



**PRODUCING
GOLD THAT
PROVIDES
LASTING VALUE
TO SOCIETY**

SUSTAINABILITY REPORT
2022

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ABOUT THIS REPORT

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (2021), including the Mining and Metals Sector Supplement. It has been assured against identified key performance indicators. Please refer to pages 94-95 for the assurer's report.

The report is also aligned with the Sustainability Accounting Standards Board (SASB) requirements, Task Force for Climate-Related Financial Disclosures (TCFD), and the Local Procurement Reporting Mechanism (LPRM). We also continue to implement the [World Gold Council's Responsible Gold Mining Principles \(RGMPs\)](#), see page 12.

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 the Management Approach Fact Sheets, available on our [website](#), on key material topics, our Analyst Data Centre and the Cautionary Statement on the inside back cover.

Scope and Boundary

This Sustainability Report focuses on Endeavour's mines which were operational in 2022: Boungou, Houndé, Ity, Mana, Sabodala-Massawa and Wahgnion. 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 includes information on where impacts of each topic occur within the Management Approach Fact Sheets.

Endeavour has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022, and provides comparative data for 2021 and 2020. As Endeavour's operational portfolio has grown significantly over the past few years, data for 2018 and 2019 is no longer comparable.

All reported information is current as at 31 December 2022, 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 is included in the 2021 data but has been excluded from the 2022 data, unless otherwise disclosed.

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

We are committed to responsible mining and delivering sustainable value to our employees, stakeholders and the communities in which we operate.

2022 HIGHLIGHTS


1,400koz
 production at
 \$928/oz AISC


10th
 consecutive year of
 meeting annual guidance


No. 1
 producer in
 West Africa


0.02LTIFR¹
 well below industry benchmark


16.8Moz
 P&P Reserves


27.3Moz
 M&I Resources

**Approved construction
 of Lafigue**
 Endeavour's next mine


~5,600 employees


\$1.1B (81%)
 spent on in-country suppliers


+73% increase
 in community investments to \$7.1m

Achieved RGMP compliance at Corporate, Ity and Houndé mines



1. Lost Time Injury Frequency Rate

OVERVIEW

AT A GLANCE

Endeavour’s portfolio is strategically positioned across West Africa, with six 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.

Sabodala-Massawa



The Sabodala-Massawa mine, acquired in February 2021, is one of Endeavour’s cornerstone assets and is currently undergoing an expansion which will elevate it to top-tier status with a targeted production of more than 400koz/year at an industry leading AISC.

OWNERSHIP

90% Endeavour
10% Govt of Senegal

EMPLOYEES

1,062
55% nationals
41% locals
5% women

SAFETY

1^{LTI}
0.15 LTIFR
1.47 TRIFR

TOTAL INVESTMENT

\$3.6M

EMISSIONS INTENSITY

0.64 tCO₂-e/oz

ENERGY INTENSITY

8.25 GJ/oz

POWER GENERATION

Self-generation
Investigating solar

TAILINGS

Upstream

Ity



The Ity mine, acquired in 2015 and now one of Endeavour’s cornerstone assets, has produced more than 2.2Moz since first gold production in 1991. The goal is to sustain production above 250koz/year over a +10-year life of mine (‘LoM’) at an industry leading AISC.

OWNERSHIP

85% Endeavour
10% Govt of Côte d’Ivoire
5% SODEMI

EMPLOYEES

673
58% nationals
36% locals
9% women

SAFETY

0^{LTI}
0.00 LTIFR
0.27 TRIFR

TOTAL INVESTMENT

\$3.4M

EMISSIONS INTENSITY

0.46 tCO₂-e/oz

ENERGY INTENSITY

0.85 GJ/oz

POWER GENERATION

Grid
Self-generation

TAILINGS

Downstream

Houndé



The Houndé mine was built by Endeavour and is now one of Endeavour’s cornerstone assets. The goal is to sustain production above 250koz/year over a +10-year LoM at an industry leading AISC.

OWNERSHIP

90% Endeavour
10% Govt of Burkina Faso

EMPLOYEES

1,276
69% nationals
28% locals
10% women

SAFETY

0^{LTI}
0.00 LTIFR
1.11 TRIFR

TOTAL INVESTMENT

\$5.4M

EMISSIONS INTENSITY

0.60 tCO₂-e/oz

ENERGY INTENSITY




5.9 GJ/oz

POWER GENERATION

Grid
Self-generation
Investigating solar

TAILINGS

Downstream

-  Mines
-  Development Projects
-  Birimian Greentone Belt



Mana



The Mana mine has produced more than 2.1Moz of gold to date and continues to expand. Mana was acquired by Endeavour in July 2020 and the focus ever since has been on increasing the mine life to more than 10 years, through the expansion of the underground deposits and evaluating local open pit targets.

OWNERSHIP 90% Endeavour 10% Govt of Burkina Faso	EMISSIONS INTENSITY 0.57 tCO ₂ -e/oz
EMPLOYEES 469 62% nationals 32% locals 5% women	ENERGY INTENSITY 6.6 GJ/oz
SAFETY O _{LTIs} 0.00 LTIFR 1.69 TRIFR	POWER GENERATION Grid Self-generation
TOTAL INVESTMENT \$4.2M	TAILINGS Stage 1-3 Upstream and Stage 4 Downstream

Wahgnion



The Wahgnion mine is the youngest mine in the Group's portfolio. It achieved commercial production in 2019 having been acquired in February 2021.

OWNERSHIP 90% Endeavour 10% Govt of Burkina Faso	EMISSIONS INTENSITY 1.11 tCO ₂ -e/oz
EMPLOYEES 821 57% nationals 38% locals 8% women	ENERGY INTENSITY 14.0 GJ/oz
SAFETY O _{LTIs} 0.00 LTIFR 0.57 TRIFR	POWER GENERATION Self-generation
TOTAL INVESTMENT \$2.4M	TAILINGS Downstream

Boungou



Acquired in July 2020, the Boungou mine is a high-grade open pit operation with significant exploration potential in the largely under-explored surrounding area.

OWNERSHIP 90% Endeavour 10% Govt of Burkina Faso	EMISSIONS INTENSITY 0.68 tCO ₂ -e/oz
EMPLOYEES 305 57% nationals 37% locals 7% women	ENERGY INTENSITY 9.0 GJ/oz
SAFETY O _{LTIs} 0.00 LTIFR 0.34 TRIFR	POWER GENERATION Self-generation
TOTAL INVESTMENT \$2.1M	TAILINGS Downstream

OVERVIEW SCORECARD

Topic	Target	Score
HEALTH & SAFETY 	Zero fatalities.	✗
	Reduce our TRIFR by <5% year on year.	✓
	10% reduction in either total cases or the incidence malaria rate at our mines year on year.	✓
	Finalise the Group Occupational Health & Hygiene strategy.	✓
OUR ENVIRONMENT 	Intensity emission <670 kg CO ₂ /oz.	✓
	Set a Group water target in 2022.	✓
	Protection of 600 hectares of land across all our tenements.	✓
	Preservation of 10 hectares per mine (60 hectares in total) for land and biodiversity restoration.	✗
	Elimination of single use plastic water bottles at all our operations by 2023.	➔
	Study a potential plastic valorisation project.	✓
OUR EMPLOYEES 	Establish a Diversity Steering Committee.	➔
	Develop leadership training programme for employees in management positions.	➔
	Implementation of the Women Empowerment Principles across our business.	➔
	Increase our annual intake of interns by 20% year on year.	✓
OUR COMMUNITIES 	75% in-country procurement.	✓
	Define a Local Content Strategy.	✓
	Develop a Local Procurement Plan for each mine.	✓
	Identify a new ECODEV business prospect to advance to feasibility stage.	✓
	Expand our 'Elites de Demain' programme in Senegal and Côte d'Ivoire.	✓
	Develop a national strategy and programme for youth employability in each of our three countries of operations.	➔
	Conduct a baseline assessment of the infrastructure and amenities for water and electricity at our mines to identify areas where we can provide additional support.	✗
ETHICAL BUSINESS 	Publish our first externally assured Conflict Free Gold Standard Report.	✓
	Publish our first standalone Tax and Economic Contribution Report.	✓

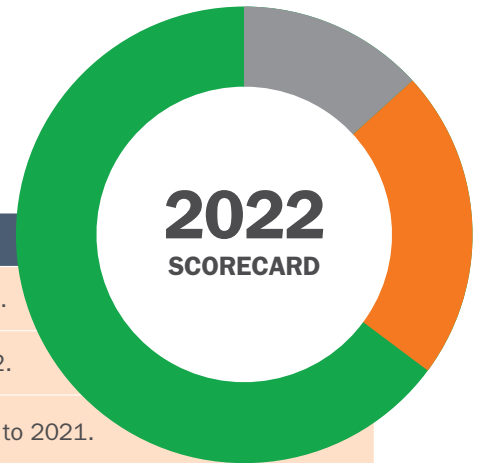
OVERVIEW

SCORECARD (continued)

✓ **65%**
fully achieved

➔ **22%**
in progress

✗ **13%**
missed



Commentary
Unfortunately we reported one fatality this year during a blasting incident at our Ity mine.
Achieved. We reported a 49% decrease year on year from 1.72 in 2021 to 0.87 in 2022.
Achieved. We reported a 15% reduction in the Group’s malaria incidence rate compared to 2021.
Achieved and being rolled out across the Group.
Achieved. We reported an intensity emission of 640 kg CO ₂ /oz.
Achieved. We defined our first Group-wide water target to recycle and reuse an average of 70% water across the Group, which was approved by the Board in January 2023.
Achieved. A total of 1,837 hectares was protected, comprised of 1,695 hectares at Sabodala-Massawa, 12 hectares at Ity and 130 hectares from the Great Green Wall project.
We achieved 50% of our target, with a total of 30 hectares preserved.
In progress. We completed a baseline assessment in 2022 and will roll out the strategy in 2023. The 2023 target to eliminate of single use plastic water bottles has been realigned to 2025 due to the complexity of some remote sites.
Achieved. We have identified a Burkinabe recycling company at our Houndé mine.
In progress. With the appointment of a new EVP HR, this will be implemented in 2023 as part of our broader diversity strategy.
Achieved. Our Management Development Programme was enhanced and revitalised.
In progress. During the year we undertook a variety of initiatives, including a Women’s Transformation Day and a conference on leadership for senior female colleagues.
Achieved. We increased the number of internships to 504 interns, a 43% increase from 352 in 2021.
Achieved. 81% of the Group’s procurement was sourced in our host countries.
Achieved and being rolled out across the Group.
Achieved and being implemented during 2023.
Achieved. A turkey breeding project at our Lafigué project has been identified and is progressing to feasibility study.
Achieved. Two students from Cote d’Ivoire and two students from Senegal have joined the programme.
In progress. Youth vocational training programmes have been developed for our Mana and Lafigué assets. In 2023, they will be developed for our remaining five assets.
This will be undertaken in 2023.
Achieved. Available on our website .
Achieved. Available on our website .

STRATEGIC PROCESS

OUR PURPOSE IS TO PRODUCE GOLD THAT PROVIDES LASTING VALUE TO 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

FULFILLING THE UN SUSTAINABLE DEVELOPMENT GOALS



From the 17 goals we have identified and integrated 10 priority targets
Discover more on pages 14-17.



OVERVIEW

CEO STATEMENT



“

Every day we seek to have a positive and lasting impact in the countries where we operate and create value for everyone whose daily lives we touch.

SÉBASTIEN DE MONTESSUS
Chief Executive Officer

I am pleased to share with you Endeavour's latest Sustainability Report covering our activity in 2022 as well as our plans for 2023 and beyond.

In 2022, we continued to make significant progress on our ESG initiatives and were pleased to be recognised for our achievements with sector leading ratings, reflecting the positive impact our business can have in the regions where we operate.

This has been fostered through a culture of continuous improvement and full integration of ESG within our existing practices of striving for operational excellence. Every step we take to optimise the efficiency of our operations must bring with it ESG benefits.

While we continue to improve, our efforts were marred by a serious safety failure during which one of our contractors, Zoasson Richmond, sadly died. That incident is a reminder to us all that the need for constant vigilance never ends and we cannot take our strong safety culture for granted. We are redoubling our efforts to pursue a zero-harm workplace and have updated our blasting procedures to prevent an accident like this from happening again.

Our Approach

Our ESG strategy was formulated following extensive consultation with a range of stakeholders, including our host communities, employees, suppliers and investors. It is above all guided by the aims of the United Nations Sustainable Development Goals; every day we seek to have a positive and lasting impact in the countries where we operate and create value for everyone whose daily lives we touch. This is particularly important in the countries of West Africa, where Endeavour is frequently one of the largest private sector employers and a key contributor to local economies. That's why we have also signed up to the [African Business Leaders Coalition](#) (ABLC) under the umbrella of the United Nations Global Compact. The ABLC is committed to promoting sustainable growth, prosperity and development across the African continent through positive action to tackle climate change.

We participate in these initiatives because for all our efforts as a company, we know that working in partnership makes for bolder action and leads to better and

more sustainable outcomes. We demonstrate this in a number of ways; through the behaviours we display as we go about our business, through the transparency we demonstrate, and through the concrete initiatives that we implement and invest in.

Partnership

Many of these initiatives are carried out through the Endeavour Foundation, which we established to implement projects beyond our mines and are focused at the regional, national and trans-border level.

During 2022, we launched a number of initiatives, ranging from an investment in The Great Green Wall, which has the ambition to plant a wall of trees across the Sahel, in partnership with the Senegalese Agency for Reforestation, education projects to develop the future pipeline of talent funding scholarships, university placements and bursaries, as well as vocational training for young people to improve their employability. Details of these and a variety of other projects can be found within this report.

CEO STATEMENT (continued)



“

Importantly, sustainability works best when it is embedded into all aspects of a business at every level, rather than imposed as a separate discipline.

World Gold Council's RGMPs

As a member of the [World Gold Council](#) (WGC), we are committed to implementing all of the organisation's [Responsible Gold Mining Principles](#) (RGMPs), a comprehensive ESG framework on a range of issues from environmental stewardship and health and safety, to community engagement and ethical conduct. In 2022 we were pleased that our Ity and Houndé mines were externally assured as fully complying with all the 51 RGMPs, and we aim to complete assurance for the remainder of our portfolio by the end of the current year.

We also support the Council's Gold 247 initiative which seeks to transform the market to meet the challenges of today's consumers and investors, particularly through the use of digital technologies to improve the integrity and accessibility of the market and its ecosystem, to increase trust, and ultimately to stimulate demand in gold. In October last year, the industry came together to sign a Declaration of Responsibility and Sustainability Principles which formally expresses a shared commitment to operating in a responsible and sustainable way based on a clear set of shared goals. We see this as a milestone initiative that increases collaboration for the benefit of all stakeholders and supports our purpose.

Meeting Our Targets

One priority area is tackling climate change as we seek to meet our 2030 target of a 30% reduction in our carbon emissions intensity. This intermediate target is just one step on our pathway towards Net Zero by 2050. We have a number of decarbonisation initiatives underway, which you can read more about in the TCFD section, and set our first annual reduction target in 2022 to reinforce our commitment to reducing our carbon footprint. We continued to make good progress in our aim to introduce renewable solar energy at our Houndé and Sabodala-Massawa operations, which will reduce our Scope 1 emissions further, and we hope to conclude these initiatives during 2023.

OVERVIEW

CEO STATEMENT (continued)

Importantly, sustainability works best when it is embedded into all aspects of a business at every level, rather than imposed as a separate discipline. We have seen the benefit of this across a range of projects which have the dual benefits of optimising processes, thereby reducing costs, but also improving our efficiencies. An example of this is the Recyn project at our Ity mine. The Recyn project will reduce leaching and detox reagent consumption thereby improving the quality of the discharge water from the processing plant and increasing production through higher recoveries. While this project will improve our financial and operating performance, it will also reduce the impact that we have on our environment and minimise our footprint.

Looking ahead, we continue to ensure we drive the right type of behaviour that is focused on more than production ounces. For 2023, ESG performance targets will account for 30% of the short-term incentive plan for the Group, as well as 15% of our long-term incentive plan. These weightings include measurement against targets for factors such as health and safety, carbon emissions reduction, and diversity and inclusion.

External Recognition

We are particularly pleased with the recognition that our efforts have received from outside the company. Over the past four years, our ratings from sustainability rating agencies have continued to improve. Our score from Sustainalytics, one of the biggest practitioners in the field, has improved from the 72nd percentile to the 9th percentile (1st = lowest risk). Similarly, our MSCI ESG rating has improved from BBB to AA over a similar period and we are now one of just a handful of precious metals producers to enjoy that premium rating. The picture is similar for other agencies.

We have also received recognition within the countries where we operate, as well as from the industry itself. In Burkina Faso, Endeavour won the Best RSE Initiative award with our programme 'Elites de Demain' which focuses on ensuring a strong pipeline of future talent by offering scholarships to study mining-related courses to students from our three host countries.

Much of this is down to the work of our people, and two of our employees, Laetitia Gadegbeku-Ouattara and Maimouna Guembre, were recognised by Women in Mining UK among the 2022 '100 Global Inspirational Women in Mining'. Meanwhile, our Mana mine was awarded the Burkinabe national distinction 'Chevalier de l'ordre de la santé et de l'action social, avec agraphe santé', or 'Knight of the Order of Merit for Health and Social Action', for its work to combat HIV/AIDS.

Governance

We can only succeed if we have the right governance frameworks in place. Our ESG Board Committee is now led by Ian Cockerill, our Senior Independent Director, who joined us last year. This Committee is charged with oversight of our ESG strategy and supporting the Company in fulfilling its responsibilities in respect of ESG targets and commitments, while ensuring its governance is aligned with market practice and stakeholder expectations.

We are particularly pleased this year to welcome Sakhila Mirza to our Board and the ESG Committee. As an Executive Director of the LBMA, Sakhila will be able to offer valuable insight into the downstream value chain of our industry.

