdown of procurement spend by percent	National Spend (%)***	96%	92%	79%	91%	77%
	Local Procurement (%)	0%	4%	4%	0%	5%
	Nationally-owned Spend (%)	49%	50%	13%	22%	30%
	ECOWAS Spend (%)	1%	1%	2%	1%	2%
	International Spend (%)	4%	7%	20%	9%	22%

Information taken from Endeavour's 2024 ESG Data Centre

\* Operations only


\*\* Economic Community of West African Countries


\*\*\* Calculations excluding Projects BIOX, Lafigue and Ity Recyn

LPRM 400: Local Procurement Due Diligence		Disclosure				
		Burkina Faso		Ivory Coast		Senegal
		Mana Mine	Houndé Mine	Ity Mine	Lafigué Project	Sabodala-Massawa Mine
LPRM-401: Local procurement due diligence		Following the review conducted by the Mining Shared Value (MSV) program of Engineers Without Borders Canada covering Endeavour's Supplier Code of Conduct, as well as the Supply Chain Policies and Procedures, Endeavour has implemented a process to assess and verify the capabilities, compliance, and risks associated with local suppliers. We conduct due diligence on suppliers before entering into any contract or procurement agreement, ensuring that they meet all necessary requirements and standards. The goal is to ensure the procurement process is transparent, ethical, and aligned with both legal and business objectives.				
LPRM-402: Anti-corruption policy		Endeavour has an Anti-Bribery and Corruption Policy. The policy confirms our zero tolerance approach to bribery and corruption and sets out the commitment of the Company and its representatives to conducting business in an honest and ethical manner, reflecting the highest standards of integrity and compliance with applicable laws. Third-party compliance with this policy is mandated in our contracts and all our suppliers and contractors but sign a compliance certificate where they acknowledge that they have read Endeavour's policies as part of the onboarding.				
LPRM-403: Training and guidance for suppliers		Endeavour requires our suppliers and contractors to uphold the same high standards we set for ourselves, which is set out in our Supplier Code of Conduct. Our top suppliers are enrolled and required to complete the Supplier Code of Conduct online training. The Company has also conducted a risk assessment on human rights that includes suppliers and requires suppliers to agree to a comprehensive audit on this topic.				




## Material topic definitions


Category	Topics	Topic Definitions
<b>Environment</b> 	<b>Air quality &amp; pollution</b>	Non-greenhouse gas (GHG) air emissions from the metals and mining industry could include hazardous air pollutants and dust particles. These air pollutants could create localised environmental and health risks.
	<b>Biodiversity, nature &amp; land use</b>	Impacts on biodiversity and ecosystems resulting from the Company's operations and value chain. Best practice goes beyond simply minimising impacts to biodiversity to avoidance and nature positive (creating a biodiversity net gain). The impact of mining operations on the physical environment should be considered throughout the life cycle of the mine, with a focus on minimising habitat destruction, restoring ecosystems, ensuring the conservation of natural resources and the consideration of land use.
	<b>Climate resilience</b>	Climate change can cause disruptions and have a negative impact on mining operations, the local community and the value chain. Therefore, it is critical that mining companies have the capacity to adapt to current and anticipated physical climate change risks, as well as contribute to increasing the capacity of local communities and society to withstand the impacts of climate change.
	<b>Energy &amp; GHG emissions</b>	The amount of energy used in mining activities, including electricity, fuel and renewable energy sources and how the consumption of energy links to greenhouse gas emissions (GHG). Increases in energy use and GHG emissions (from energy and other sources) increases the global and local impacts of climate change e.g., extreme weather events such as drought and flooding.
	<b>Tailings management</b>	Mining and mineral processing activities produce tailings, which are a waste product that, if not managed properly, can threaten human health, ecosystems, and the environment.
	<b>Waste</b>	Activities associated with mining can generate non-hazardous and hazardous waste. Waste produced during mining operations and associated activities, depending on its type, can be treated, discarded, or stored. By following the waste hierarchy (reduce, reuse, recycle) and adopting circular economy principles (e.g., share, maintain, reuse, remanufacture, recycle), the waste generated by mining activities can be reduced.
	<b>Water</b>	Companies should collaborate with different users of the watersheds and develop strategies to prevent impacts to water quality and quantity e.g., incorporating nature-based solutions to improve quality and storage capacity, and improving water efficiency in operations. Mining companies should consider short-term and long-term temporal and regional spatial considerations (i.e., cumulative effects and regional assessments). Water risks are beyond actual impacts on water quality or quantity and also include the perception of communities on water.

