



MODERN SLAVERY STATEMENT 2023

For the fiscal year ending 31 December 2023

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INTRODUCTION

About This Statement

This Modern Slavery Statement (the “**Statement**”) is a joint statement and is made in accordance with response to the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. This Statement covers Endeavour Mining plc and its subsidiaries (hereinafter referred to as “**Endeavour**” or the “**Group**”). For the purposes of this Statement, we consider stakeholders to mean our employees, contractors, suppliers, local communities and business partners.

This Statement provides our investors and other stakeholders and interested parties with a clear overview of the approach and actions we implemented to evaluate and address modern slavery risks across our operations, business activities and supply chain throughout the year 2023.

This is our fifth statement under the UK Modern Slavery Act 2015 and our first statement under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. It outlines our understanding of the modern slavery and human trafficking risks, along with the governance processes, activities and progress we have made throughout the year. Furthermore, the Statement outlines the measures we intend to implement in 2024. All of the entities constituting the Group are governed by the same policies and procedures and the Statement provides a comprehensive overview of the collective measures undertaken by the Group to combat modern slavery.

We strive to improve our reporting methods to offer our investors and other stakeholders and interested parties a clear and transparent overview of our commitment and actions to combat modern slavery. This year, our aim with the joint statement is to enhance its strength. We have taken a deeper dive, incorporating insights into modern slavery risks within Endeavour and the mining industry in general while also assessing the effectiveness of our approach to combatting modern slavery. Furthermore, we are highlighting the progress made in fulfilling the objectives outlined in the 2022 modern slavery statement.

This Statement has been approved by the Board of directors of Endeavour Mining plc.



Introduction

MESSAGE FROM THE CEO

Endeavour has a zero-tolerance approach to all forms of modern slavery, and we are committed to eliminating and preventing modern slavery and human rights abuses from our operations and supply chain.



Endeavour has upheld a long-standing commitment to respect, protect and support the human rights of all individuals impacted by our operations. We seek to constantly improve our approach to managing human rights risks, including modern slavery. Modern slavery is a global concern with long-lasting impacts on affected individuals and communities.

Under the UN Guiding Principles on Business and Human Rights, Endeavour has a responsibility to respect human rights standards, not only within our operations but also throughout our supply chains. This responsibility includes actions to prevent, mitigate, and, where appropriate, remedy modern slavery practices that are identified in our operations and supply chains.

Globally, increased focus is being given to the issues associated with modern slavery and supply chain transparency more generally. Endeavour is exposed to a broad range of human rights and modern slavery risks through the geographies we work in and sectors we engage with. We recognise the possibility of being indirectly linked to modern slavery practices through our supply chain.

We do not tolerate child labour, forced, compulsory or bonded labour, human trafficking, or any other form of slavery in our operations and actively seek to identify and eliminate these practices from our supply chains.

Endeavour recognises the importance of continuous improvement in effectively addressing modern slavery risks. We also understand the complexity of human rights

and modern slavery risks, which underscores the need for a comprehensive approach to management thereof. Throughout 2023, we implemented several initiatives aimed at fortifying our efforts to identify and address modern slavery. These initiatives include the implementation of our modern slavery training, the commissioning of an external consultant to provide a three year human rights road map as well as the appointment of Compliance Champions across our operations.

We are pleased to release this Statement which this year is a joint statement for the purposes of UK and Canadian legislation and be able to demonstrate a further maturing of our response to modern slavery. Our primary goal for 2024 continues to be enhancing our strategies to combat modern slavery, with a focus on the work based at our mine sites in Western Africa.