We are pleased that our Board contains a plurality of nationalities, genders and ethnic backgrounds, providing a considerable diversity of experience and views. We have also increased the diversity of direct female reports to the Executive Management Committee from 24% to 27%. In this area, however, we recognise that we have more to do and have in place a number of initiatives to improve female participation in our broader workforce, including a diversity target for female new hires.

Economic Contribution

As a further part of our governance journey, last year we were pleased to publish our first Tax and Economic Contribution Report. In 2022, the Company's total economic contribution was \$2.2 billion. This sum includes \$563 million in taxes, royalties, dividends and other contributions to governments; \$1.1 billion through

the procurement of goods and services from national and local suppliers, equating to approximately 81% of the Group's total procurement being spent in West Africa; and \$195 million in salaries in addition to the extensive training and professional development programmes available to all employees.

Conclusion

Our business is about our people, who are key to enriching and empowering the communities where we operate. I would like to thank them for all their efforts, along with our business partners, local stakeholders, and host country authorities for their support this past year. It is our employees that allow us to fulfill our purpose of producing gold that provides lasting value to society.

I hope you enjoy the report.


Sébastien de Montessus

Chief Executive Officer

12 May 2023

2022 EXTERNAL RECOGNITION & AWARDS

**MINES AND MONEY
2022 OUTSTANDING
ACHIEVEMENT
AWARDS NOMINEE
– ESG PRODUCER
AWARD**



**IR MAGAZINE
EUROPE AWARD 2022
WINNER FOR BEST
INVESTOR EVENT
FOR ENDEAVOUR'S
2021 CAPITAL
MARKETS DAY**

**IR MAGAZINE
EUROPE AWARD 2022
NOMINEE RISING
STAR – JACK GARMAN**

OVERVIEW

2022 AWARDS (continued)



Laetitia Gadegbeku-Ouattara



Maïmouna Guembre

WOMEN IN MINING UK
100 GLOBAL INSPIRATIONAL
WOMEN IN MINING
2022 EDITION



ESG REPORTING AWARDS 2022,
BEST SUSTAINABILITY REPORTING
NOMINEE



ENDEAVOUR WON THE BEST RSE INITIATIVE
AWARD FOR THE 'ELITES DE DEMAIN'
PROGRAMME

THE MANA MINE
WON THE BURKINABE
NATIONAL
DISTINCTION
'CHEVALIER DE
L'ORDRE DE LA SANTÉ
ET DE L'ACTION
SOCIAL, AVEC
AGRAPHE SANTÉ' FOR
THEIR FIGHT AGAINST
HIV/AIDS



OVERVIEW

THE RGMPs

We are pleased to confirm that we have received external assurance for our compliance with the RGMPs at the corporate level, and at our Ity and Houndé mines, in line with the World Gold Council's timeline.

The RGMP is a framework, introduced by the World Gold Council, that sets out clear expectations for consumers, investors and the gold supply chain as to what constitutes responsible gold mining.

Developed through extensive stakeholder consultation, the RGMPs comprises 10 main principles and 51 sub-principles that address all material environmental, social and governance issues for the gold mining sector.



Requirements

The RGMPs require implementing companies to:

1. Make a public commitment to align with the RGMPs;
2. Develop internal systems, processes and performance that conform with the Principles;
3. Report publicly on the status of conformance with the Principles; and
4. Obtain independent assurance on their conformance with the Principles at both mine site and corporate levels.

Member companies have until September 2022 to achieve conformance and assurance and until June 2023 to publicly disclose this as part of the corporate reporting cycle.

For assets that are acquired post 2019, member companies have three years to achieve conformance at those sites. For Endeavour, this means the ex-SEMAFO assets, the Mana and Boungou mines have until July 2023 to achieve conformance and until February 2024 for the ex-Teranga assets, the Sabodala-Massawa and Wahgnion mines.



Our 2023 Targets

RGMP compliance forms part of the Group's 2023 ESG KPIs, with a 7.5% weighting and a target of two additional mines being externally assured as compliant.



OVERVIEW

THE RGMPs (continued)**PRINCIPLE 1
ETHICAL CONDUCT**

We will conduct our businesses with integrity, including absolute opposition to corruption.

**PRINCIPLE 2
UNDERSTANDING OUR IMPACTS**

We will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed.

**PRINCIPLE 3
SUPPLY CHAIN**

We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.

**PRINCIPLE 4
SAFETY AND HEALTH**

We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions.

**PRINCIPLE 5
HUMAN RIGHTS AND CONFLICT**

We will respect the human rights of our workforce, affected communities and all those people with whom we interact.

**PRINCIPLE 6
LABOUR RIGHTS**

We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices.

**PRINCIPLE 7
WORKING WITH COMMUNITIES**

We will contribute to the socioeconomic advancement of communities associated with our operations and treat them with dignity and respect.

**PRINCIPLE 8
ENVIRONMENTAL STEWARDSHIP**

We will ensure that environmental responsibility is at the core of how we work.

**PRINCIPLE 9
BIODIVERSITY, LAND USE AND MINE CLOSURE**

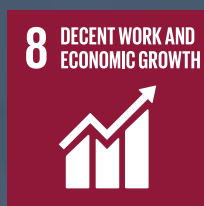
We will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure.

**PRINCIPLE 10
WATER, ENERGY AND CLIMATE CHANGE**

We will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.

OUR CONTRIBUTION TO THE UN SDGS

WE HAVE IDENTIFIED AND INTEGRATED 10 PRIORITY TARGETS INTO OUR ESG STRATEGY



OVERVIEW

UNSDGs (continued)



SUSTAINABLE DEVELOPMENT GOALS

Adopted in 2015, the United Nations Sustainable Development Goals (SDGs) are a universal set of 17 goals and 169 targets aimed at eliminating poverty, protecting the environment and ensuring everyone everywhere can enjoy a peaceful and prosperous life.






We support the United Nations SDGs and strive to make a meaningful contribution to their achievements. We are pleased to see this commitment is in line with our key shareholders' goals. 75% of our top 20 institutional shareholders are signatories to the United Nations backed Principles of Responsible Investment (PRI) and are integrating the SDGs into their investment strategies, investment decisions and engagement strategies.

Determining our UN SDG priority targets

Our approach to sustainability management and community development aligns with the expectations of the SDGs.

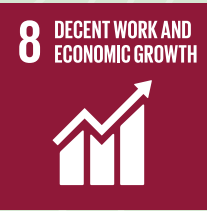
While we recognise the importance of all 17 SDGs, following analysis of all 169 SDG underlying targets, we have identified and integrated 10 priority targets into our ESG strategy. This is to ensure alignment between our material issues, our actions on the ground and how they contribute to our host countries successfully implementing the SDGs.

OVERVIEW
UNSDGs (continued)

SDG Priority	SDG Target	Endeavour's 2022 contribution
 <p>1 NO POVERTY</p>	<p>1.4 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>	<ul style="list-style-type: none"> • Implemented a range of income-generation and livelihood restoration projects • \$7.1m million invested in community projects
 <p>2 ZERO HUNGER</p>	<p>2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers.</p>	<ul style="list-style-type: none"> • Supporting 15 projects around our mines in agricultural improvement and food security, including market gardens, poultry farms, pork farms and agricultural equipment, such as tractors
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.</p>	<ul style="list-style-type: none"> • 15% reduction in Group's malaria incidence rate • Total investment of approximately \$0.5 million in health projects around our mines • 402 employees received voluntary counselling and testing for HIV/AIDS • Widespread malaria prevention campaign conducted across the Group • Launched 'One Village without Malaria' pilot programme in Burkina Faso, a partnership between the Endeavour Foundation and the Burkinabe Health Ministry
 <p>4 QUALITY EDUCATION</p>	<p>4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education.</p> <p>4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<ul style="list-style-type: none"> • 263 bursaries awarded to children of Endeavour employees to reward academic success • 504 internships provided to men and women for on-the-job experience • Provided literacy skills to 500 adults near our Lafigué project • Partnered with the Ivorian Government and GIZ to develop and finance the training of 150 youths in key vocational skills • Launched a three-year partnership with five Burkinabe universities to support 60 students a year to study mining-related courses • Total investment of approximately \$0.7 million in education
 <p>5 GENDER EQUALITY</p>	<p>5.5 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>	<ul style="list-style-type: none"> • 33% female representation on our Board • 27% of direct reports to the Executive Management Committee are women • 12% women in technical or skilled jobs • 12% of women in management roles

OVERVIEW

UNSDGs (continued)

SDG Priority	SDG Target	Endeavour's 2022 contribution
 <p>6 CLEAN WATER AND SANITATION</p>	<p>6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all.</p> <p>6b Support and strengthen the participation of local communities in improving water and sanitation management.</p>	<ul style="list-style-type: none"> • Construction of a mini-water tower at Lafigué to improve the quantity and quality of drinking water supply • We invested 46 million CFA towards improving access to water around our mining communities
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> • Total investment of approximately \$2.1 million • Electrification project of six villages around our Sabodala-Massawa mine • Continued engagement with the Burkinabe and Senegalese governments to progress our renewable solar projects
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.5 Achieve full and productive employment and decent work for all women and men.</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers.</p>	<ul style="list-style-type: none"> • 94% of our employees are nationals • 57% of our Senior Management are West African • 9% of our employees are women • Supported more than 1,635 West African businesses and suppliers • 49% reduction in TRIFR • LTIFR well below industry benchmark
 <p>13 CLIMATE ACTION</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<ul style="list-style-type: none"> • Set our first annual emissions target, which was included as part of the 2022 Group KPI • Net Zero ambition by 2050 • Targeting 30% reduction in emissions intensity by 2030 • Reported emissions intensity of 640kg CO₂-e/oz, beating our 2022 Group KPI target of <670kg CO₂-e/oz • Expanded Scope 3 disclosure to include top suppliers by emissions • Improved CDP rating from C to B-, ranking Endeavour third among its gold peers and in the top 47% of respondents
 <p>15 LIFE ON LAND</p>	<p>15.5 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>	<ul style="list-style-type: none"> • We have committed to not mining in World Heritage sites • Set our first targets for rehabilitation and reclamation • Supporting the Great Green Wall project via our Endeavour Foundation, with an annual target of reforesting 130ha each year and 45,000 trees



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OVERVIEW

OUR ESG GOVERNANCE

Our Board of Directors have ultimate responsibility and accountability for the Company's sustainability strategy, priorities and performance. The Board Environmental, Social and Governance Committee (ESG Committee), led by our Senior Independent Director, supports the Board in fulfilling its responsibilities in respect of ESG matters.

The Board recognises that the long-term success and viability of our business requires responsible stewardship of our environmental impact, a strong licence to operate and ethical business practices. The Company's focus on ESG matters is intended to benefit all its stakeholders; our employees and contractors, our host communities and countries, our suppliers and shareholders.

The ESG Committee oversees and advises the Board and senior management in relation to the development and implementation of the Company's ESG initiatives, including policies, compliance systems and monitoring processes to ensure the Company is performing and reporting in a

manner consistent with mining industry best practice and having regard to the Company's commitments as a member of the World Gold Council. This includes approval of our annual Sustainability Report, which is externally assured each year.

The Board is assisted by our executive-level ESG Steering Committee (ESG SteerCo), which is composed of the CEO, CFO, COO, EVP ESG and Supply Chain, EVP HR and Communications, EVP Public Affairs, Security and Social Performance, and EVP Corporate Finance and General Counsel, as well as key representatives from Technical Services, Sustainability, Social Performance, HSE and Investor Relations.

The ESG SteerCo meets quarterly 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 ensure successful delivery. We also have a number of working groups bringing key functional leads together to assist with implementation and tracking progress, including the Decarbonisation Working Group and the RGMP Implementation Working Group.

Our Board's Expertise

	Alison Baker	Patrick Bouisset	Ian Cockerill	Livia Mahler	Sakhila Mirza	Sebastien de Montessus	Naguib Sawiris	Srinivasan Venkatakrishnan	Tertius Zongo	
Expertise										
Corporate Governance	✓		✓	✓	✓			✓	✓	6/9
Finance & Accounting	✓		✓	✓	✓	✓	✓	✓	✓	8/9
Human Resources		✓	✓	✓		✓		✓		5/9
International Business	✓	✓	✓	✓	✓	✓	✓	✓	✓	9/9
Metals & Mining	✓	✓	✓	✓	✓	✓	✓	✓		8/9
Operations & Exploration		✓	✓	✓		✓		✓		5/9
Public Policy		✓	✓	✓		✓	✓		✓	6/9
Strategy & Leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓	9/9
Sustainability & Stakeholder Relations	✓	✓	✓		✓	✓		✓	✓	7/9

OVERVIEW

OUR ESG GOVERNANCE (continued)

OUR ESG FRAMEWORK

We identify our most material sustainability issues and use world-class management practices to manage the risks and opportunities associated with each issue. This approach is applied throughout the five stages of a mine's life cycle from exploration to production and ultimately, closure.

IMPLEMENTING POLICIES AND PARTNERSHIPS

Our ESG commitments are captured in a set of globally applicable policies that are informed by and aspire to international best practice.

PUTTING THE RIGHT GOVERNANCE IN PLACE

We combine corporate oversight with site-level leadership. Our ESG SteerCo is responsible for the development and successful implementation of our ESG strategy, supported by the Board ESG Committee.

SYSTEMS AND STANDARDS

We have implemented robust management systems that align our activities with international best practices and we implement the RGMPs as a member of the WGC.

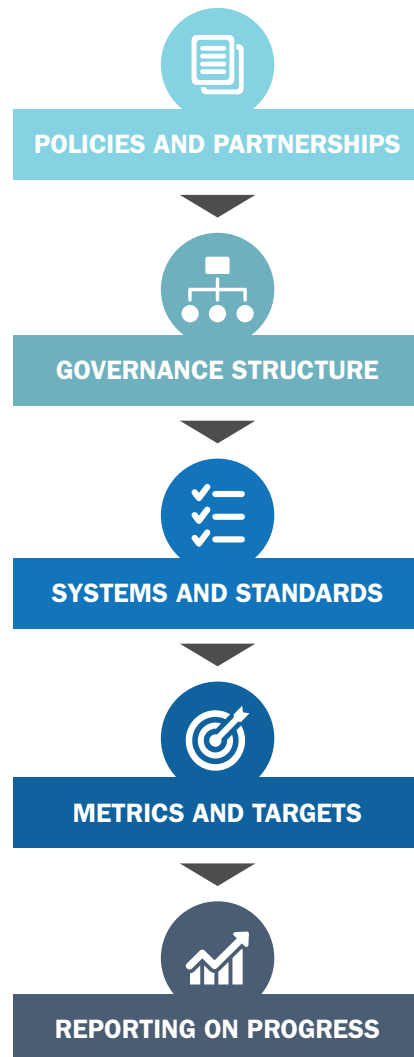
METRICS AND TARGETS

We have a range of targets and key performance indicators to track and drive continual improvements in our ESG performance. This report details our progress against our 2022 targets, and sets out our 2023 targets. It also demonstrates how our targets align with the ambitions of the UN SDGs.

Our sustainability targets are also integrated into Group incentive schemes, on both a short-term (annual) and long-term (three-year) basis.

REPORTING

We report annually to our stakeholders on our activities, impacts and performance via our ESG Reporting Suite. We frequently discuss our performance and progress with our investors and ESG ratings agencies.



OUR ESG REPORTING SUITE

This Sustainability report is part of our annual ESG reporting suite, which is available on our website and includes:

- GRI Fact Sheets on Key Materials Topics
- Analyst Data Centre
- Modern Slavery Statement
- Conflict Free Gold Report
- Tax and Economic Contribution Report

FEEDBACK

We welcome any feedback or questions you may have about this report. Please contact Alex Buck, VP Communications and ESG Investor Relations at investor@endeavourmining.com or visit our website for further information.

OVERVIEW

OUR ESG GOVERNANCE (continued)

LINKING LEADERSHIP COMPENSATION WITH MEASURABLE ESG TARGETS

We have clear, measurable ESG targets that form part of our short-term incentive plan (STIP) and long-term incentive plan (LTIP) and we report against our performance annually. You can find out more about our Remuneration Policy on pages 144-145 in our 2022 Annual Report.

2022 STIP ESG Performance

Measure	Weighting	% Threshold	Target	Maximum	Actual	% Achievement
Safety (fatality = zero)	15%	TRIFR in line with 2021 (incl. projects)	TRIFR decrease by 5% (incl. projects)	TRIFR decrease by 10% (incl. projects)	1 fatality	0%
Local procurement ²		65% host country sourcing	75% host country sourcing	85% host country sourcing	81%	10.5%
CO ₂ emissions/oz ²	15%	<670kg CO ₂ /oz produced			Achieved	12.5%
TSF		Reportable Event ²			Achieved	12.5%

1 Objectives based on portfolio and status quo as at 1 January 2022.

2 TSF – Reportable event that warrants public disclosure would result in zero for ESG.

2023 STIP ESG Matrix

Measure	Weighting*	% Threshold	Target	Maximum
RGMP Compliance ^{3,4}	7.5%	One additional mine	Two additional mines	Three mines compliant
Level of Group-wide female recruitment ⁴	7.5%	12.50%	15%	20%
Safety (fatality = zero)	15.0%	TRIFR in line with 2022 (incl. projects)	TRIFR decrease by 5% from 2022 (incl. projects)	TRIFR decrease by 10% from 2022 (incl. projects)

* Weightings are interpolated where applicable.

3. RGMP compliance at our remaining mines within the timeframe set out by the World Gold Council.

4. TSF – Reportable (Level 5) event that warrants public disclosure would result in Zero for ESG.

2023 LTIP ESG Matrix

Measure	Weighting*	% Threshold ⁵	Target ⁵	Maximum ⁵
ISO 14001 / ISO 45000 certification	7.5%	80% compliant by 31 December 2025	90% compliant by 31 December 2025	2025 100% compliant by 31 December 2025
Carbon emissions strategy	7.5%	< 625kg CO ₂ /oz by 31 December 2025	< 600kg CO ₂ /oz by 31 December 2025	<575kg CO ₂ /oz by 31 December 2025

* Weightings are interpolated where applicable.