Category	Topics	Topic Definitions
<b>Social</b> 	<b>Artisanal &amp; small scale gold mining</b>	Mining by individuals or cooperatives, characterised either by low capital intensity, high labour intensity and relatively simple mining methods or semi-mechanised mining that use crude chemicals to process the ore. These mines operate informally and can be an important source of income for local communities.
	<b>Cultural heritage</b>	The preservation of cultural heritage from adverse impacts associated with project activities, and development. This includes both tangible and intangible elements such as historical sites, landscapes, artefacts, traditions and knowledge that holds cultural, scientific, spiritual or religious value.
	<b>Diversity, equality &amp; inclusion</b>	Cultivating an inclusive, diverse and engaged workforce. Diversity involves having a workforce with varied backgrounds and perspectives, equality ensures fair treatment and opportunities for all, and inclusion creates an environment where everyone feels valued and can contribute fully.
	<b>Employee attraction, retention &amp; development</b>	Attracting, recruiting and retaining a skilled workforce is essential for a company's success. It includes job creation, fair terms of employment, adequate working conditions and fair pay. Where possible this should be directed to local employment. Successful programmes should engage and collaborate with employees to foster a positive work environment, and promote training and development programmes to build employee capabilities, offering career paths and opportunities for the future
	<b>Health &amp; safety</b>	The comprehensive protection and promotion of physical, social and mental well-being in the workplace. It involves implementing measures to prevent physical injuries and illnesses, fostering a supportive social environment that encourages positive interactions, and addressing mental health by providing suitable resources and support. Ensuring a holistic approach to health and safety is essential for creating a safe, productive and inclusive work environment
	<b>Human rights</b>	Protection and promotion of the human rights of all employees, third-party workers, and any individuals working for entities controlled or managed by Endeavour. It includes identifying and addressing incidents and risks related to modern slavery, child labour, and forced labour. Ensuring human rights are upheld is crucial for fostering a safe, ethical and responsible working environment throughout the Company's operations and value chain.

## Material topic definitions

Continued

Category	Topics	Topic Definitions
<b>Social</b> Continued 	<b>Local communities</b>	Mining operations have the potential to create positive and negative impacts in local communities through the development and direct investment. This topic focuses on investment in, and development of, local services, business and infrastructure. Communities play a large role in determining the success of mining operations in their community. This topic covers engagement throughout the full mining life cycle from mine opening and potential community resettlement programmes to mine closure and associated support. It highlights the strategies and actions taken by the mining company to actively engage with local communities to foster collaborative and open relationships with community members throughout the entire life of the mining operation.
	<b>Marginalised &amp; vulnerable groups</b>	In Sub-Saharan Africa there are marginalised and vulnerable groups (incl. underserved traditional local communities and indigenous peoples) that are linked to the land on which they live and the natural resources on which they depend. These groups become vulnerable if their land and resources are transformed, encroached upon, or significantly degraded which can occur during the mining life cycle. These vulnerable and marginalised groups must be considered through assessment of impact, engagement and continuous checks to ensure that the Company's activities do not infringe on these resources and their rights.
	<b>Socio-economic impacts</b>	The influence that Endeavour has with social and economic activity within the local mine area. It covers the support and engagement of local suppliers, as well as the additional value that can be created and distributed from mining activities, such as increased local economic activity and improved quality and access to local services e.g., healthcare and education. Providing employment opportunities for community members and contributing to the overall economic growth and stability of the region is a key benefit.