Ian Cockerill
Chief Executive

2023 HIGHLIGHTS AND WHAT WE AIM TO ACHIEVE IN 2024

2023 Highlights

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>✓ Zero substantiated reports of modern slavery abuse were identified in our operations or supply chain.</p> | <p>✓ Conducted a group wide internal audit of our compliance policies and processes.</p> <p>The review found no significant gaps in controls designed to manage legal compliance risks, providing high assurance to management that these risks are effectively mitigated. This positive outcome reflects our ongoing efforts to maintain a strong compliance programme.</p> |
| <p>✓ Published our annual assured Conflict Free Gold Standard Report.</p> <p>As a member of the WGC, Endeavour has adopted the Conflict Free Gold Standard to ensure that all our gold has been extracted 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. In 2024 we published our third externally assured Conflict Free Gold Report for the fiscal year 2023, in accordance with our membership of the WGC.</p> | <p>✓ Updated our Code of Business Conduct and Ethics.</p> <p>Endeavour's recently updated Code of Business Conduct and Ethics underpins our expectations of the conduct of our directors, employees and third parties to act in accordance with our values, policies and applicable legal requirements and it brings together key themes such as human rights, safety, environment, social responsibility, anti-bribery, and anti-corruption into an overarching document.</p> |
| <p>✓ Conducted modern slavery training across our business.</p> <p>In 2023, we launched a comprehensive modern slavery training programme for our employees. The training module describes modern slavery, how to spot modern slavery and how to report on it. The training is mandatory for all employees and is conducted on an annual basis.</p> | <p>✓ Appointed Compliance Champions across the business who can carry our observations on potential modern slavery.</p> <p>In 2023, we launched a new compliance initiative internally to promote and implement good business conduct and ethical standards across all our sites and offices. To support this initiative, we identified a Compliance Champion at each site – these champions have been chosen as they exemplify the highest standards of ethics and integrity. The purpose of the Compliance Champion programme is to build a more effective relationship between the Legal Compliance Team and the wider business by enhancing compliance awareness. The role of the Compliance Champions is to identify any compliance issues and be available for their teams, as well as other employees on site, to help them mitigate risks or report any issues that may arise.</p> |
| <p>✓ Produced a Human Rights Road Map for the next three years.</p> <p>During 2023 we engaged an independent consultant to conduct a Human Rights Roadmap for the next three years. The report includes recommendations based on best practice, global standards and initiatives in the mining industry.</p> | <p>✓ Accomplished</p> <p>➔ Ongoing</p> |
| <p>➔ Augment our Supplier Code of Conduct.</p> | |
| <p>✓ Trained our top suppliers on the Supplier Code of Conduct.</p> <p>We provided training to 116 suppliers on our Supplier Code of Conduct, which includes modern slavery and human rights.</p> | |
| <p>➔ Conduct additional enhanced due diligence on our top 20 suppliers.</p> | |



2024 Targets

Endeavour is committed to the continuous improvement of its framework for identifying and mitigating modern slavery and human trafficking in its business or supply chains. In 2024 our attention will be directed towards achieving the following primary goals:

- ➔ Conduct site observations to identify any potential modern slavery.
- ➔ Develop and roll out updated Code of Business Conduct & Ethics online training covering human rights and modern slavery.
- ➔ Launch a modern slavery supplier self-risk assessment questionnaire – to be completed by high-risk suppliers.
- ➔ Roll out human rights awareness campaign in our host countries.
- ➔ Continue progression to full membership of the VPSHR.
- ➔ Develop investigations procedures to complement Whistleblower reporting.
- ➔ Update our standard contract template terms and conditions to include a requirement that all suppliers agree to comprehensive audit rights.

OUR BUSINESS AND SUPPLY CHAIN

Our Business And Organisational Structure

Endeavour is one of the world's leading gold producers and the largest in West Africa, with four producing mines located in Burkina Faso, Côte d'Ivoire and Senegal and a strong portfolio of advanced development projects and exploration assets in the highly prospective Birimian Greenstone Belt.

Endeavour Mining plc is incorporated in the UK as a public limited company and is listed on the London and Toronto stock exchanges under the ticker symbol "EDV". Its corporate office is in London, with a regional operations centre in Abidjan, Côte d'Ivoire, as well as other supporting offices.