5. Objectives based on portfolio and status quo as at 1 January 2023.



OVERVIEW

OUR ESG GOVERNANCE (continued)

GRI Disclosure 2 Governance (2.9 – 2.21)

GRI		2022 Annual Report Reference	Additional Notes
2-9	<p>Governance structure and composition:</p> <ul style="list-style-type: none"> • Governance structure, including Board committees • Which board committee(s) are responsible for decisions and overseeing organisation's impacts on economy, environment and people • Composition of Board and Board Committees: <ul style="list-style-type: none"> - Executive vs non-executive - Independence - Tenure - Other significant positions - Gender - Under-represented social groups - Competencies relevant to Impacts of organisation - Stakeholder representation 	<p>p123</p> <p>p116-117 p121-122 p124 independence p156 tenure p127-8 gender</p>	
2-10	<p>Nomination and selection of Board and its Committees:</p> <ul style="list-style-type: none"> • Nomination and selection process • Criteria used, including: <ul style="list-style-type: none"> - Views of stakeholders - Diversity - Independence - Competencies relevant to Impacts of organisation 	p128-129	
2-11	<p>Chair of the Board:</p> <ul style="list-style-type: none"> • Is chair also CEO • If so, describe different functions and conflict of interest 		No
2-12	<p>Role of Board in overseeing management of impacts:</p> <ul style="list-style-type: none"> • Role of Board and Exco in developing purpose, values, mission, strategies, policies and goals related to sustainable development • Role of Board in overseeing the organisation's due diligence to identify organisation's impacts on economy, environment and people <ul style="list-style-type: none"> - Engagement with stakeholders for support - Consideration of outcomes of process • Board review of effectiveness of due diligence processes and frequency 	<p>p140</p> <p>p74-79</p>	
2-13	<p>Delegation of responsibility for managing impacts:</p> <ul style="list-style-type: none"> • How has Board delegated responsibility for managing impacts <ul style="list-style-type: none"> - Has Senior Executive been appointed with this responsibility - Delegation for managing impacts to other employees • Process for reporting back to Board by these delegated executives and other employees 		Yes, as outlined in the section above.
2-14	<p>Role of Board in sustainability reporting:</p> <ul style="list-style-type: none"> • Is Board responsible for reviewing and approving reported information, including material topics, and process for this • If not, explain why not 		Yes
2-15	<p>Conflicts of interests:</p> <ul style="list-style-type: none"> • Process for Board to ensure conflict of interests are prevented and mitigated • Are conflicts of interest disclosed to stakeholders, including: <ul style="list-style-type: none"> - Cross-board membership - Cross-shareholding with suppliers and other stakeholders - Existence of controlling shareholders - Related parties, relationships and transactions 	<p>p108 p113</p>	There are no cross-board memberships however we disclose the existence of controlling shareholders and related party transactions are disclosed in the notes to the accounts in the Annual Report.
2-16	<p>Communication of critical concerns:</p> <ul style="list-style-type: none"> • How are critical concerns communicated to Board, if so • Total number and nature of critical concerns reported to Board during reporting period 	<p>p108-109 p120</p>	
2-17	<p>Collective knowledge of Board:</p> <ul style="list-style-type: none"> • Measures to advance collective knowledge/skills/experience of Board on 		Sustainability Report

OVERVIEW

OUR ESG GOVERNANCE (continued)

GRI		2022 Annual Report Reference	Additional Notes
2-18	Evaluation of Board performance on overseeing management of impacts: <ul style="list-style-type: none"> • Process for evaluating Board performance in overseeing management of impacts • Independence and frequency of such evaluation • Actions taken in response to evaluation, incl changes in composition and practices 	p112 p127-129 p148	
2-19	Remuneration policies: <ul style="list-style-type: none"> • Describe remuneration policies for Board members and senior executives, including: <ul style="list-style-type: none"> - Fixed pay and variable pay - Sign-on bonuses or recruitment incentives - Termination payments - Clawbacks - Retirement benefits • Relationship of these remuneration policies to performance in managing impacts 	p144-145 p147 and 150-152	
2-20	Process to determine remuneration: <ul style="list-style-type: none"> • Process for designing remuneration policies and determining remuneration, including: <ul style="list-style-type: none"> - Overview by independent Board members or independent remuneration committee? - How views of stakeholders are sought - Are remuneration consultants involved; if so, their independence • Results of votes of stakeholders on remuneration policies/procedures, if applicable 	p141-156 p156	Independent remuneration committee Engagement by Chair and Remco Chair Willis Towers Watson
2-21	Annual total compensation ratio: <ul style="list-style-type: none"> • Ratio of total compensation for highest paid individual to median total compensation of all employees • Ratio of % increase in total compensation for highest paid individual to median % increase in total compensation of all employees • Contextual information and how data was compiled 		Information unavailable / incomplete



OVERVIEW

ENGAGING WITH OUR STAKEHOLDERS



Strong and mutually respectful relationships with our diverse group of stakeholders is critical to the success and performance of our business. We engage with a wide variety of stakeholders on a regular basis. This engagement informs our thinking and decision-making. You can read more about how Endeavour’s Board of Directors takes into account the interests of all of our stakeholders when determining the Group’s strategy and objectives in our S172 Statement in our Annual Reports.

We continually monitor and affirm our social licence to operate, which we define as broad acceptance of our projects, through our stakeholder engagement. We have identified eight key stakeholder groups based on their importance to Endeavour and the influence they have on our business. Our stakeholder engagement programmes are tailored to suit the needs and expectations of each group. This helps encourage better decision making, promotes mutually beneficial outcomes and manages the risks present in our business.

We strive to be culturally sensitive in all our engagements and have completed stakeholder assessments across all our sites to be certain we do not impact any indigenous people or communities, confirming no presence of indigenous groups in the areas where we operate.





\$7.1m
invested in
local community
projects

81%
of procurement
spent on national
and local suppliers

OVERVIEW

ENGAGING WITH OUR STAKEHOLDERS (continued)

Stakeholders	How we engage	Examples of engagement in 2022
Employees 	<p>Safety briefings, employee well-being programmes, collective bargaining and/or contract negotiations, performance reviews and appraisals, training and development programmes, CEO and senior leadership town hall meetings, employee communication channels, Whistleblower Hotline, policies and standards</p>	<ul style="list-style-type: none"> Group safety and awareness campaigns, including malaria, hand and finger injury prevention, motorbike safety and HIV/AIDS Group-wide healthcare and capability audit Launched an anti-harassment campaign Quarterly CEO seminars Members of the Board visited our Ity, Houndé and Sabodala-Massawa mines New regional office in Abidjan, designed to improve employee well-being and collaboration, with a focus on natural daylight, more meeting rooms and informal meeting areas Launched an updated bilingual intranet to improve the sharing of information across the Group Participation in sports activities organised by the Group (CEO Cup) or by the Chamber of Mines (Mining Olympics in Côte d'Ivoire) to strengthen the feeling of belonging to Endeavour Implemented a range of professional development initiatives with certified coaches, including the Management Development Programme and a Women's Transformation Day
Industry associations 	<p>Formal meetings, correspondence and events</p>	<ul style="list-style-type: none"> Signed the Declaration of Responsibility and Sustainability Principles via our membership of the World Gold Council Participated in the annual conference of Côte d'Ivoire's largest association for the private sector to promote the benefits of the gold mining sector to the Ivorian economy Chaired the He4She Association in Côte d'Ivoire to promote gender equality in the mining sector Active participation in the Senegal, Côte d'Ivoire and Burkina Faso Chamber of Mines, with Endeavour representation on the Boards Financial supporter of Women in Mining Senegal
Non-governmental organisations 	<p>Meetings, correspondence, conferences, corporate social responsibility (CSR) forums, roundtables and strategic partnerships</p>	<ul style="list-style-type: none"> Joined the African Business Leaders Coalition (ABLC), an initiative sponsored by the United Nations Global Compact, which is committed to advancing sustainability and ambitious climate action across Africa Partnered with Plastic Odyssey on our "Towards Zero Plastic" campaign Held a number of discussions concerning ESG-related projects with various NGO potential partners
Communities 	<p>Regular meetings with community stakeholders, participation in ESIA's, public hearings and consultations, grievance mechanisms, resettlement committees, local cultural and sporting events, community health awareness campaigns, mine site visits, newspapers, radio, television, and the annual sustainability reports</p>	<ul style="list-style-type: none"> \$7.1 million invested in local community projects Contributed \$16.2 million to the Local Development Mining Funds in Burkina Faso, Côte d'Ivoire and Senegal 242 formal community engagement meetings, and 4,688 informal meetings held across our mines Implementation of a new Social Performance management system across the Group, which includes stakeholder engagement and grievance standards and procedures Updated the stakeholder engagement plans for Houndé and Ity Finalised the resettlement village at our Sabodala-Massawa mine Creation of a consultation framework to maintain dialogue with stakeholders at Ity, Lafigué and Tanda Launch of a literacy programme for 500 residents of the Lafigué communities. Launch of a vocational training programme for 150 young people in the Dabakala region Finalised the resettlement at Samavogo, which is part of our Wahgnion mine



OVERVIEW

ENGAGING WITH OUR STAKEHOLDERS (continued)

Stakeholders	How we engage	Examples of engagement in 2022
<p>Suppliers and contractors</p> 	<p>Policies and standards, supplier appraisal process, supply contracts process, meetings, grievance mechanism, relationship building by group and site level procurement teams and safety meetings</p>	<ul style="list-style-type: none"> • 81% of procurement spent on national and local suppliers • Continued engagement with our Top 15 suppliers (by spend) on Scope 3 emissions • Participated in a workshop with the German Development Agency GIZ to discuss proposed updates to Local Content law in Côte d'Ivoire • Participated in Burkina and Senegal supplier conferences and roundtables • Completed Group audit report on practices of local content as part of our continuous engagement to increase our commitment in developing local champions • Organised supplier visits in Côte d'Ivoire, Burkina Faso and Senegal to reinforce our partnership with key national suppliers • Held annual C-suite meetings with strategic suppliers to discuss mid to long-term partnerships • Participated in meetings at the Chamber of Mines in Burkina Faso to exchange ideas on supply chain related matters to adopt an industry approach • Continuous monthly meetings on site with key contractors for performance review and compliance with Endeavour policies including the Supplier Code of Conduct • Updated Endeavour's Supplier Code of Conduct Handbook to outline our business and ethics standards, including our modern slavery, human rights and anti-bribery and corruption policies • Developed and tracked monthly KPIs for national owned suppliers to reinforce our reporting and transparency
<p>Government and regulatory bodies</p> 	<p>Meetings, local subsidiary Board meetings, site visits and inspections, hosting and attending government and private sector meetings and attending national and international mining conferences</p>	<ul style="list-style-type: none"> • Contributed a total of \$562.7 million to the host governments in Burkina Faso, Côte d'Ivoire, Mali and Senegal • Presented the 2021 Sustainability and Tax and Economic Contribution Reports to key government ministries in Burkina Faso, Côte d'Ivoire and Senegal • Engaged with the Côte d'Ivoire Government on the mining convention for the Lafigué development project • Engagement with Senegal Government regarding the integration of Sabodala and Massawa into one combined entity • Validation of the ESIA for the combined Sabodala-Massawa project, including the BIOX® expansion • EITI data submission in Senegal • World Bank visit to Sabodala-Massawa mine in Senegal • Organised a round table gathering with all the ministerial delegations from Burkina, Côte d'Ivoire, Senegal and Guinea during Africa's largest mining conference • Engagement with environmental authorities to obtain authorisation for new Endeavour projects in Côte d'Ivoire, including the Lafigué mine under construction and the Recyn project at Ity • Meeting with Prime Minister, parliamentarians and Chamber of King and traditional chiefs in Côte d'Ivoire to present the positive impact of Endeavour's activities • Held meetings with the Burkina government and the local supplier alliance and Endeavour's Supply Chain department, as well as via the Burkina Chamber of Mines

OVERVIEW

ENGAGING WITH OUR STAKEHOLDERS (continued)

Stakeholders	How we engage	Examples of engagement in 2022
Capital providers 	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"> Engagement with 90% of active institutional shareholder register to provide updates on the Company's performance Attended more than 20 conferences hosting presentations, fireside chats, group meetings and one-on-one meetings with current and potential shareholders Held quarterly webcasts following the publication of results Hosted over 20 investors and analysts at a site visit to our flagship operations: Sabodala-Massawa, Ity and Houndé
Unions 	Formal meetings with the unions, safety briefings, employee well-being programmes	<ul style="list-style-type: none"> Organised a meeting between the union delegates at all our mines in Burkina Faso and the Endeavour Burkina Human Resources Department to try to address common problems at a national level Signed a Memorandum of Understanding with the delegates of Sabodala-Massawa on issues of regularisation regarding Teranga's (former owners of the mine) liabilities Held regular meetings between union representatives and site-based management at all our sites No strikes were reported in 2022



OVERVIEW

OUR MATERIAL ISSUES

Materiality Assessment

To help us deliver long-term value to our stakeholders, it is important for us to have a solid understanding of the sustainability issues that could impact our business.

To identify and evaluate these topics, we conduct sustainability-related materiality assessments that consider input from within our business and from our external stakeholders. Our process for determining these topics involves consultation, survey, analysis and validation.

Our most recent assessment was undertaken in the first quarter 2023 and we received feedback from more than 200 responses, including our employees, our leadership, local community members, suppliers, host and local governments representatives, non-governmental organisations and investors. This assessment was conducted in line with the new GRI Universal Standards of double materiality.



Materiality Matrix

During the validation process, three aspects were being moved upwards, climate change was ranked as a high priority and biodiversity, and artisanal and small-scale mining (ASM) were ranked as medium-high priorities. These aspects were moved due a recognition by Endeavour of the societal, regulatory and market expectations and expectations linked to them.

This resulted in a total of 16 priority aspects:

Our highest eight priority issues identified are:

- Local employment (no change)
- Community development (no change)
- Community engagement (no change)
- Anti-bribery and anti-corruption (increase from 2022)
- Zero harm (no change)
- Environmental and social impact assessment (ESIA) management (new)
- Water stewardship (no change)
- Climate change (adjusted)

Our eight high to medium priority issues are:

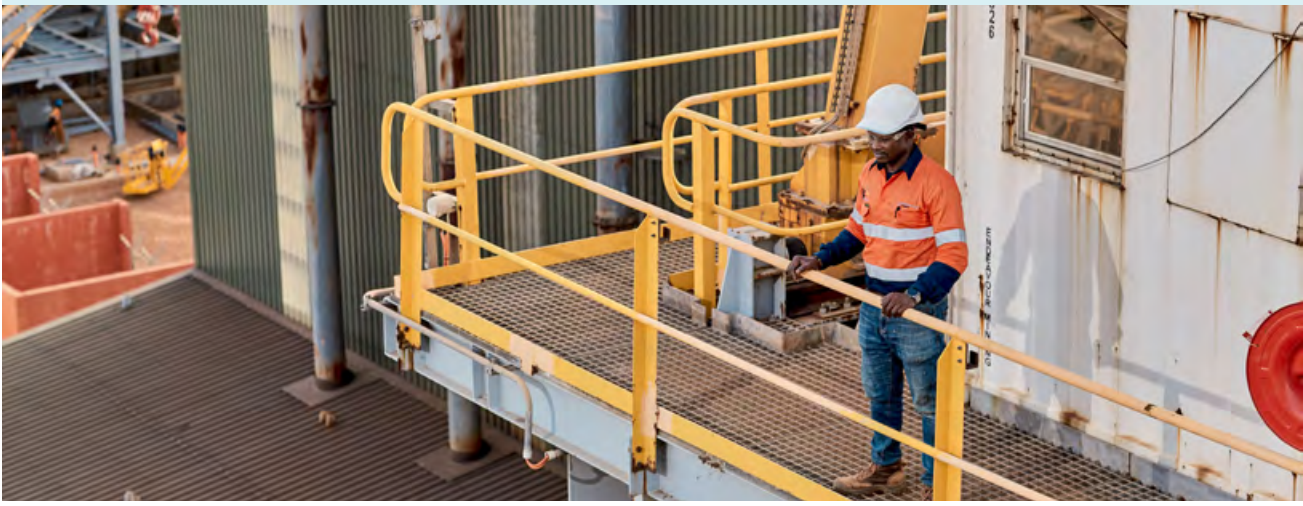
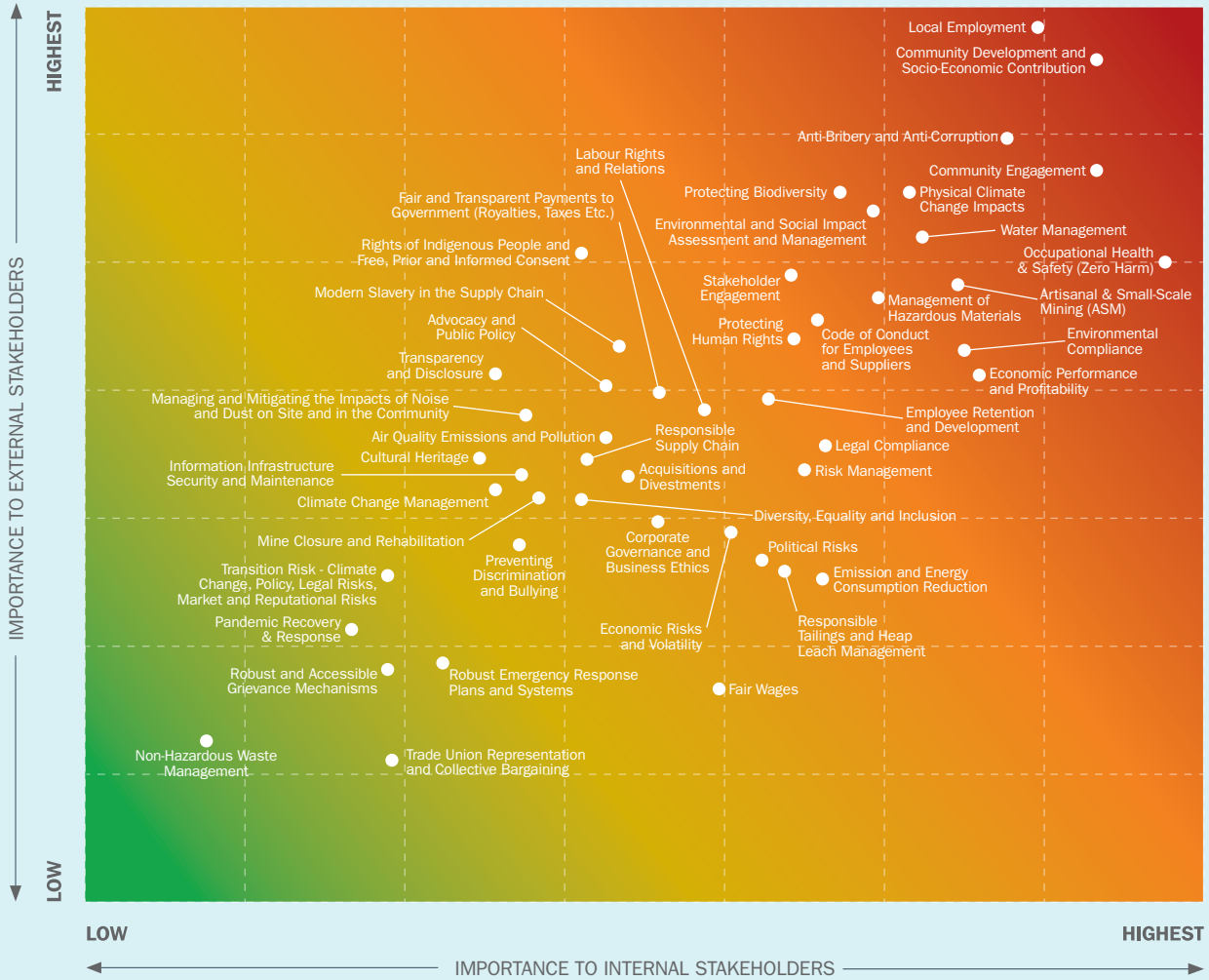
- Code of conduct for employees and suppliers (new)
- Managing biodiversity and land use (adjusted)
- Artisanal and small-scale mining (adjusted)
- Economic performance (increase from 2022)
- Management of hazardous materials (decrease from 2022)
- Environmental compliance (increase from 2022)
- Stakeholder engagement (no change)
- Protecting human rights (no change)