Category	Topics	Topic Definitions
<b>Governance</b> 	<b>Corporate governance</b>	The system of rules, practices, and processes by which a company is directed and governed to ensure it operates fairly and transparently. This means having roles and responsibilities policies in place, complying with legal requirements and stock exchange obligations, and disclosing against the relevant reporting frameworks. The corporate governance systems cover the entire operations of the organisation and how it interacts with its value chain.
	<b>Ethics &amp; compliance</b>	Ethics refers to the moral principles that guide individuals and the organisation in making decisions and conducting themselves in an honest and fair manner. Compliance refers to adhering to laws, regulations and standards, taxes and royalties set by external authorities, industry groups or internal company policies and procedures.
	<b>Industry &amp; policy engagement</b>	Engaging in public policy and transparent political activities that align with Endeavour's environmental, ESG policies and positions. Includes collaborating with the public sector, peers and industry associations to advocate for improved outcomes for both people and the planet. This proactive action ensures that the Company's advocacy efforts support sustainable and ethical practices within the industry and beyond.
	<b>Information &amp; cybersecurity</b>	IT systems and infrastructure e.g., hardware, networks, applications and service providers, are essential for supporting and running operations. These systems could be susceptible to interference or disruptions such as security breaches, system defects, cyber-attacks and data leaks and therefore need effective protection in place.
	<b>Innovation &amp; technology</b>	Utilising new and advanced technology to impact environmental, safety, social and economic outcomes. Ensure that any associated risks are identified, addressed and mitigated against. This includes the adoption of new technologies such as artificial intelligence.
	<b>Labour practices</b>	Ensuring the Company's employees, contractors and workers in the supply chain are treated with respect and free from discrimination and abusive labour practices. This should include freedom of association and collective bargaining.
	<b>Responsible supply chain</b>	Mining companies procure a diverse range of goods and services which include mining contract services, heavy equipment, process chemicals, fuels and oils, explosives, equipment parts, and professional services. Suppliers and contractors should apply and promote standards and values that are acceptable to Endeavour. Endeavour should promote and implement responsible and sustainable environmental, social and governance practices with its suppliers and contractors.



## Cautionary statement

This document contains “forward-looking statements” within the meaning of applicable securities laws. All statements, other than statements of historical fact, are “forward-looking statements”, including but not limited to, statements with respect to Endeavour’s plans and operating performance, the estimation of mineral reserves and resources, the timing and amount of estimated future production, costs of future production, future capital expenditures, the success of exploration activities, the completion of studies, our emissions and other ESG targets, mine life and any potential extensions and the future price of gold.

Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as “expects”, “expected”, “budgeted”, “forecasts”, “anticipates”, “believes”, “plan”, “target”, “opportunities”, “objective”, “assume”, “intention”, “goal”, “continue”, “estimate”, “potential”, “strategy”, “future”, “aim”, “may”, “will”, “can”, “could”, “would” and similar expressions.

Forward-looking statements, while based on management’s reasonable estimates, projections and assumptions at the date the statements are made, are subject to risks and uncertainties that may cause actual results to be materially different from those expressed or implied by such forward-looking statements, including but not limited to: risks related to the successful completion of divestitures; risks related to international operations; risks related to general economic conditions and the impact of credit availability on the timing of cash flows and the values of assets and liabilities based on projected future cash flows; Endeavour’s financial results, cash flows and future prospects being consistent with Endeavour expectations in amounts sufficient to permit sustained dividend payments; the completion of studies on the timelines currently expected, and the results of those studies being consistent with Endeavour’s current expectations; actual results of current exploration activities; production and cost of sales forecasts for Endeavour meeting expectations; unanticipated reclamation expenses; changes in project parameters as plans continue to be refined; fluctuations in prices of metals including gold; fluctuations in foreign currency

exchange rates; increases in market prices of mining consumables; possible variations in ore reserves, grade or recovery rates; failure of plant, equipment or processes to operate as anticipated; extreme weather events, natural disasters, supply disruptions, power disruptions, accidents, pit wall slides, labour disputes, title disputes, claims and limitations on insurance coverage and other risks of the mining industry; delays in the completion of development or construction activities; changes in national and local government legislation, regulation of mining operations, tax rules and regulations and changes in the administration of laws, policies and practices in the jurisdictions in which Endeavour operates; disputes, litigation, regulatory proceedings and audits; adverse political and economic developments in countries in which Endeavour operates, including but not limited to acts of war, terrorism, sabotage, civil disturbances, non-renewal of key licenses by government authorities, or the expropriation or nationalisation of any of Endeavour’s property; risks associated with illegal and artisanal mining; environmental hazards; and risks associated with new diseases, epidemics and pandemics.

Although Endeavour has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements. Please refer to Endeavour’s most recent Annual Information Form filed under its profile at [www.sedarplus.ca](http://www.sedarplus.ca) for further information respecting the risks affecting Endeavour and its business.



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