Endeavour produces traceable gold doré bars, which are refined into London Good Delivery gold with an accredited London Bullion Market Association (LBMA) refiner. In 2023, 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 or artisanal or small-scale miners. Once refined, the gold is sold to market participants, who take responsibility for its onward distribution to industry users, predominantly in the banking, jewellery, electronics, and medical equipment sectors.

We have adopted the World Gold Council's Conflict-Free Gold Standard, and each year we publish an externally assured Conflict Free Gold Standard Report, in accordance with Responsible Gold Mining Principle 5.4.

Respect for internationally recognised human rights is an essential part of our ethos at Endeavour and we are committed to treating all of our stakeholders fairly and with dignity, as defined in the United Nations (UN) International Bill of Human Rights, and to respecting those rights wherever we operate. As at 31 December 2023, the Group directly employed approximately 4,820 employees and 11,392 contractors worldwide, most of whom work on our mine sites in West Africa.

➔ **Link**
Conflict Free Gold
Standard Report



Endeavour's priority has been
and will always be its people.

Examples of modern slavery risks in the mining industry:

Supply Chain



A company may unintentionally contribute to modern slavery practices through their actions in their supply chains, for example by setting commercial terms that encourage suppliers to rely on exploited labour. This could occur, for example through the use of goods that were assembled using forced labour. Note – these risks may exist due to the activities of entities within the supply chain that the company does not have a contractual relationship with (i.e. the suppliers of our suppliers).

Contractors



A company may also contribute to modern slavery practices if they appoint contractors that require workers and subcontractors to work long hours for poor pay, for example: in order to avoid paying costs to the company for missing deadlines and to keep pricing competitive. If a company require a contractor to perform remediation works on a site that has dangerous conditions including hazardous materials and this contractor outsources some of the work to a subcontractor who does not provide its employees with appropriate protective gear or safety training.

Our Business And Supply Chain

Our Supply Chain

The nature and extent of modern slavery means that there is a risk that modern slavery practices may be present within Endeavour. Whilst Endeavour is comfortable that its employment practices eliminate the risk of modern slavery practices within its operations, it acknowledges that there is an elevated risk of exposure to modern slavery through its supply chain and contractors and we try to mitigate this risk as set out in this Statement.

We require that our suppliers and contractors including their subcontractors, conduct their businesses ethically and responsibly as a condition of doing business with us. All suppliers and contractors must comply with our policies and standards, particularly in the key areas of modern slavery, human rights, health and safety, ethical business conduct, anti-bribery and anti-corruption, labour management and environmental stewardship. This requirement is included in our tendering processes and contract documentation.

To clarify the conduct we expect from our suppliers and contractors, we have a Supplier Code of Conduct which outlines the business and ethical standards at the core of Endeavour's values, as defined in Endeavour's policies. The Supplier Code of Conduct is intended to govern the conduct of Endeavour's suppliers and contractors, as well as their own subcontractors, by setting ethical standards which they must follow and against which they will be assessed, in order to successfully pass the Endeavour vendor due diligence. A copy of the Supplier Code of Conduct is publicly available on our website in both English and French.

We prioritise in-country suppliers of goods and services to multiply our positive impact on the local, regional and national economies of our host countries, creating direct and indirect employment, paying local taxes and strengthening local businesses. We support transparent disclosure of our annual procurement spend, which is published in our annual and sustainability reports. We also disclose the Local Procurement Reporting Mechanism. The majority of our key supplies are sourced from either in-country or regional African countries.

The risk of modern slavery associated with our business lies largely in our relationships with our suppliers and contractors. Our third-party due diligence programme (further information provided below) is one of the mechanisms through which we manage modern slavery and human rights risks in our supply chain.

Endeavour includes a robust modern slavery clause in all its standard 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. The way in which Endeavour manages these risks is described further in this Statement.