Following the result validation process, Endeavour's functional leads considered the high priority aspects against the Group's corporate risk management matrix to understand existing risks and potential financial consequence for the identified aspects. The results of that process were presented to the ESG SteerCo and the ESG Board Committee for final approval.

OVERVIEW









OUR MATERIAL ISSUES (continued)

MATERIALITY MATRIX



OVERVIEW

OUR MATERIAL ISSUES (continued)

GRI Indicator	Aspect	Materiality
GRI 202	Local Employment 	Impact: Delivering benefits including meaningful work for our host communities helps to build and reinforce our social licence to operate. Financial: Moderate – Failure to secure social licence could impact operations and lead to stoppages. Employing from the local community also helps us to operate with an efficient cost base.
GRI 203	Community Development 	Impact: Delivering benefits including socio-economic development for our host communities helps to build and reinforce our social licence to operate. Financial: Minor – Moderate – Failure to secure a strong social licence to operate could impact operations and lead to stoppages.
	Community Engagement 	Impact: Effective community engagement is critical for understanding the needs and concerns of our host communities and grievances and for our social licence to operate. Financial: Minor – Moderate – Failure to secure a strong social licence could impact operations and lead to stoppages.
	Anti-bribery and Anti-corruption 	Impact: Allegations of bribery or corruption could impact Endeavour’s reputation and damage our social licence. Financial: Minor – Poor Anti-bribery and corruption controls could result in sanctions for the company, loss in revenue through theft and misappropriation, or blacklisting.
GRI 403	Zero Harm 	Impact: Poor occupational health and safety management could lead to severe injury or even loss of life for our workforce. This could impact our social licence or pose recruitment issues if we are perceived to be high risk. Financial: Minor – Poor Occupational Health and Safety management could result in reduced operations or stoppages and necessitate additional training.
GRI 303	Water Stewardship 	Impact: Poor water management could result in shortages or contamination of local water ways, and impact access to water for our host communities. Financial: Minor – Poor water management could result in exceedance of permitted limits and fines, failure to secure and provide sufficient water for operations could also impact operations and result in stoppages.
	Environmental and Social Impact Assessments (ESIAs) 	Impact: Failure to manage the ESIA process and obtain permits could negatively impact our community and government relations, as well as limit our growth projects. Financial: Moderate – Major – Poor ESIA management could result in permits not being issued, and ultimately delays or prevent construction of our operations or expansions.
GRI 305	Climate Change 	Impact: Poor emissions and energy management could result in unnecessary energy use and emissions and contribute to climate change. Financial: Major – Failure to act on climate change could result in additional taxes, or impact share price, and impact the cost of capital. Our work to act on climate change through renewable energy projects and abatement opportunities have significant capital expenditure – though savings through reduced fuel costs will be realised over time.



HEALTH & SAFETY



KEEPING OUR PEOPLE SAFE AND HEALTHY

We believe that all occupational injuries and illnesses are preventable. This belief drives our 'Zero Harm' culture. Each member of our workforce is responsible for their safety, as well as that of their colleagues. This is an important part of ensuring everyone returns home safely at the end of each shift.

HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage safety and occupational health and hygiene, 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



Materiality



HIGH
Zero Harm



LOW
Emergency Response



LOW
Pandemic Recovery and Response

SUSTAINABILITY REPORT

HEALTH & SAFETY (continued)

2022 OVERVIEW

1 fatality

49% decrease

in TRIFR to 0.87
vs. target of 5% y-o-y

15% reduction

in Group's malaria incidence rate
vs. target of 10% y-o-y

Finalised

the Group's Occupational
Health & Hygiene strategy

2023 TARGETS

Zero fatalities

Reduce TRIFR

by -5% vs. 2022

10% reduction

in total malaria mine site incidence rates

2022 PERFORMANCE

While there has been an improvement in our overall safety record, sadly a contractor colleague sustained fatal injuries in an incident that occurred during blasting activities at our Ity mine in Côte d'Ivoire in October. We have extended our sincere sympathies and support to his family, colleagues and friends, and have conducted a comprehensive internal investigation into the incident, working closely with the relevant local authorities. The results of the investigation identified the need to review and update our site blasting evacuation procedures, which has been done and rolled out across the Group, with the aim of preventing similar incidents.

For 2022, we set ourselves a target to reduce all incidents by 10%. Our LTIFR decreased by 91% to 0.02 per million hours worked compared to 0.22 in 2021, while our TRIFR decreased 49% year on year from 1.72 to 0.87 in 2022.

We have worked hard this year to identify and remedy outstanding gaps as part of the ISO 45001 and ISO 14001 certification processes. During the year, a first stage audit was conducted, and no non-conformities were recorded. In 2023, we aim to proceed with the second stage of our certification process, in order to be fully ISO 45001 and ISO 14001 certified across all our operations by 2025.

100% of our workforce (employees and contractors) are covered by our occupational health and safety management system.

We continued to engage with our contractors on health and safety practices and performance, and this was a major focus across the business during the year. Our suppliers know we expect and, where necessary, will assist them to implement appropriate safety management systems – providing training, resources, and personal protective equipment ('PPE') as needed. Our approach is to treat contractors exactly the same as our employees, with access to the same information and everyone working to the same standards.



SUSTAINABILITY REPORT

HEALTH & SAFETY (continued)

Mine	Fatality			AIFR ¹			TRIFR ¹			LTIFR ¹		
	2020	2021	2022	2020	2021	2022*	2020	2021	2022*	2020	2021	2022*
Boungou	0	0	0	5.50	3.67	2.35	3.56	1.83	0.34	0.00	0.31	0.00
Houndé	0	0	0	1.88	1.75	2.23	0.63	1.17	1.11	0.00	0.19	0.00
Ity	0	0	1	5.70	3.02	2.26	1.52	1.21	0.27	0.57	0.00	0.00
Mana	0	0	0	8.02	5.97	5.07	2.73	2.39	1.69	0.00	0.00	0.00
Sabodala-Massawa	0	0	0	-	3.79	3.39	-	3.00	1.47	-	0.53	0.15
Wahgnion	0	0	0	-	3.98	1.85	-	2.16	0.57	-	0.33	0.00
Operations	0	0	1	4.69	3.71	2.79	1.54	1.88	0.90	0.22	0.25	0.03
Group total	0	0	1	4.05	3.63	2.60	1.23	1.72	0.87	0.18	0.22	0.02

1. Prior year information for Mana, Boungou, Sabodala-Massawa and Wahgnion are included for their post acquisition periods only, and results of Karma have been excluded, as the mine was divested in March 2022.

* Based on 41,478,414 hours people worked

Training

Training is an essential tool for empowering our people and reinforcing our safety culture. Every employee or contractor entering our sites for the first time must complete compulsory safety induction training before starting work.

We also provide additional role-specific training for jobs with a higher risk profile and specific risks, for example, equipment isolation and tag out, confined space entry, hot work, work at heights and the safe handling and storage of hazardous substances including cyanide.

In 2022, 45,989 hours of health and safety training were received by our employees and 63,038 hours by our contractors. Specific training on emergency response amounted to 4,237 hours for our employees and 3,236 hours for our contractors.

Malaria prevention and control

With many of our mines located in malaria endemic areas, the fight against malaria is a key part of our ESG healthcare strategy. We actively support our workforce and our local communities with malaria prevention and control initiatives as part of our 'Zero Harm' policy.

In 2022, alongside our regular on-site malaria prevention campaign and activities, we undertook community prevention projects at our Ity and Sabodala-Massawa mines and, through the Endeavour Foundation, are working with the Burkinabe health authorities on an exciting pilot programme 'One Village without Malaria' near our Mana mine. We hope the learnings from this pilot project will strengthen care in communities and at health and social centres, as well as provide comprehensive information and vector control activities.

Our aim is to reduce malaria cases, or the incidence rate at our mines, by 10% on an annual basis. In 2022 we achieved a 15% reduction in the Group's malaria incidence rate of 291.1, down from 343.9 in 2021, with the disease accounting for 3,219 workdays lost in worker absences (2021: 4,292).

Our malaria prevention campaigns have been successful in combating malaria outbreaks at our mines through a range of measures. These include distributing insecticide

impregnated mosquito nets, awareness campaigns and reducing the amount of on-site stagnant water, which is a breeding ground for mosquitos.

However, we have less control of the spread of malaria in our local communities. We offer indoor residual spraying inside homes and dwellings, though we experienced some resistance to us doing this, particularly as many of the people in these communities are not our direct employees. To address this resistance, we are changing our approach, and in 2023, we will be taking more time for the information and communication process, explaining what we are doing better prior to the spraying. In addition, we continue to work with epidemiology consultants to understand which chemicals will be most effective at each site, and are training colleagues to improve their chemical spraying skills. We have had some encouraging results from our pilot programme in Burkina Faso, near our Mana mine, where we are working in partnership with the Burkinabe Health Ministry. So far, around 95% of the houses in the village have been sprayed, which will help control malaria enormously.



SUSTAINABILITY REPORT

HEALTH & SAFETY (continued)**Occupational Health and Hygiene**

The good health and wellbeing of all our people is a top priority for Endeavour. While malaria is a major concern, the nature of mining means that our workforce could be exposed to a range of other occupational health hazards, including noise, fatigue, strain injuries, and the risk of chemical or dust inhalation. That's why we have full-time occupational health doctors at all our sites and run a comprehensive Occupational Health and Hygiene (OHH) programme that enables detailed assessments of OHH hazards at our sites. This allows us to prioritise workforce awareness and introduce comprehensive and robust monitoring and analysis.

During the year, we commissioned an external consultant to conduct an Occupational Health Audit for us, visiting all of our sites, auditing our health centres and our clinics. They also visited a number of our host communities to determine what facilities are available to people there. The consultant highlighted a number of risks we faced and recommended ways to mitigate them – breaking them down into organisational risks, clinical risks, infrastructural risks and reputational risks.

As a result of the audit, we are taking steps to improve or maintain health provisions, and make other system-improvement measures. At a Group level, we are working on a quality of care standardisation programme, due to be complete by the end of 2023.

One of our occupational health targets is for all staff members to receive annual medical check-ups. Scheduled routine health checks were provided to 95% of our employees and occupational health hazard workplace assessments were completed in 2022.

During the year, we also continued to offer vaccinations against Covid-19. Building on the awareness and education campaigns we put in place in 2020, by the time we stopped our formal vaccination programme, we had achieved a 74% vaccination rate for all our employees, including 100% among expatriate workers.

Campaign to eliminate fatigue at our sites

While we are still looking to build a more uniform approach on combating the health risks of fatigue across the Group, we are making good progress in this area. We are piloting two programmes at our Sabodala-Massawa and Houndé mines, which are the mines with the longest distances to truck ore to the processing plant. The first is a 'Fatigue Stop', which is a compulsory stop for all equipment operators doing long hauling from the Massawa Sofia pit to the Sabodala processing plant. The second initiative uses specialist equipment to monitor fatigue levels, this equipment is installed in the truck cabins and it monitors eye movement, sounding an alarm if the driver starts to look tired. We have had encouraging results to date and will continue to review the effectiveness of this equipment during 2023.

Alongside these pilot programmes, the health and safety teams have also conducted a fatigue awareness campaign across all our sites to drive awareness among employees that fatigue is more than just feeling tired and drowsy. We recognise that in a work context, fatigue is a state of mental and/or physical exhaustion that reduces a person's ability to perform work safely and effectively. We will continue to monitor general levels of fatigue during 2023.

OUR PEOPLE




REALISING THE POTENTIAL OF OUR PEOPLE


Our people are vital to our success. We treat our people and partners fairly and with respect, and support our employees at every step of their careers with us.

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

- GRI 407
- SASB EM-MM 310

Materiality

 **HIGH**
Local employment

 **MEDIUM**
Diversity, Equality and Inclusion

 **MEDIUM**
Labour Rights

SUSTAINABILITY REPORT

OUR PEOPLE (continued)

2022 HIGHLIGHTS

57%

West African senior managers

27%

women direct reports to an EVP

43% increase

in internships, to **504 people**

2023 TARGETS

15%

female new hires

Conduct an employee engagement survey

ENSURING OUR PEOPLE HAVE THE OPPORTUNITY TO SUCCEED

We seek to be an employer of choice, offering attractive terms of employment with competitive remuneration and career development opportunities. We empower our employees and give them the support they need to succeed in a rewarding and inclusive workplace.

Providing a dynamic workplace

As a company, we are reinforcing our commitment to providing a dynamic workplace that offers a range of experiences, career development opportunities, fair and equal employment practices, and in which all individuals are treated with dignity and respect. We operate in a number of diverse jurisdictions, and recognise that our operations blend a wide range of nationalities, cultures and abilities. At the end of the year, we had a total workforce of 14,140 people, a 1% decrease from 14,258 in 2021, which includes 5,659 employees and 8,481 contractors. We have successfully achieved a 95% rate of nationals employed over the past three years. In 2022, our employees comprised 34% from our host communities and 9% were women.

Attracting and retaining talented people

To ensure we recruit and retain highly skilled and experienced people, working at Endeavour comes with competitive remuneration and exciting career development opportunities. Employee remuneration packages are gender neutral, determined by their expertise, experience and performance, and these packages are regularly reviewed against our industry peers.

There is an annual performance-related bonus component, measured as part of each employee's annual Performance Appraisal Review. The bonus is determined against a set of annual key performance indicators, which always include a safety target as well as other ESG indicators, ensuring that everyone has a stake not just in how well we perform, but also in how we achieve our success.



SUSTAINABILITY REPORT

OUR PEOPLE (continued)

Growing and developing local talent

As the largest gold producer and a major employer in West Africa, our ultimate goal is to hire as close to 100% of our operational workforce directly from the country in which our mines are located.

We work to ensure skills transfer between our expatriate and local workers, so eventually local workers can occupy more key and senior positions within our operations. Some 57% of our senior management are West African; comprising 8% nationals, 44% regional West African expatriates and 5% from our local communities. In 2022, we promoted 262 national employees based on newly acquired skills, either gained on the job or through formal training programmes we made available to them. We also gave 504 young people valuable job experience through internships across our sites, a 43% increase over 2021.

Making our organisation fit for the future

Following rapid growth with the acquisition of two businesses in relatively quick succession and approximately an 80% increase in our workforce, we have reset our talent management strategy and approach to ensure we are fit for the future.

Our focus has been on putting the basics in place, the foundations we need to support all our activities and the implementation of our strategy. We have restructured our organisation, setting up new teams and recruiting new people to help us manage our processes, while further strengthening some of our key initiatives like our Management Development Programme ('MDP'), through which we seek to develop our senior leaders, and our Frontline Management Programme ('FMP') that supports first line managers, team leaders and supervisors with the management skills they need.

We offer all our employees the opportunities for continuous learning to develop their skills and progress their career through four key programmes that enable them to learn and grow through their career: **Endeavour Next** is our detailed succession planning programme that ensures our current and future leaders have the opportunity to progress in the organisation; **Growing Local Talent** assesses our workforce to identify skills and leadership development potential; **Endeavour Academy** is our in-house university which offers a range of technical and managerial training programmes, including online learning and our FMP and MDP; and our **Youth Talent Programme** provides bursaries for students who have shown particular promise.

CEO CUP

Our Ity mine were the winners of our 2nd CEO Cup, which was held in Abidjan, Cote d'Ivoire, in July 2022. This football tournament celebrates team spirit, a healthy sense of competition and reinforces the Endeavour culture and values.



SUSTAINABILITY REPORT OUR PEOPLE (continued)

The MDP is a tailored initiative designed to provide high quality management and leadership training to potential future leaders of our organisation. The programme has been specifically designed and implemented with the help of renowned specialists and experts from around the world and all with experience in the mining industry, to address the skills gap identified by our top executives.

In 2022, the MDP was offered to 36 employees hand-picked from our various operating and corporate offices. The programme enabled these individuals to enhance their interpersonal, management and leadership skills, as well as develop their business acumen and entrepreneurial capabilities. In 2023, we plan to put an even higher focus on the FMP, and we have identified other key initiatives that we will pilot that are designed to achieve our target to develop all employees, especially local employees where we operate.

In addition, the MDP served as an important platform for knowledge sharing, collaboration and strengthening our corporate culture. Participants were given the privilege of interacting with top management, and the programme aimed to empower them to become visionary, confident and respectful leaders through a transformational learning experience.

We have also been working hard to leverage greater value from our internal Learning Management System. This has included putting our processes and policies online to create a platform of services to our functions, enabling them to download the training content they need when they need it. This has helped to make our Learning Management System a valuable knowledge centre, and we will continue to load up more training content in 2023. This year we have largely focused on compliance training, such as Human Rights training, Anti-Bribery and Anti-Corruption training, and conflict of interest, although we are making more and more technical training available via the system too.



ELITES DE DEMAIN PROGRAMME

Zackaria Sawadogo is the first student to graduate from our 'Elites de Demain' programme. Endeavour financed Zackaria to study Electrical and Energy Engineering – Environment-Based Energy specialisation from the International Institute of Water and Environmental Engineering 2IE in Burkina Faso. During his studies, he also had several internships at Endeavour. He has now been recruited by Endeavour as a Junior Energy Efficiency Engineer and is working with our decarbonisation team.

The 'Elites de Demain' programme aims to support the pipeline of talent by funding high potential students to study a mining-related course. Since its inception in 2017, 29 students have been enrolled from across our three countries of operation.



OUR PEOPLE (continued)



WOMEN'S TRANSFORMATION DAY



We held a 'Transformation Day' for the women from our Abidjan Regional Office in December 2022. The day of intense coaching was facilitated by Jeanne Sissoko Zézé, a Personal Development Coach, and offered participants the opportunity to discover what makes them unique, develop more confidence and optimise their potential.

SUSTAINABILITY REPORT

OUR PEOPLE (continued)



DIVERSITY AND INCLUSION: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage diversity and inclusion, including relevant policies, procedures, management practices and systems.

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

- GRI 405
- RGMP 6 Labour Rights
- UN Global Compact Principle 6 Labour
- Women's Empowerment Principles

AN INCLUSIVE AND DIVERSE WORKPLACE

We value diversity and are committed to a work 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 recognise the benefits of having employees from diverse backgrounds who can bring fresh perspectives and experiences to the way we conduct our business.

The employment of women in operational and technical roles in the mining sector in West Africa remains a relatively new development. Despite the increase in the number of women employed in West African mines, the percentage is still low compared to other jurisdictions, predominantly due to historical perceptions of the mining industry and cultural traditions.

We continue to address this bias by actively promoting gender equality and empowering our female talent at Endeavour. We have a number of Women in Mining programmes operating across our sites and during 2022 we also visited schools in our local communities to explain mining and promote the industry as a potential career to girls and young women.

We are also signatories to the [Women's Empowerment Principles](#) (WEP), established by the [UN Global Compact](#) and UN Women to offer guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community. In 2022, we started to implement the WEPs across our business. At the end of the year we piloted activities focused on developing our woman leaders, and how we prepare them to take on senior leadership roles. These activities will continue in 2023.

Zero tolerance of bullying and harassment

We do not tolerate bullying, intimidation or harassment of any kind in our workplace. Our commitment to a fair and inclusive working environment is set out in our [Diversity Policy](#) and [Harassment Prevention Policy](#), both of which are reviewed and updated annually. During the year, we reinforced our policy by undertaking a Company-wide anti-harassment training campaign. This training covered

a wide range of scenarios that can affect colleagues at work, including sexual harassment, and discussed the risks of false reporting of any kind of bullying incidents.

Diversity performance

Building on our 2020 target to increase female representation throughout the Group, 15% of our new hires in 2022 were women. In 2023 we have agreed on an upper stretch of 20% which has been included as part of the overall Group KPI for the year. Overall, 9% of our employees were women, with 12% of those in management roles and 12% in technical or supervisory roles.

At the leadership level, at the end of the year, the Executive Management Committee had 13% female representation, while 60% of the Independent Non-Executive Directors on the Board are women, including the Chief Financial Officer, the Chair of the Audit Committee, and the Chair of the Remuneration Committee. 27% of direct reports to members of our Executive Management Committee were women.

Around 77% of our workforce are between the ages of 30 and 50 years old, and 78% 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% BAME ethnic representation.

Employee engagement

We have a range of communication channels available to our workers, including regular public meetings at each site, our intranet and our grievance mechanisms, which includes an independent 24/7 Whistleblower Hotline (for more information, see below).

During the year, we appointed Tertius Zongo as our Employee Engagement Director, who met with employees at our Ity mine, as well as staff at the regional office, to gain a better understanding about working conditions on site, the social climate, employee concerns as well as to share some of his priorities. The two main outcomes from these meetings were to focus on strengthening the managerial capacity of managers who were shortlisted for promotion, as well as to offer financial and budget training to employees to assist them with tackling their household debt.

Looking ahead to 2023, we plan to conduct employee engagement surveys to assist with understanding employees' attitudes towards the business and identify weaknesses so that they can be addressed to improve the work culture at Endeavour.

Supporting labour rights

We support the right to freedom of association and collective bargaining, without interference, fear of retaliation or restrictions on which union representation employees choose. This is embedded in our [Human Rights Policy](#), and we engage regularly with union leaders on a variety of topics including working conditions and benefits, health and safety and the Group's strategy, operating and financial performance. In 2022, 56% of our employees were covered by a collective bargaining agreement.

There were no strikes at our operations or reported incidents of under-age or forced labour during 2022.

OUR COMMUNITIES



OUR SOCIAL LICENCE TO OPERATE

We are guests in our host countries and we strive to provide a positive benefit from our presence; creating jobs, supporting local businesses, developing local talent and contributing to the socio-economic development of our local communities. We do our best to minimise our negative impacts and implement mitigation measures when this is not possible.

HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage our community and stakeholder engagement, including relevant policies, procedures, management practices and systems.


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

- GRI 203
- GRI 413
- SASB EM-MM-210
- RGMP 2 Understanding Our Impacts
- UN Global Compact Human Rights

Materiality

 **HIGH**
Community
Development

 **HIGH**
Community
Engagement

 **MEDIUM**
Code of Conduct
for Suppliers

SUSTAINABILITY REPORT

OUR COMMUNITIES (continued)

2022 HIGHLIGHTS

\$1.1 billion

81% of total budget, spent on in-country suppliers, supported around 1,600 national and local suppliers

\$16.2 million

contributed to Local Mining Development Funds

73% increase

invested in local community projects, a total of \$7.1 million

2023 TARGETS

Increase

procurement spend to 35% for National Owned Suppliers

Implement

the Local Procurement Plan at each mine

Develop

a three-year community health assistance programme

Reduce time

to close out grievances to the Group target of 14 days

COMMUNITY STAKEHOLDER ENGAGEMENT

Fostering regular, open communication with our communities is key to obtaining broad-based community support for our operations.

During 2022, our social performance teams held 4,688 meetings with local stakeholders to discuss a range of topics, including employment opportunities, local procurement, capacity building, livelihood restoration, community development projects. Meetings were held with women's associations, youth associations, local authorities and customary leaders, administrative authorities, religious leaders and project affected persons. Updates were also provided on the Company's activities, and grievances were addressed where appropriate.

In 2022, we reported three non-technical delays to our operations due to community unrest, which totalled nine days.



OUR COMMUNITIES (continued)

Annual Consultations

	2020	2021	2022
Boungou	6	28	113
Houndé	398	525	516
Ity	212	142	183
Mana	180	306	1,193
Sabodoala-Massawa	0	238	2,285
Wahgnion	0	481	398
Karma	128	105	0
Total	924	1,825	4,688

Community Grievances

Our community grievance mechanism is an important part of our stakeholder engagement. We have a grievance mechanism in place at each of our mines and ensure it is easily and readily accessible for our community stakeholders.

Our social performance teams track grievances daily and report them monthly to the Executive Management Committee to ensure sites are held accountable for their performance, as well to identify trends or possible future issues.

In 2022, we received a total of 782 complaints, a decrease compared to 2021, although the number of grievances open at the end of the year was higher. The two major areas of complaints were related to property damage and resettlement compensation. In 2023, the social performance teams aim to significantly improve resolving grievances in a timely fashion, in line with the Group's target of 14 days.

	2020			2021			2022		
	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)
Boungou	0	0	-	25	4	20	12	2	20
Houndé	34	1	8	50	0	4	40	12	28
Ity	22	2	14	33	24	7	84	46	58
Mana	22	5	7	978	65	34	60	82	15
Sabodala-Massawa¹	-	-	-	19	4	29	70	43	25
Wahgnion¹	-	-	-	364	5	57	516	389	30
Karma²	18	3	43	14	5	1	-	-	-
Total	96	11	72	1,483	107	21	782	574	32

1. The Wahgnion and Sabodala-Massawa mines were acquired in February 2021 as part of the Teranga acquisition.

2. The Karma mine was divested in March 2022.

SUSTAINABILITY REPORT

OUR COMMUNITIES (continued)

Resettlement and Compensation

Our policy is to avoid the resettlement of communities or people as far as possible. Where resettlement is necessary, our aim is to ensure living conditions and livelihoods are at least restored, if not improved. Our approach is centred around putting the impacted people and community at the heart of the process.

Although we provide compensation, we are sensitive to the fact that resettlement is a significant challenge for both the mine and the community involved. If the resettlement process is not well planned and carefully managed, it can damage our relationships with our host communities.

We work with impacted parties and local stakeholders, supported by local authorities and leaders who provide guidance and advice, to develop a Resettlement Action Plan (RAP) for each location, which is drafted by external experts in line with both our own Group Land Access and RAP Standard, and the IFC Performance Standards. The RAP is accompanied by a livelihood restoration programme which manages the impacts of resettlement.

We believe that through our resettlement activities we can make a significant, positive contribution to the community. Importantly, we provide the impacted people with security of tenure to their new homes, a concept which is still in its infancy in West African countries. We also provide upgraded living conditions and community infrastructure, such as solar-powered street lighting, new supplies of drinking water,

educational facilities, community centres, mosques and churches. Where possible, we work to amplify and share the positive impacts associated and use local workers, businesses and suppliers to build resettlement houses and community facilities.

During 2022, we held 36 formal RAP-related committee meetings and physically resettled 387 households comprising 3,298 people across our mines. We are implementing programmes for 1,788 people who were economically impacted, with 1,052 participating in livelihood restoration programmes. We spent \$26.1 million on resettlements, including \$17.5 million on construction, the majority of which was at our Sabodala-Massawa mine, \$1.0 million on livelihood restoration projects and \$5.7 million on compensation.

Livelihood Restoration Programme

We design and implement a number of livelihood restoration programmes, in line with our Group compensation and resettlement guidelines, to accompany newly resettled villages. This is done in consultation with local stakeholders and specifically, impacted community members.

We have livelihood Restoration Programmes at our Houndé, Ity, Wahgnion and Sabodala-Massawa mines, which cover a variety of projects, including agricultural projects, beekeeping, raising goats, fish farming, cassava processing, chicken farming and soap manufacturing.



SABODALA COMMUNITY RESETTLEMENT COMPLETED



The Sabodala village resettlement was largely completed during the year, resettling 418 households to a new village with high quality housing and community infrastructure. Buildings included housing, schools, shops and a mosque with infrastructure including potable water and electricity. Several livelihood restoration projects are also being implemented to ensure the sustainability of the resettlement programme.

The relocation was undertaken in consultation with the local communities and in compliance with the International Finance Corporation and the [Responsible Gold Mining Principles](#).

SUSTAINABILITY REPORT

OUR COMMUNITIES (continued)

SOCIAL INVESTMENT

Improving the lives of the people in our surrounding communities and sharing the benefits generated by our mines is integrated into our business approach. Our social investment strategy is centred around four key themes – economic development, education, health, access to water and electricity – which are implemented either by the mine through community projects or income generating activities, the Endeavour Foundation or our impact investment fund ECODEV.

We work in partnership with government, local communities and other stakeholders to ensure our economic sustainability and social development projects have broad support and meet stakeholder expectations. By taking a collaborative approach we are also able to maximise the impact of our efforts and investments.

In 2022, we invested \$5.0 million on community projects, supporting income generation activities, educational support, health projects along with financial and in-kind support for cultural and sporting events as well as community donations.

Infrastructure Investments and Services Supported

	Boungou	Houndé	Ity	Mana	Sabodala-Massawa	Wahgnion	Total 2022	Total 2021
Women-led Projects Supported	-	2	-	-	13	-	15	17
Community Investments (\$)								
Health	-	24,595	184,604	-	266,067	720	475,986	373,472
Education	-	645	26,933	87,916	347,964	2,439	465,897	369,215
Arts, culture, sport and youth	-	8,333	86,305	-	53,681	3,200	151,519	53,641
Environment	-	458	22,814	-	-	2,400	25,672	13,235
Economic development	-	579	199,991	73,348	80,705	-	354,623	543,093
Water and sanitation	-	-	-	491	130,610	-	131,101	205,862
Massawa	-	-	-	-	2,259,876	-	2,259,876	-
Community donations	31,172	10,480	12,119	118,635	19,655	2,632	194,693	-
Other	-	3,322	78,390	296,887	475,352	39,259	893,210	640,048
Total	31,172	48,412	611,156	577,277	3,633,910	50,650	4,952,577	2,198,566
Endeavour Foundation							900,494	295,000
ECODEV							1,293,924	1,566,000
Total							7,146,995	4,059,566

Local Mining Development Fund

\$m	2020	2021	2022
Houndé	5.0	6.7	5.3
Mana	3.7	4.6	3.6
Boungou	2.8	3.8	2.1
Wahgnion	0	2.6	2.4
Ity	1.9	2.3	2.8
Total	13.4	20.0	16.2

Endeavour contributes a portion of our revenue (0.5% in Côte d'Ivoire and 1% in Burkina Faso) to Local Mining Development Funds, as required by law. Local Mining Development Funds finance community projects in accordance with community-designed and community approved three-year Local Development Plans, with a particular focus on long-term sustainable development to contribute to the improvement of local infrastructure, living conditions and socio-economic growth.

SUSTAINABILITY REPORT
OUR COMMUNITIES (continued)



OUR COMMUNITIES (continued)



ELECTRIFICATION OF SIX VILLAGES IN THE COMMUNE OF SABODALA



Our Sabodala-Massawa mine, the largest gold mine in Senegal, is partnering with the Senegalese Agency for Rural Electrification (ASER) and the municipality of Sabodala to electrify six villages around the mine.

Costing around 1.4 billion FCFA, the majority of which is being funded by Endeavour, this project will provide over 1,200 inhabitants with access to a sustainable energy source.

This project will contribute decisively to improving the well-being of the local population, providing a boost to local economic activity and enhancing the benefits received from the mine by our host communities.



ELECTRIFICATION OF ELEMENTARY SCHOOL

During 2022, our Wahgnion mine funded and installed battery powered solar panels on two schools in the surrounding villages. The aim of this project is to improve school exam results, by providing decent ventilation and lighting to help students study, supporting their future potential students.



JOB BOOSTER PROGRAMME AT OUR MANA MINE

The 'Job Booster' vocational training programme is one of our flagship economic development projects at our Mana Mine. We have partnered with the local Burkinabe NGO Job Booster to provide 60 youths with training in sewing, welding, cooking, masonry and hairdressing. After their training is completed, we also provide them with basic equipment to enable them to set up their own businesses in the villages surrounding the mine. Now in its third year, 180 youths have benefited from this project so far.



SUSTAINABILITY REPORT OUR COMMUNITIES (continued)



STRENGTHENING HEALTH PROVISION AT OUR LAFIGUÉ PROJECT



The Lafigué project, Endeavour’s next mine, funded the upgrade of two health centres in two villages close to the mine to improve delivery of healthcare in the area, and reduce the stress of having to travel long distances to receive decent medical services. This was done in partnership with the Regional Health Directorate of Dabakala to ensure the appropriate equipment was provided. These two health centres are now fully functioning.

Managing Artisanal and Small-Scale Gold Mining

Artisanal and small-scale gold mining (ASGM) takes place across all our operations in West Africa. We recognise the ‘ASGM economy’ is important to local communities and our approach seeks to balance the need for local people to provide for themselves with the need to secure our significant investments.

Our aims are to reduce the negative impact of ASGM on our activities and our social licence to operate, fulfil our commitments to the ESG frameworks and organisations to which we adhere and support the policy of our host countries towards ASGM.

The scale and impacts of each of these ASGM operations differ according to each local context and requires site-specific engagement. To support our engagement and management of ASGM, we have a five-pronged management plan:

Assessing and monitoring ASGM operations

- Each site has established a local baseline to ensure that they have an accurate understanding of the social and environmental impacts of ASGM activities.

Stakeholder engagement

- We develop a stakeholder engagement plan for ASGM stakeholders and government authorities involved in the management of ASGM, establishing agreements where possible.

Community development

- We invest in projects that facilitate alternative livelihoods for ASGM miners with a view to develop a more diversified and sustainable local economy.

Government outreach and formalisation

- We support formalisation (organisation, capacity building, technical alternatives) where appropriate, including formal access to land where appropriate. We support government initiatives that are mutually beneficial in managing ASGM but ensure a positive outcome for ASGM miners. Furthermore, as members of the [World Gold Council](#), we support the responsible mining and trading of gold from all legitimate sources, including ASGM, in line with RGMP 3.3.

Security and asset protection

- To assist with asset protection, we also ensure our security personnel are trained and aligned with the VPSHR. You can read more on pages 86 and 87.