During 2023, Endeavour implemented a range of actions that arose from the 2022 human rights baseline risk assessment, including third party audits for major suppliers that focused on labour and human rights. We engaged an external independent consultant to conduct a pilot audit on a number of identified suppliers to assess how they apply our values and adhere to the Supplier Code of Conduct, particularly with regards to human rights. The findings from this pilot audit indicate that, although there are some challenges with certain local suppliers, most of our key suppliers comply with our Supplier Code of Conduct. In response to this, during 2024, we will be implementing capacity-building sessions and training on the Supplier Code of Conduct for our suppliers, covering modern slavery. These efforts aim to ensure compliance and foster a shared understanding of the principles underpinning ethical and responsible business practices.

Starting in 2024, Endeavour will require all suppliers to agree to comprehensive audit rights, which will be included in our standard contract template as part of the terms and conditions. This commitment reinforces our dedication to responsible sourcing and ethical business practices throughout our supply chain.

➔ [Link](#)
Supplier Code of
Conduct



IDENTIFYING AND ADDRESSING MODERN SLAVERY RISKS

How Is Endeavour Exposed To Modern Slavery

Modern Slavery is a global problem, affecting millions of men, women and children every day

Endeavour is committed to collaborating with its stakeholders to identify and mitigate the risks of modern slavery associated with its operations. These risks encompass our potential to either cause, contribute to, or be directly linked with modern slavery through our operational activities and supply chains.

Risks of modern slavery in our operations and supply chain

| Key risk factors | Description | How we reduce the risk (see further under the section How We Address Modern Slavery Risks) |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| High Risk Geographies | Endeavour operates in countries located in high-risk geographies, characterized by heightened conflict and corruption. Such environments pose an increased risk of modern slavery, which could potentially affect Endeavour. | <ul style="list-style-type: none"> • Conflict Free Gold Report • Focus on community relations • Policies & Procedures • Speak Up (whistleblower hotline) • Training & Awareness • Voluntary Principles on Security and Human Rights (VPSHR) Training |
| Vulnerable Populations | Endeavour may interact with vulnerable population directly, or indirectly through its supply chain. Vulnerable populations include individuals whose characteristics render them more to harm, such as migrant workers, minorities, those from linguistically diverse backgrounds, as well as women who are at heightened risk of exploitation. | <ul style="list-style-type: none"> • Code of Business Conduct & Ethics • Policies & Procedures and community grievance procedures • Speak Up (whistleblower hotline) • Supplier Code of Conduct • Training & Awareness • VPSHR Training |
| High Risk Business Models | Working with contractors can be considered as a high-risk business model. As a result of the construction of the Lafigué mine and the new BIOX plant processing facility at Sabodala-Massawa, we currently have a higher level of contractors working at our operations. This may reduce the transparency into labour practices between Endeavour and the workforce and which may in turn affect the ability to identify and manage labour risks. | <ul style="list-style-type: none"> • Policies & Procedures • Speak Up (whistleblower hotline) • Suppliers Audit • Supplier Code of Conduct • Training & Awareness • VPSHR Training • Monthly meetings on site with key contractors for performance review and compliance with Endeavour's policies, including our Supplier Code of Conduct. |
| High Risk Industry | The mining industry itself is considered as high risk among risks to people including modern slavery – both within its business operations and throughout its supply chains. | <ul style="list-style-type: none"> • Code of Business Conduct & Ethics • Policies & Procedures • Risk Assessments • Speak Up (whistleblower hotline) • Supplier Code of Conduct • Training & Awareness • VPSHR Training • Audit |
| Artisanal and Small-Scale Mining | Artisanal and small-scale gold mining (ASGM) is prevalent across Africa and in our areas of operations. There are potential negative impacts of illegal and ungoverned ASGM on local communities, which can include human rights and labour violations, pollution and severe health and safety hazards. | <ul style="list-style-type: none"> • Training on VPSHR to the artisanal miners to transform knowledge about human rights. • Proactively engage with ASGM participants operating around our assets, with the aim of further building and reinforcing trust. |

Identifying And Addressing Modern Slavery Risks



HOW WE ADDRESS MODERN SLAVERY RISKS

We manage modern slavery risks as part of our human rights approach which is informed by international instruments such as the International Bill of Human Rights, the United Nations' Guiding Principles, the International Labour Organization's fundamental principles, the OECD Guidelines for Multinational Enterprises, the VPSHR, the UN Global Compact as well as our membership of the World Gold Council and our commitment to implement the Responsible Gold Mining Principles.