During 2022, we recorded our first significant incident with ASGM. In May 2022, ASGM miners protested at our Houndé mine as the legal eviction of the ASGM miners by government authorities, from one of our exploration properties, was conducted without sufficient notice. To prevent such events, we have since reviewed our Houndé ASGM engagement, with two key areas of focus; updating our ASGM engagement strategy and improving internal inter-departmental coordination.



The Endeavour Foundation implements our ESG projects regionally, nationally and cross-border across the countries where we operate, complementing initiatives being implemented by our operations.

We work in partnership with global experts and local authorities who can bring the required know-how in their different areas to help us reach our goals.

The Foundation currently has eight projects underway in the areas of education, skills training, fighting malaria, plastic waste and climate change. In 2022, the Foundation invested \$0.9 million.

You can find out more here:
www.endeavourmining.com/endeavour-foundation

OUR PROJECTS

Professional training for 150 young people

- During 2022, we signed a partnership with GIZ, the Ivorian Ministry of Education, Vocational Training and Technical Apprenticeships to improve the rate of employment for young people in the Hambol region where the Lafigue development project is located.
- 150 young people will be trained in key vocational skills, including electrics, plumbing, masonry, welding, boiler making and carpentry in 2023.

PROJECT UNDERWAY →



Education and literacy

- In June 2022, a partnership was signed with the Ivorian Ministry of Education and Alphabetisation to increase literacy levels in the Hambol region where the Lafigue development project is located and to improve access to employment.
- 500 adults from impacted communities will benefit from adult literacy courses.

PROJECT UNDERWAY →

SUSTAINABILITY REPORT

OUR COMMUNITIES (continued)



The Five-University Partnership

- On 8 April 2022, we signed a three-year partnership with top Burkinabe universities signed to kick-start the careers of young graduates in the mining sector.
- Under this partnership, 60 students a year will benefit from placements at Endeavour’s mines in Burkina Faso.
- The partnership aligns with Endeavour’s mission to support the development of local people in our host countries and communities for current and future generations.

PROJECT UNDERWAY →

Elites de Demain

- Endeavour’s ‘Elites de Demain’ initiative aligns with Endeavour’s mission to support the development of local people in our host countries and communities. The ‘Elites de Demain’ was launched at Houndé mine in Burkina Faso in 2017 to alleviate the education challenges faced in the country.
- Since then, we have supported 29 students, four of whom are girls, with students studying in Burkina Faso, Morocco and France in mining-related fields.
- From 2022, this initiative will be overseen by the Endeavour Foundation and rolled out across all our operations in Burkina Faso, Côte d’Ivoire and Senegal to support the development of future leaders in the region.

PROJECT UNDERWAY →



Gifted and high-achieving bursaries

- In 2021, we launched educational bursaries to reward high-achieving children of our employees. So far, 263 bursaries have been awarded.

ANNUAL PROJECT

Community Health

- Malaria prevention and control initiatives are a core part of our ‘Zero Harm’ policy.
- In April 2022, we launched the ‘One Village Without Malaria’ pilot programme in Burkina Faso with the Burkinabe Ministry of Health.
- The target is to eliminate malaria cases for a whole community by the end of 2023.

PROJECT UNDERWAY →



Environment

The Great Green Wall

- Partnership with the Senegalese Agency for Reforestation and the Great Green Wall of Senegal to support reforestation across Africa.
- Annual target to create a ‘Green Wall’ of more than 130 hectares, planting 46,000 trees, in the department of Bakel, Senegal.
- The pan-African Green Wall project aims to slow down the advance of the desert in Africa through the construction of a green belt from Dakar to Djibouti.
- The initiative aims to support the fight against climate change, as well as to bolster economic and social development.



PROJECT UNDERWAY →

OUR COMMUNITIES (continued)



MAKE LOCAL PROCUREMENT A BUSINESS PRIORITY

- + Share the business case for local procurement.
- + Develop local procurement plans at sites, with demand and supply sides analysis.
- + Adapt our procurement and contracting strategies and processes.
- + Train staff and ensure coordination between key departments.
- + Align tier one contractors with our local procurement strategy.



LOCAL PROCUREMENT: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage our supply chain, including relevant policies, procedures, management practices and systems.

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

- GRI 204
- RGMP 3 Supply Chain
- SASB EM-MM-510
- Local Procurement Reporting Mechanism (LPRM)

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 and strengthening local businesses. We support transparent disclosure of our annual procurement spend.

From exploration to closure, Endeavour procures a diverse range of goods and services which include mining contract services, heavy equipment, process chemicals, fuel and oils, explosives, equipment parts, and professional services. To ensure business continuity in the event of an interruption to supplies, such as the most recent pandemic, we have identified our critical suppliers who could have a significant

impact on Endeavour’s production, costs and/or revenue. We also incorporate supply chain risks into our corporate risk management, and you can read more about our supply chain risks and mitigations in our Annual Report.

The majority of our supply chain’s key supplies are sourced from either in-country or regional African countries.

We view our suppliers as extensions of our business. We work with suppliers and contractors based on the principles of long-term partnership, fair competition and ethical conduct, and we expect them to meet the same standards we set ourselves. These are all set out in our bilingual [Supplier Code of Conduct](#).

SUSTAINABILITY REPORT

OUR COMMUNITIES (continued)

We also have a third-party due diligence programme that aims to ensure that our third-party relationships are consistent with our values and business principles. In 2023, we will be augmenting this to incorporate an ESG assessment, including potential risks, to ensure that we do not work with companies linked to any ESG issues.

The Group's total procurement for 2022 was \$1.4 billion, a decrease from \$1.6 billion in 2021 due to the disposal of Karma mine in March 2022, resulting in a decrease in in-country procurement from \$1.3 billion in 2021 to \$1.1 billion in 2022. In spite of this overall decrease, the Group sourced 81% of its procurement from host countries during 2022, representing a 1% increase over 2021.

We supported approximately 1,600 national and local businesses in Côte d'Ivoire, Senegal, Burkina Faso and Guinea. Procurement from National Owned and Local Impacted Communities suppliers totalled \$388 million and \$28 million respectively for 2022.

We categorise our supplier database into local (a business owned by a resident of one of the impacted villages around our mine or the greater region where mine is located), national (business owned by a resident of the country where the mine is operating or a subsidiary of an international company duly registered in the country where the mine is operating) and international vendors to classify ownership in order to identify and tailor category-specific strategies.

During the year, we focused on two key priorities to further improve our commitment to support national and Local Impacted Communities suppliers: defining a local content strategy, and developing a local procurement plan for each of our mines.

Although we have a Local Content Policy that defines the minimum requirements to support economic development in the communities where we operate, we wanted to develop a specific strategy to support the implementation of the Policy. During 2022, we conducted an audit of our local procurement practices across various sites, based on acceptable International and industry best practices, and developed a local content strategy, which has three objectives:

- Make local procurement a business priority by developing local procurement plans, with demand and supply analyses, formalising transparent procurement processes such as pre-qualification and preferencing, and aligning contractors.
- Support the development of local suppliers through capacity building programmes and open communication with the business community.
- Be the leader in local mining procurement in West Africa by actively advocating for local procurement and implementing a robust monitoring and reporting system.

This local content strategy is now being rolled out across our operations. To ensure effective delivery of this strategy, in 2022 we also developed local procurement plans for our each of our mines, following an in-depth site specific supply and demand analysis for each operation. These plans reference the goods and services we would like to be sourced locally and will be implemented during 2023.

Among the goods and services we have 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 and from the mines, 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.

Looking ahead to 2023, the Supply Chain department will continue to build on the local content strategy and procurement plans through supplier capacity building sessions in our three countries of operations, as well as expanding out to a national suppliers development plan.



We supported approximately 1,600 national and local businesses in Côte d'Ivoire, Senegal, Burkina Faso and Guinea.

Procurement from National Owned & Local Impacted Communities suppliers totalled \$388 million and \$28 million respectively for 2022.

OUR COMMUNITIES (continued)

Procurement Spend

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
Sabodala-Massawa	272.5	217.0	80%
Mana	221.5	193.6	87%
Houndé	247.3	205.5	83%
Ity	215.6	170.3	79%
Wahgnion	218.5	193.6	89%
Boungou	131.1	113.9	87%
Lafigué	46.8	17.7	38%
Corporate	42.3	7.9	19%
Exploration	32.2	30.4	95%
Total	1,427.8	1,149.9	81%

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

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
Burkina Faso	834.0	720.2	86%
Côte d'Ivoire	288.3	212.7	74%
Senegal	272.5	217.0	80%
International	33.0	0.0	—
Total	1,427.8	1,149.9	81%

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

MODERN SLAVERY

Endeavour takes a zero-tolerance approach to all forms of modern slavery in our organisation and our supply chain. Endeavour publishes a [Modern Slavery Statement](#) annually which sets out the steps taken to identify and mitigate the risk of modern slavery occurring in our business and supply chain. We have a modern slavery clause in our contracts, which requires suppliers and their employees to commit not to engage in slavery or human trafficking and to ensure that their supply chain is free from all forms of modern slavery.

The nature and extent of modern slavery means that there is a risk that modern slavery practices may be present within Endeavour. While Endeavour is comfortable that our employment practices eliminate the risk of modern slavery practices within in our operations, we do acknowledge that Endeavour may be linked to modern slavery practices through our supply chain and contractors. In 2023, we will increase our efforts to ensure there are no modern slavery practices associated with our supply chain by launching dedicated modern slavery training, as we already incorporate elements in our human rights training, to educate our employees on how to identify modern slavery.





OUR ENVIRONMENT

Our environmental priorities are focused on addressing climate change, water stewardship, conserving biodiversity as well as reducing plastic waste, a scourge in our host countries.

Central to our environmental stewardship is managing, mitigating and minimising the impacts of gold mining on the environment, and doing so in a transparent manner.



Materiality

 **HIGH**
Climate Change

 **HIGH**
Water Stewardship

 **MEDIUM**
Biodiversity

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

2022 HIGHLIGHTS

Zero environmental incidents

Reported 640kg CO₂/oz
vs annual target of **<670kg CO₂/oz**

Connection

of Mana mine to the grid, reducing reliance on self-generation


Protected 1,837 ha
of land

2023 TARGETS

Emissions Intensity
<640 kg CO₂/oz

Protect 300 ha & reclaim 60 ha
of land

70% recycled water
across the sites on average

50% reduction 
in single use plastic water bottles
across our sites



OUR ENVIRONMENT (continued)

Environmental Incidents

We monitor, track and report on environmental incidents to improve our overall environmental performance and assist us to develop more robust systems, if required. We have a five-part classification system, which provides an overview of the number and severity of all incidents recorded during the year. In 2022, we recorded no severe incidents.

We are seeking certification of our environmental management standards, systems and processes under ISO 14001, with a target date of 2025 for the whole Group.

5 CRITICAL	4 MAJOR	3 MODERATE	2 MINOR	1 INSIGNIFICANT	
We consider an incident to be Critical if it: <ul style="list-style-type: none"> Causes severe long-term damage to a large or critical aspect of the natural environment. Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (large impact). 	We consider an incident to be Major if it: <ul style="list-style-type: none"> Causes major damage with medium-term impact on the natural environment where remediation is expected to last 6-12 months. Involves an uncontrolled unauthorised discharge into an off-site water body in a sensitive environment (minor impact). 	We consider an incident to be Moderate if it: <ul style="list-style-type: none"> Causes localised short-term controllable impact on the natural environment, where remediation is expected within one month. 	We consider an incident to be Minor if it: <ul style="list-style-type: none"> Causes localised impact on the natural environment, where remediation is expected within one day. 	We consider an incident to be Insignificant if it: <ul style="list-style-type: none"> Causes negligible impact on the environment which is difficult to notice and does not require remedial action. 	
0	0	0	2	2	Bougou
0	0	0	8	0	Houndé
0	0	0	3	8	Ity
0	0	0	1	18	Mana
0	0	0	0	0	Sadodala-Massawa
0	0	0	15	21	Wahgnion
0	0	0	29	49	Total

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)**TACKLING CLIMATE CHANGE**

Climate action is integral to solving Africa's most pressing issues. As one of the world's largest gold producers, and the largest in West Africa, we have an important role to play in the energy transition and supporting our host countries with their just transition. We will do this by producing in a way that will contribute to a lower carbon world, decarbonising our assets and partnering with our host countries to support the development of their renewable energy infrastructure.

HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage our response to climate change, including relevant policies, procedures, management practices and systems.

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

- GRI 302
- GRI 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
- Task Force on Climate-related Financial Disclosures (TCFD)
- CDP

Decarbonising Gold Mining

With the substantial risks resulting from climate change, it is important to fully understand gold mining's energy transition and climate impacts, and the specific steps needed for the industry to substantially reduce its carbon footprint. As the sector seeks to decarbonise its power sources, the industry is looking to replace electricity from direct fossil fuel consumption with connections to 'greener' power grids and to make more use of directly generated renewable electricity. Alongside this activity, incremental improvements in energy and operational efficiency, often facilitated by technological advancements, is also playing a key role in reducing the industry's power emissions.

Based on current plans across the gold mining industry, the emissions intensity of power used in gold production is estimated to fall 35% by 2030. As these plans become commonplace across the sector over the next decade, and if the industry sees substantially reduced production from high emission mines, the gold mining sector's energy transition should be broadly aligned with 'well below' 2°C or 1.5°C climate targets. This will require a substantial focus on the move away from fossil fuel-based power, but the continued improvement in the economics and practicality of renewables, alongside improvements in energy and operational efficiency, will also support the sector's ongoing transition.

WE ARE PROUD TO HAVE JOINED THE AFRICAN BUSINESS LEADERS COALITION (ABLC), AN INITIATIVE SPONSORED BY THE UNITED NATIONS GLOBAL COMPACT AND LAUNCHED DURING COP27 IN NOVEMBER 2022.

The **ABLC** is committed to sustainable development and ambitious climate action by bringing the perspectives of African CEOs and Board Chairs into the global conversation. We believe we can help enable an equitable and just transition in Africa by addressing the social and environmental effects of climate change in the countries where we operate.

The **ABLC** has appealed to African governments to translate climate plans into bankable climate projects and urged the international community to exchange knowledge and technologies with local companies, communities, and governments to tackle decarbonisation and adaptation. The statement also called for the international community to provide more access to global finance for African businesses to accelerate the transition to a future-fit economy.



OUR ENVIRONMENT (continued)

Decarbonising Our Assets

We support the global climate change goals outlined in the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. Our climate change targets are aligned with the Paris Agreement and, based on our analysis, will achieve just below the 2°C pathway, although our ultimate aim will be to achieve a 1.5°C pathway.

Goal: To be Net Zero by 2050 and to reduce our emissions intensity by 30% by 2030.



To achieve our targets, we have identified a number of abatement initiatives, including:

Grid Connection

We have identified the opportunity to connect our Mana and Sabodala-Massawa mines to the power grids, thereby reducing the reliance on light fuel oil (LFO) and heavy fuel oil (HFO) for self-generation. In October 2022, we successfully connected the processing plant at our Mana mine to the power grid in Burkina Faso. In the first three months of operations, this grid connection resulted in approximately 15% reduction in absolute emissions at Mana. In Senegal, the Government commissioned the Kédougou substation during 2022, and we are currently working on an agreement with SENELEC for a grid connection from Kédougou to Sabodala-Massawa.

Renewable Energy

We are progressing with our plans to install renewable solar power at our Houndé and Sabodala-Massawa mines. At Sabodala-Massawa, we are conducting technical studies for a 36MW solar farm. Every kWh of production from the solar farm will displace the equivalent in the burning of fossil fuels via HFO generated power, which currently supplies all electrical power at the mine. During the year, we have been engaging with the Senegalese authorities and the state utility company SENELEC on permitting, as well as progressing, studies on site. We anticipate concluding an agreement with the Government during 2023. In Burkina Faso, we are in discussions with SONABEL, the state utility company, regarding a solar project at Houndé.

Optimising power consumption and efficiency

In 2022, we undertook an initiative, using data collection and analysis, to improve visibility on our electrical energy and fuel consumption in order to control consumption and drive efficiency. We developed an integrated dashboard to record fuel consumption data via the electronic fuel management system at each site which is reported directly to a centralised reporting dashboard. This has enabled the sites to identify where each kilowatt of power is being consumed, control over-consumption, and adjust operating parameters to drive energy efficiency. While some of these

opportunities identified may not reduce the absolute carbon emissions, there will be a positive impact on Endeavour's emissions intensity due to increased gold produced for the same energy consumption.

Processing efficiencies

Other processing optimisations include many throughput studies and recovery opportunities that are in progress, such as the SAG Mill Optimiser at Boungou.

Fleet Optimisation

A benchmarking review between Endeavour's mine sites was completed in 2022 and is now part of its monthly reporting and review process. The key components Endeavour is focused on for fleet optimisation are maximising the efficient and productive capacity of its mining fleet. The largest lever for improved mining efficiency identified as an initiative at both our Sabodala-Massawa and Houndé mines is payload management. Current estimates place the truck factor (payload) for a Komatsu 785 at 91 tonnes, based on 2022 actuals. A complete initiative and action plan is in place to improve the payload to the target of 95 tonnes resulting in an improvement of 4%. Achieving this target would result in a 4% reduction in trips or haulage hours used across both operations, thereby decreasing fuel consumption and related emissions.

Fuel Switching

There is the potential to use cleaner fuel in our fleets. Endeavour will be investigating the potential for biofuel in West Africa and working with a large fuel provider to understand the main drivers of biofuel penetration in West Africa during 2023.

Developing Opportunities

Endeavour is currently completing studies into the feasibility of undertaking in-pit TSF deposition in Senegal and Burkina Faso. As an example of potential savings, we forecast at our Sabodala-Massawa mine that we can decrease the size of the above-surface facilities that will need to be constructed. We estimate this will reduce the need for construction materials by approximately 35 million tonnes as well as save approximately 6.8 million litres of diesel, that would have been required for the mobile machines. We believe there is potential for this technique to be applied at our Sabodala-Massawa and Wahgnion mines in the near term and potentially at the Mana and Houndé mines over the medium term.