Policies

Endeavour's commitment to good corporate citizenship, sustainability, respecting human rights and tackling modern slavery is set out in a series of policies, procedures and management standards. All our policies are available in both English and French and are published on our website, our intranet and noticeboards and are communicated and explained to all our stakeholders.

Human Rights Policy

Endeavour is committed to using its commercial leverage to eliminate modern slavery and human rights abuses from its supply chain. We have developed a suite of standards that require our stakeholders to comply with Endeavour's policies, including the Human Rights Policy. Our Human Rights

Policy reinforce our approach to human rights as informed by international instruments such as the International Bill of Human Rights, the United Nation's Guiding Principles, the International Labour Organisation's fundamental principles as well as our membership of the World Gold Council (WGC). This includes a commitment to implement the Responsible Gold Mining Principles. The Human Rights policy is reviewed and updated annually. We also expect our stakeholders to share our commitment to human rights and we leverage our business relationships to advance human rights.

Human Resources Standards

Endeavour has adopted Human Resources procedures and frameworks to ensure we meet our human rights commitments and to identify any potential human rights risks related to labour.

We have a well-established recruitment process including background checks and references, such as identification and visa checks.

Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics reflects our purpose and values and provides a clear framework for how we should conduct our business.

➔ [Link](#)
Human Rights Policy

➔ [Link](#)
Code of Business Conduct and Ethics



We respect the human rights of all our stakeholders including a zero-tolerance approach to modern slavery, forced labour and child labour. We work hard to ensure that our supply chains comply with international standards and that we do not cause, and are not complicit in, human rights abuses, either directly through our activities or through our business relationships.

Supplier Code of Conduct

The Supplier Code of Conduct is intended to govern the conduct of Endeavour's suppliers and contractors, as well as their own subcontractors, by setting ethical standards which they must follow.

Whistleblowing Policy

We encourage and support our stakeholders to report concerns. The Whistleblower Policy outlines our approach of handling and investigating whistleblower matters. We maintain a confidential and anonymous internet platform and telephone line as described in further details in this Statement.

Due Diligence Process

Endeavour's personnel must use commercially reasonable efforts to ensure suppliers and contractors to engage on Endeavour's standard terms, which embed these human rights and modern slavery standards and obligations.

As part of its standard vendor onboarding process Endeavour conducts its due diligence utilising a third-party database tool to screen all stakeholders, in order to identify any high-risk third parties. We screen our suppliers against sanctions, law and regulatory enforcements and politically exposed person (PEP), to identify red flags for money laundering, counter terrorist financing and PEP risks. All third parties are required to answer a questionnaire that includes questions relating to human rights compliance and the use of forced, coercive or child labour.

Endeavour's third-party due diligence programme also aims to ensure that our third-party relationships are consistent with our values and business principles. In 2023, we augmented our existing third-party due diligence programme which aims to ensure that our supplier and contractor relationships are consistent with our values and business principles, with an additional ESG assessment. The ESG assessment is embedded in an external questionnaire and enables us to collect information from our suppliers on their ESG programmes and initiatives.

➔ [Link](#)
Supplier Code of
Conduct

➔ [Link](#)
Whistleblowing
Policy

Identifying And Addressing Modern Slavery Risks



Feedback from our stakeholders helps us identify and mitigate modern slavery risks in our supply chains. Endeavour maintains a groupwide anonymous and independent whistleblower system. The Legal Compliance Team is responsible for ensuring that prompt, effective and appropriate action is taken in response to any reports of suspected violations.