Reforestation

In 2022, we started preliminary discussions with potential partners to measure our carbon sequestration through our reclamation programmes across our sites. In 2023, we will seek to expand this to include our external reclamation programmes as well, such as the Great Green Wall initiative we are supporting in Senegal, which includes the annual reforestation of more than 100 hectares in the department of Bakel, which is located in the east of the country.



PARTNERING WITH OUR HOST COUNTRIES

Endeavour is aware of the projected societal and climate trends that are expected to affect the communities living in and around our mining operations. To assist our host communities address climate change, we are implementing a range of financial, technical and policy led investments, demonstrated as follows:

- **Investments focused on education**, with a particular emphasis on children and women. This supports a potential step change away from subsistence farming in the future.
- **The education of women**, in tandem with bursaries to support entrepreneurial initiatives, provides empowerment and promotes the role of women as key contributors to both the household and the wider community.
- **The provision of freshwater** for both village supplies and irrigation to improve access in/around the mine sites reduces the direct risk to communities that are competing with industry for supply.
- **Our decarbonisation strategy** is aligned with our host governments' desire to increase their country's renewable energy mix. For example, Côte d'Ivoire has set an ambitious target to produce 42% of its energy from renewable energy sources by 2030.
- **The potential to use in-pit tailings** at two of our operations, Sabodala-Massawa in Senegal and Wahgnion in Burkina Faso. In-pit tailings have been widely used in Australia and are a proven method of safe tailings storage, however this technique has been under-utilised in West Africa. We have been working with the relevant mine regulators to explain how in-pit tailings work and the benefits they offer, including removal of significant earthworks and potential to reduce the need to displace communities to make way for an above surface TSF. This is a technique that could also be adopted by other mining operations in the region.

The implementation of key mitigation measures including a corporate reduction in carbon emissions, a corporate reduction in water demands, and a corporate transition to renewable power supplies promotes a clear commitment by Endeavour to reducing the contributory impact of our mines to climate change.

OUR ENVIRONMENT (continued)

DISCLOSURES RELATED TO TCFD

GOVERNANCE

Disclose the organisation’s governance around climate-related risks and opportunities.

Recommended disclosures and disclosure level	Page	2020*	2022	Summary of progress in 2022
a) Describe the Board’s oversight of climate-related risks and opportunities	Page 64 includes a summary of the Board’s oversight of climate-related risks and opportunities	●	●	<ul style="list-style-type: none"> Inclusion of carbon reduction targets in Company’s incentive plans. The Board, and its ESG, TS&H and Audit Committees regularly review and evaluate risks, opportunities and impacts related to Endeavour’s climate change strategy.
b) Describe management’s role in assessing and managing climate-related risks and opportunities	Pages 64 and 65 includes a summary of management’s role in assessing and managing climate-related risks and opportunities	●	●	<ul style="list-style-type: none"> Management executes our climate change strategy, monitors our performance, and reports to the Board on our progress against targets. Decarbonisation Working Group established, reporting into the ESG Executive Steering Committee.

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning where such information is material.

Recommended disclosures and disclosure level	Page	2020*	2022	Summary of progress in 2022
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Pages 66-73 describes physical risks and opportunities, pages 72-73 describes transition risks and opportunities. Pages 72-73 includes details of the emerging risks.	●	●	<ul style="list-style-type: none"> We face a broad range of climate-related risks. These include physical risks such as extreme weather events and transitional risks such as reputational, legal and technological risks. These are all monitored and evaluated as part of our overall strategic planning.
b) Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning	Page 71 described impact of physical risks, pages 72-73 describes impact of transition risks and opportunities.	●	●	<ul style="list-style-type: none"> We have identified a range of abatement opportunities, including solar power, which will reduce both our carbon emissions as well as operating costs. While adapting to climate change, we have produced opportunities through cost saving and efficiency improvements in resource usage.
c) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Page 73 describes the resilience of the organisation’s strategy.	○	●	<ul style="list-style-type: none"> Transition risks are evaluated as low in the particular region Endeavour is operating over the short, medium and long term. Conducted climate change scenario planning for the Group, which was aligned with the qualitative risks assessment by sites and the planned mitigation measures.

*2020 Deloitte TCFD readiness assessment

- Disclosed in line with all TCFD recommendations
- Disclosed in line with some TCFD recommendation
- Not disclosed

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

RISK MANAGEMENT

Disclose how the organisation identifies, assesses, and manages climate-related risks.

Recommended disclosures and disclosure level	Page	2020*	2022	Summary of progress in 2022
a) Describe the organisation's processes for identifying and assessing climate-related risks	Refer to page 74 and the 2022 Annual Report for risk identification and management process.			<ul style="list-style-type: none"> We conducted a multi-disciplinary risk assessment workshop to review and assess our risks, including physical and transitional climate-related risks. In 2022 we identified two emerging risks, including one related to climate change.
b) Describe the organisation's processes for identifying climate-related risks	Refer to page 74 and the 2022 Annual Report for risk identification and management process,.			<ul style="list-style-type: none"> Management and employee incentivisation through bonus scheme metrics to drive appropriate behaviour. Climate Change Scenario Risks Assessments have been completed across all operations. These risks will be incorporated into Endeavour's risk management framework and will be governed accordingly.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	Refer to page 74 for risk identification and management process, and page 75 for specific examples of 2022 initiatives.			<ul style="list-style-type: none"> Climate-related risks are considered and managed within Endeavour's corporate risk management framework, which includes board oversight.

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Recommended disclosures and disclosure level	Page	2020*	2022	Summary of progress in 2022
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Pages 76-78 includes details of our strategy. Page 60 includes further details of our strategy.			<ul style="list-style-type: none"> We use and disclose a wide range of climate-related metrics to manage the business and our risks. We plan to introduce an internal carbon price during 2023 to better understand, manage and control potential costs related to climate change.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	Pages 76-77 shows our Scope 1, 2 and 3 GHG emissions. Pages 76-78 shows emissions by mine.			<ul style="list-style-type: none"> We publish our Scope 1, 2 and 3 emissions annually, including commentary on our performance.
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Our climate-related goals and ambitions are described on page 60. Further details are on pages 75-78.			<ul style="list-style-type: none"> Endeavour sets emission reduction targets that support our goal to reduce our emissions intensity by 30% by 2030 and our ultimate ambition to be Net Zero by 2050. Disclosure of our climate-related targets enable us to track our progress toward our 2030 and 2050 targets. In 2022, we set an annual target of 670kg CO₂oz produced, which we beat, with 640kg CO₂oz produced.

OUR ENVIRONMENT (continued)

Governance

TCFD recommendation:

Disclose the organisation’s governance around climate-related issues and opportunities.

a) Describe the board’s oversight of climate-related risks and opportunities

	Responsibilities	Key Outcomes in 2022
Board	The Board is accountable and has ultimate responsibility for ensuring that material climate-related risks, opportunities and issues are appropriately integrated into the Group’s business plans, risk management and decision making. The Board reviews the Group’s climate-related issues, compliance, decarbonisation strategy, actions and performance.	<ul style="list-style-type: none"> Decision to include carbon reduction targets in the short and long-term incentive plans Approval of an annual target for 2022 – 670kg CO₂ emissions per ounce of gold produced. See further details in s172 statement on page 79 of our 2022 Annual Report Approval of a three-year target to replace 50% of existing diesel Genset capacity utilised with equivalent solar power capacity
Board committees	<p>ESG – Sets the Group’s ESG strategy and supports the Company in fulfilling its responsibilities in respect of ESG targets and commitments. (Refer to further details in the 2022 Annual Report.)</p> <p>Technical, Health & Safety – Monitors the technical aspects and capital projects related to the Group’s ESG strategy, including safety, occupational health, tailings and renewable energy projects. (Refer to further details in the 2022 Annual Report.)</p> <p>Audit – corporate risk management, including ESG-related risks. (Refer to further details in the 2022 Annual Report.)</p> <p>Board committees assist the Board in their review of the Group’s climate-related issues, compliance, decarbonisation strategy, actions and performance.</p>	<ul style="list-style-type: none"> Monitoring progress of 2022 CO₂ emissions target and the tracking of Scope 3 emissions Inclusion of climate change as emerging risk in our 2022 Annual Report Reviewed 2021 Sustainability Report and climate-related disclosures Review of climate scenario analysis and associated risks

b) Describe management’s role in assessing and managing climate-related risks and opportunities

	Responsibilities	Key Outcomes in 2022
Chief Executive Officer	<p>The CEO is responsible for driving Endeavour’s climate change strategy, supported by his senior management team and functional leads.</p> <p>Remuneration package includes incentives linked to climate change and decarbonisation performance. (page 20 for further details)</p>	<ul style="list-style-type: none"> Leading negotiations with the relevant Government authorities in Burkina Faso and Senegal in relation to Endeavour’s planned solar projects
Executive ESG Steering Committee	<p>Composition and responsibilities: CEO, CFO, COO, EVP for Public Affairs, Security and Social Performance, as well as senior management from Technical Services, Sustainability, and Investor Relations.</p> <p>Reports into the Board ESG Committee on a quarterly basis and provides internal oversight of our decarbonisation strategy, initiatives, progress and performance.</p>	<ul style="list-style-type: none"> Approval of Energy and GHG Emissions Management Policy Commissioned climate scenario planning analysis work

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

Decarbonisation Working Group	The DWG is a multi-disciplinary group comprising key functions across the business who are responsible for the implementation and delivery of our decarbonisation strategy, as well as compilation of the Group’s climate-related data and disclosure. Its members include representatives from technical services, investor relations, water management and sustainability.	<ul style="list-style-type: none"> • Improved reporting of Scope 3 emissions • Conducted climate change risk assessments at all sites • Climate change roadshow to all operations, promoting decarbonisation strategy and the Energy and GHG Emissions Management policy • Improvement in CDP rating from C to B-, ranking Endeavour third among its gold peers
RGMP Working Group	Responsible for implementing the RGMPs, including RGMP 10, related to climate change	<ul style="list-style-type: none"> • Successful external assurance confirming conformance with all the RGMPs at our Ity and Houndé mines, including RGMP 10, as per the World Gold Council timeframe
Operational Management	Provide regular reports (daily, weekly, monthly) to management on operating environment, which includes any climate-related issues. Responsible for ensuring climate risk awareness is embedded into day-to-day operations, including climate risk identification, and implementation of climate risk mitigation programmes. The mine General Managers report to the COO, who is a member of the ESG Executive Steering Committee and regularly attends the DWG.	<ul style="list-style-type: none"> • Conducted energy audits at all sites • Updated climate change risks at each site

Strategy

TCFD recommendation:

Disclose the actual and potential impacts of climate-related risk and opportunities on the organisation’s business, strategy and financial planning.

Endeavour recognises climate change as a key risk. In 2022 we conducted a climate change scenario analysis, in accordance with TCFD, which details an overview of the governance structure and business resilience surrounding climate related risks and opportunities, the outcomes of the scenario analysis and climate risk assessment, including actual and potential impacts, and the approaches for analysis and mitigation of climate related risks.

Climate-related physical risks may include a variety of effects:

- Direct damage to assets, as a result of extreme weather events (i.e., floods, storms) or rising sea levels.
- Changes in water availability, sourcing, and quality, often with consequent social impacts.
- Disruption to operations, ability to transport goods and supplies and impacts on employee/community safety, and more.

The scenario analysis considered acute and chronic physical climate risks over three time periods: 2025 (short term), 2030 (medium term) and 2040 (longer term), based on the current life of our asset base, and built on existing site level risk assessments to identify site vulnerabilities and options for mitigation, as well as transition risks.

The scenario analysis was built on available climate scenarios, including a “pessimistic” high carbon (or high physical risk) scenario¹, and an “optimistic” ambitious and disruptive low carbon scenario² as outlined below to ‘stress test’ the resilience of the business.

1. Pessimistic scenario: projected socioeconomic global changes towards deeper fossil-fuelled development (SSP5). Emissions continue to rise throughout the entire 21st century (RCP8.5)
2. Optimistic scenario: projected socioeconomic global changes towards sustainability (SSP1). Carbon dioxide emissions start declining by 2020 and go to zero by 2100 (RCP2.6).

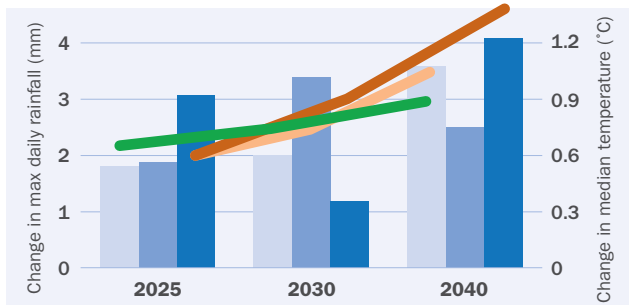
OUR ENVIRONMENT (continued)

PHYSICAL RISKS

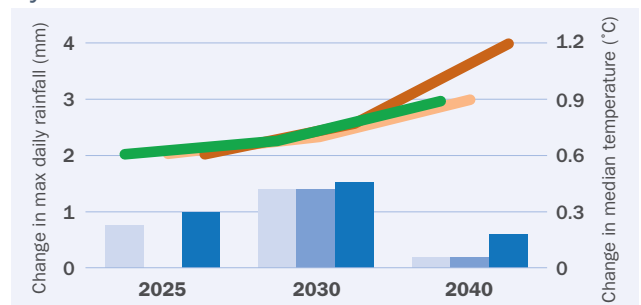
a. Describe climate-related risks and opportunities that the organisation has identified over the short, medium and long term.

Chronic risks

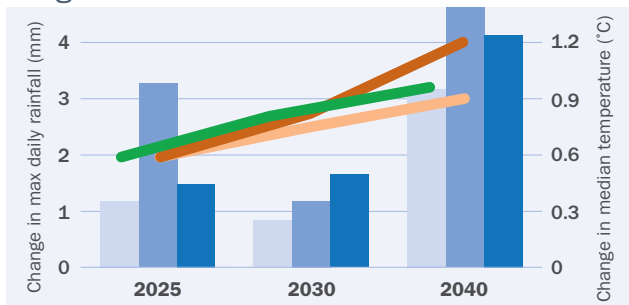
Sabodala-Massawa



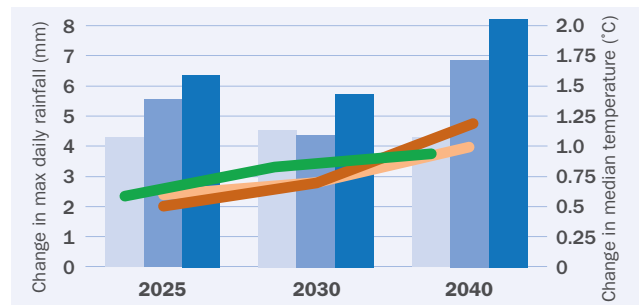
Ity



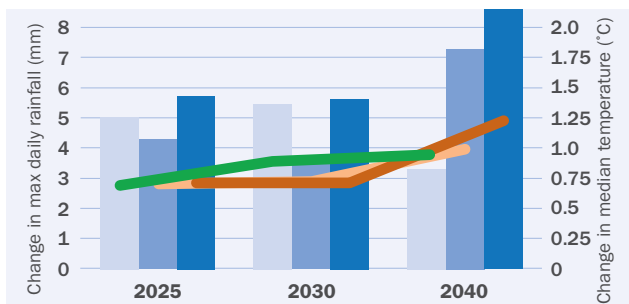
Lafigué



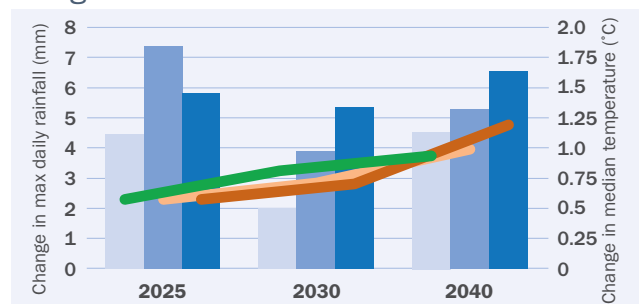
Houndé



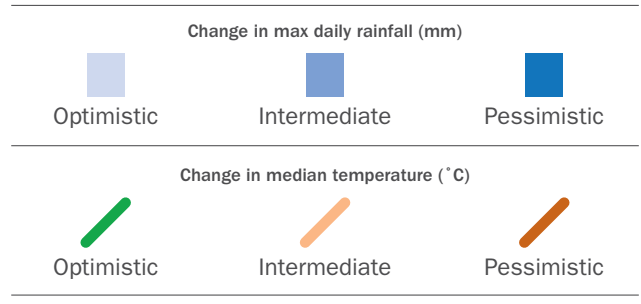
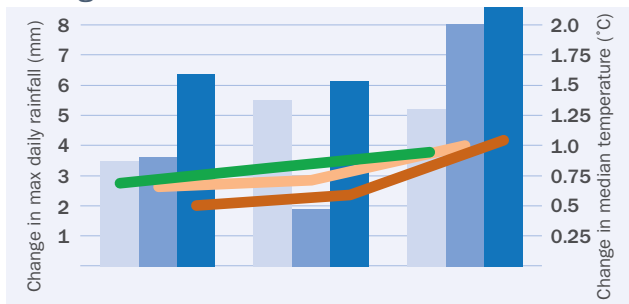
Mana



Wahgnion



Boungou



SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)




PHYSICAL RISKS (continued)

Acute risks




Delineation of acute risks

 Extreme heat	 Extreme precipitation	 Severe storms	 Wildfires
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by 2025