Endeavour actively promotes the whistleblower system by referencing it in its policies and training employees at all of its offices and sites annually on how to use the system. English and French language posters with the email address and the toll-free number of the compliance hotline are displayed in the places where our stakeholders work, and English and French language wallet cards with the same details printed on them are distributed to employees. A copy of the policy is also available on our website.

We report on human rights-related grievances to the Board as part of our quarterly whistleblower reporting mechanism. In 2023, Endeavour received no reports related to modern slavery. We do not tolerate retaliatory action against any individual for reporting potential misconduct in good faith; nor do we tolerate abuse of the whistleblower system by fictitious or vexatious complaints. Endeavour has also established an Employee Grievance Policy.

Providing an effective community grievance mechanism is an important element of our community stakeholder engagement approach. We have a grievance mechanism in place at each of our mines and ensure it is easily and readily accessible for our community stakeholders. We reinforced this in 2023 with some community training to enhance comprehension of the mechanism as a way of resolving any potential issues.

Training

Raising awareness and educating our employees is crucial to preventing any involvement in modern slavery and human rights abuses. We conduct annual human rights training where employees are trained on Endeavour's human rights policy.

In 2023, we launched a comprehensive modern slavery training programme for our employees to provide them with guidance on how to identify modern slavery, how to report it and to ensure they understand the behaviour

expected of them. The modern slavery training is mandatory and will be 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. In 2023, we identified our strategic suppliers, who represent approximately 80% of our procurement value. A total of 116 suppliers were enrolled in the training module.

Following extensive training throughout 2022 and 2023, we are actively working to integrate the VPSHR across our business through stakeholder engagement. Our security teams and contractors have benefitted from training on the VPSHR to ensure human rights risks are properly assessed and mitigated in security operations. It is a contractual obligation that security contractors have been trained on the VPSHR. In addition to this, we provide both security employees and contractors with training on Endeavour's Human Rights Policy and procedures to ensure that their conduct is appropriate when working with third parties.

Corporate Risk Management

Endeavour has a well-established Corporate Risk Management (CRM) framework which is overseen by the Audit Committee. Risk management at Endeavour means active dialogue and continuous risk identification, assessment, treatment, monitoring and reporting risks. Our risk governance structure provides a mechanism for communication, oversight and guidance on all issues pertaining to risk management by absorbing feedback from our operations, exploration and corporate teams.

While supply chain risk is considered one of Endeavour's principal risks, we believe that by sourcing the majority of our suppliers in-country and employing effective due diligence and engagement approaches, we can maintain a strong, resilient and well-managed supply chain.

Remediation Measures

As Endeavour has not identified any instances of forced labour or child labour in our operations or supply chain, nor any loss of income to the most vulnerable families resulting from any measures taken to eliminate the use of forced labour or child labour, we have not taken any measures to remediate these issues during the reporting period.

➔ [Link](#)
Whistleblowing
Policy

➔ [Link](#)
Human Rights
Policy



ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

During 2022 and 2023 we have focused on understanding the human rights and modern slavery risks across Endeavour and its supply chain. We have therefore engaged with external independent consultants to conduct human rights baseline risk assessment and human rights road map with the purpose to gain a better understanding of our human rights and modern slavery risks. We are continuing to improve our ability to assess the effectiveness of our approach by implementing the actions that arose from the human rights baseline risk assessment and the human rights road map. In 2023 we also conducted an internal audit of our compliance programme to understand its effectiveness and if there are any gaps.

Endeavour is dedicated to implementing effective mechanisms and taking decisive actions to combat human rights abuses and modern slavery.

STATEMENT REVIEW

Signature

This Statement was approved by the Board of directors of Endeavour Mining plc on 1 May 2024.

Signed by:

Ian Cockerill
Chief Executive
Endeavour Mining plc

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

Full name: Ian Cockerill

Title: Chief Executive

Date: 1 May 2024

Signature:

“I have the authority to bind Endeavour Mining plc”



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