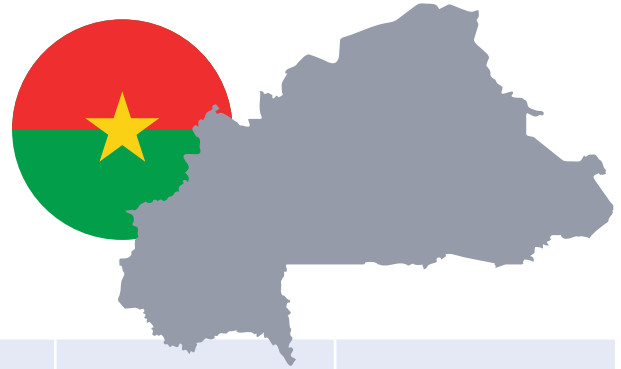
Low risk 	>5 exceptionally hot days per year	>100mm max daily rainfall in 1% (100 year) event	>5 days per year weather conducive to storms	>2 mean number of wildfires per year
Medium risk 	>10 exceptionally hot days per year	>150mm max daily rainfall in 1% (100 year) event	>10 days per year weather conducive to storms	>4 mean number of wildfires per year
High risk 	>20 exceptionally hot days per year	>200mm max daily rainfall in 1% (100 year) event	>20 days per year weather conducive to storms	>8 mean number of wildfires per year

by 2030

Low risk 	>5 exceptionally hot days per year	>100mm max daily rainfall in 1% (100 year) event	>5 days per year weather conducive to storms	>2 mean number of wildfires per year
Medium risk 	>10 exceptionally hot days per year	>150mm max daily rainfall in 1% (100 year) event	>10 days per year weather conducive to storms	>4 mean number of wildfires per year
High risk 	>20 exceptionally hot days per year	>200mm max daily rainfall in 1% (100 year) event	>20 days per year weather conducive to storms	>8 mean number of wildfires per year

by 2040

Low risk 	>5 exceptionally hot days per year	>100mm max daily rainfall in 1% (100 year) event	>5 days per year weather conducive to storms	>2 mean number of wildfires per year
Medium risk 	>10 exceptionally hot days per year	>150mm max daily rainfall in 1% (100 year) event	>10 days per year weather conducive to storms	>4 mean number of wildfires per year
High risk 	>20 exceptionally hot days per year	>200mm max daily rainfall in 1% (100 year) event	>20 days per year weather conducive to storms	>8 mean number of wildfires per year



Burkina Faso

Acute risks



by 2025

Optimistic scenario	●	▬ ¹	▬	▬ ²
Intermediate scenario	●	▬ ¹	●	▬ ²
Pessimistic scenario	●	▬ ¹	●	▬ ²

by 2030

Optimistic scenario	●	▬ ¹	▬	▬ ²
Intermediate scenario	●	▬ ¹	●	▬ ²
Pessimistic scenario	●	▬ ¹	●	▬ ²

by 2040

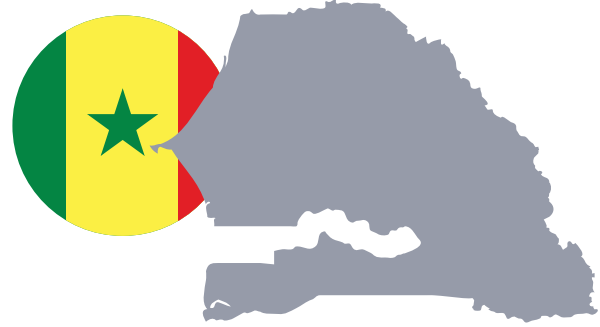
Optimistic scenario	●	▬ ³	▬ ⁴	▬ ³
Intermediate scenario	●	● ³	● ³	▬ ³
Pessimistic scenario	▲	● ³	● ³	▬ ³

- Remaining low
- From low to medium
- From low to high
- Remaining medium
- Remaining medium to high
- Remaining high
- Remaining high to very high

- No increase in likelihood
- Increase in likelihood
- Steady increase in likelihood
- Sharp increase in likelihood

1. Very high risk only applicable to Wahgnion
2. Medium risk only applicable to Houndé and Boungou
3. High risk only applicable to Houndé and Boungou
4. High risk only applicable to Houndé

SUSTAINABILITY REPORT
OUR ENVIRONMENT (continued)



Senegal

Acute risks

 Extreme heat	 Extreme precipitation	 Severe storms	 Wildfires
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by 2025

Optimistic scenario	●	—	—	●
Intermediate scenario	●	—	—	●
Pessimistic scenario	●	—	—	●

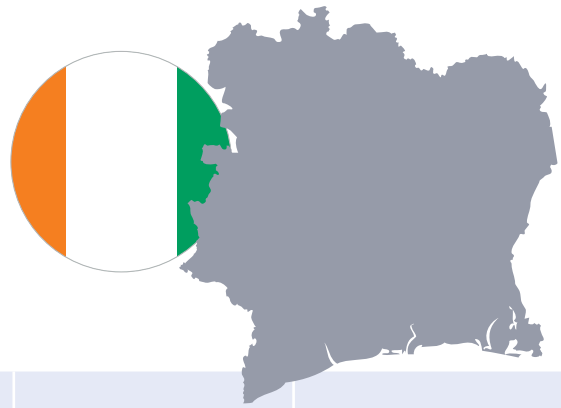
by 2030

Optimistic scenario	●	—	—	●
Intermediate scenario	●	—	—	●
Pessimistic scenario	●	—	—	●

by 2040

Optimistic scenario	●	—	—	●
Intermediate scenario	●	—	—	●
Pessimistic scenario	▲	—	—	●

<ul style="list-style-type: none"> Remaining low From low to medium From low to high Remaining medium Remaining medium to high Remaining high Remaining high to very high 	<ul style="list-style-type: none"> No increase in likelihood Increase in likelihood Steady increase in likelihood Sharp increase in likelihood
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Côte d'Ivoire

Acute risks



by 2025

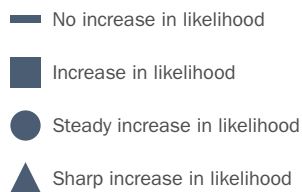
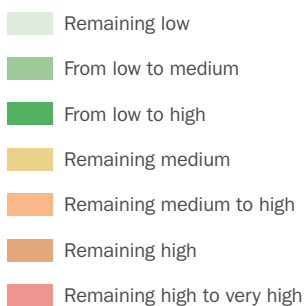
Optimistic scenario	●	●	● ¹	▬ ²
Intermediate scenario	●	●	● ¹	▬ ²
Pessimistic scenario	●	●	● ¹	▬ ²

by 2030

Optimistic scenario	●	●	● ¹	▬ ²
Intermediate scenario	●	●	● ¹	▬ ²
Pessimistic scenario	●	●	● ¹	▬ ²

by 2040

Optimistic scenario	●	●	● ¹	▬ ²
Intermediate scenario	●	●	● ⁴	▬ ²
Pessimistic scenario	▲	●	● ¹	▬ ²



1. Lafigue at medium risk, Ity at high risk
2. Ity at medium risk, Lafigue at high risk
3. Lafigue at medium risk, Ity at high risk
4. Steady increase in likelihood remaining at medium risk at Lafigue, increasing likelihood at medium to high risk at Ity.








SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

b. The impact of climate-related risks and opportunities on the organisation’s business strategy and financial planning.

Acute physical risks are included in our climate change risk assessments and we work to develop and implement appropriate management plans. For example, we manage the risks of flooding in the pits, which can stop or slow operations and lead to discharge of sediment, as well as negatively impacting our communities around these mines. All of our mines have a wet season preparation strategy and sediment control plans in place. We are also aware of the social risks of increased temperature, leading to vector-borne diseases, impacting our workforce and our productivity.

Potential impacts of physical risk

Risks	Burkina Faso	Senegal	Côte d’Ivoire	Potential impacts	Mitigations and adaptations
 Increase in extreme precipitation	●	●	▲	<ul style="list-style-type: none"> Stormwater/tailings pond overflow Flooding in open pits, causing disruption to production Flooding or heavy rains causing damage to transport infrastructure, potentially disrupting our supply chain 	<ul style="list-style-type: none"> Tailings management and design Wet weather programme in place Warehouse stock management
 Increase in storm surge and coastal flooding	■	▲	▲	<ul style="list-style-type: none"> Impact to shipping ports, causing a disruption in supply chain and potentially a shortage in supplies 	<ul style="list-style-type: none"> Warehouse stock management Adaptions to mining operations
 Increase in instances of extreme heat	▲	▲	▲	<ul style="list-style-type: none"> Worker health and safety Increased cooling costs 	<ul style="list-style-type: none"> Endeavour’s health and safety management systems Equipment specification
 Decrease in water availability/droughts	▲	▲	▲	<ul style="list-style-type: none"> Increased competition for water with community Decrease in availability of hydroelectric power in Côte d’Ivoire and Senegal, thereby increasing use of fossil fuel for power generation, and consequently increasing Endeavour’s emissions 	<ul style="list-style-type: none"> Setting of annual water targets to improve recycling and efficiency use and to ensure less consumption from the water table Abatement projects to decrease our carbon footprint Potential solar project in Senegal to decrease both reliance on fossil fuel and carbon emissions
 Increase in wildfires	●	▲	●	<ul style="list-style-type: none"> Operational disruptions resulting from damage / destruction of power transmission lines, which could impact production Employee commuting routes impacted 	<ul style="list-style-type: none"> Adaptions to mining operations and employee rosters
 Increase in extreme wind	▲	●	▲	<ul style="list-style-type: none"> Increased dust in operational areas, as well as nearby communities, from mining activities 	<ul style="list-style-type: none"> Increased dewatering and adaptations to mining operations
 Increase in vector-borne disease	▲	▲	▲	<ul style="list-style-type: none"> Increase in health risks with employees, contractors and local communities potentially impacted, causing a possible disruption in production due to labour shortages 	<ul style="list-style-type: none"> Building on lessons learnt managing Ebola and Covid-19, a health crisis management plan will be implemented with site restrictions, changes to employee rosters

● Risk remains steady ▲ Increasing risk ■ Not relevant

In 2023, as an outcome of this scenario planning, we plan to revisit the site level climate change risk assessments in order to update and expand them. This will include a comprehensive risk matrix and risk register at each site which is informed by the latest acute and chronic risk assessments from the climate scenario analysis.

OUR ENVIRONMENT (continued)

Transition Risks

Risk/Opportunity	Area	Description of risk/opportunity ¹	Impact ²
Risk	Policy and Legal	Increase in climate change regulations	<ul style="list-style-type: none"> • Cost of compliance to carbon pricing/taxes. • Increased cost of energy. • Increased cost of raw materials. • Increased compliance, disclosure costs.
Risk	Policy and Legal	Increases in fuel excise taxes	<ul style="list-style-type: none"> • Increases in fuel excise taxes, an implicit form of carbon pricing, could increase the cost of fuel in Burkina Faso and Côte d'Ivoire resulting in increased costs to transportation and other products and services. • Senegal is discussing carbon pricing as one of the instruments to consider in reducing its GHG emissions. • Endeavour is subject to current domestic climate change policy. There is the potential for future legislation and additional policy requirements. Endeavour monitors the situation closely.
Risk	Policy and Legal	Exposure to Litigation	<ul style="list-style-type: none"> • Litigation to hold companies to account for their actions to address and contributions to climate change is becoming increasingly common. • Endeavour may be negatively impacted by climate change-related litigation, however there currently is no precedent for legal action on climate in our countries of operations.
Opportunity	Policy and Legal	Increase in renewable energy opportunities	<ul style="list-style-type: none"> • As host countries step up the fight against climate change, more renewable energy projects could come on stream, providing Endeavour with an opportunity to source renewable energy to power its operations, thereby reducing its Scope 2 carbon footprint.
Opportunity	Policy and Legal	Nature-based solutions	<ul style="list-style-type: none"> • With an increased focus on finding nature-based solutions to tackle climate change, Endeavour's biodiversity actions, including rehabilitation and reforestation, could contribute to lowering its overall carbon emissions.
Risk	Reputation	Investor demand for environmental disclosures	<ul style="list-style-type: none"> • Companies that don't meet investor expectations regarding carbon performance and disclosure may experience increased costs of capital or inability to access capital. Conversely, companies that are able to meet investor expectations may benefit from decreased costs of capital or increased ability to access capital. Endeavour is already reporting to investors and disclosing climate change related information. In 2023, it plans to develop an internal cost of carbon.
Opportunity	Markets and Economy	Gold can play a vital role in technologies that may help facilitate the transition to a low-carbon future	<ul style="list-style-type: none"> • Increased demand for gold in future technologies could increase the value of the product, which could positively impact Endeavour's revenues.
Opportunity	Markets and Economy	Gold's risk-return profile and its sensitivity to climate-related physical and transition risks looks relatively robust, particularly in comparison to many other mainstream assets.	<ul style="list-style-type: none"> • Heightened market volatility and uncertainty from climate-related risks are likely to be supportive of further investment demand for gold, as gold's roles as a risk hedge, portfolio diversifier and market insurance asset are well established. Gold may have an additional role to play as a climate risk mitigation asset in long-term investment strategies.

1. The description of risk/opportunity column sets out disclosure as required by TCFD recommended disclosure regarding strategy under point a) Describe climate-related risks and opportunities that the organisation has identified over the short, medium and long term.
 2. The impact column sets out disclosure as required by TCFD recommended disclosure regarding strategy under point b) Describe climate-related risks and opportunities that the organisation has identified over the short, medium and long term.

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

The likelihood and anticipated consequence of transition risks that are considered to have significant potential to directly interact with Endeavour have been assessed. An independent evaluation by an external consultant of Legal, Technological, Market and Reputational related risks within the mine jurisdictions has concluded that there is no tangible risk to Endeavour Mining within the projected timeframes (i.e. to 2040). There is however a future potential for climate-related legislation and policy requirements, as set out within the table below.

Risk/Opportunity	Description		Likelihood		Consequence	
	>3°C Scenario ¹	≤2°C Scenario ²	>3°C Scenario ¹	≤2°C Scenario ²	>3°C Scenario ¹	≤2°C Scenario
Future climate change legislation and policy may impose increasingly stringent restrictions on fossil fuels for power generation and other end-uses	A less rapid and less stringent national decarbonisation pathway is not likely to affect projected company economics and offtake demand (as this pathway largely corresponds to existing national policies and plans)	A more rapid and more stringent national decarbonisation pathway may affect the future economic viability of the Company, depending on each country's approach to transitioning to renewable energy technologies	Unlikely	Low	Minor	Moderate

1. Less rapid, less stringent decarbonisation.
2. More rapid, more stringent decarbonisation.

In summary, Endeavour is considered to have no high significant Transition Risks.

c. The resilience of the organisation's strategy taking into consideration different climate-related scenarios, including a 2°C or lower pathway.

The World Gold Council has previously identified that the source of most of the greenhouse gas (GHG) emissions from the gold sector are related to gold mining operations. They estimate around 95% of those emissions are associated with purchased power or fuel combustion. Of this, electricity represents the largest source of emissions at the mine site. The ability for the gold industry to demonstrate its capacity to contribute to emissions reduction aligned to Paris targets is therefore largely dependent on its ability to change how it sources and uses power and fuels.

Our Group 'Energy and GHG Emissions Management Policy' sets a clear precedent for GHG emission objectives, targets and commitments that align with the Paris Agreement on Climate Change.

Our 30% reduction in emissions intensity by 2030 is aligned to a below 2°C climate change scenario. To support the achievement of this target, we plan to continue progressing our decarbonisation strategy over the coming years as we recognise that, ultimately, we need to develop an emissions reduction target and strategy that is aligned with a 1.5°C pathway and with the Science-Based Targets Initiative (SBTi).

A comparison of Endeavour's annual GHG emissions on a mine by mine basis against peer operations indicates that our performance is commensurate with other similar scale gold mines across West Africa, although comparing the Group's overall performance against our global gold peers, the results demonstrate we have one of the lowest carbon emissions. Refer to page 77 for emissions presented on a mine by mine basis.

We believe the resilience of the business to climate change has been strengthened by the effective use of scenario analysis to determine the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning, and will allow us to find effective measures to mitigate risk and maximise opportunity.

We have identified solar power opportunities in Senegal and Burkina Faso that will reduce our reliance on hydrocarbons, thereby improving our emissions and cost profile, along with the added benefit of providing solar power to communities surrounding the mines in the longer term and increasing the host countries renewable energy profile. To implement these projects, we will need government approvals and we are in discussions with the relevant authorities to progress these to a positive outcome.

We believe in the face of a growing global crisis, technological advancements will gain pace and become available over the next few years. With that in mind, we plan to update our Group emissions target by 2025 to reflect the realistic possibility of including some of these additional levers, such as hydrogen energy, electrifying material movement and nature-based solutions.

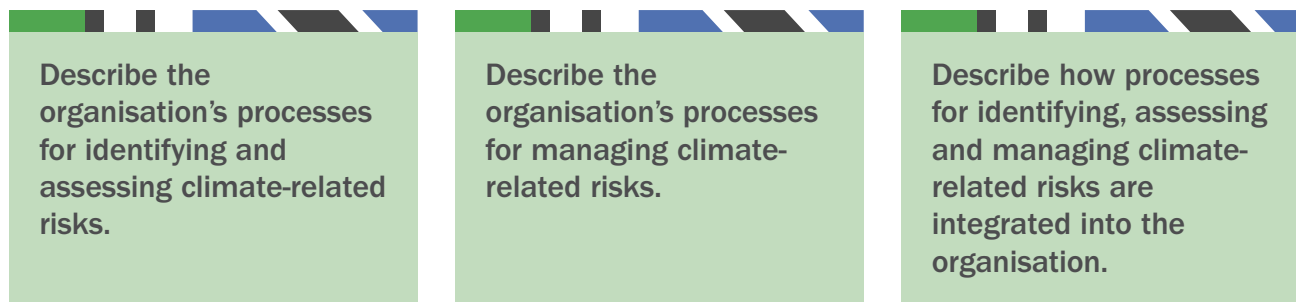
OUR ENVIRONMENT (continued)

Managing our climate risk

TCFD recommendation:

Disclose how the organisation identifies, assesses and manages climate-related risks.

Recommended disclosures:



Our risk management framework is designed to, among other things, meet the requirements of TCFD for identifying, managing and monitoring climate-related risks. Climate-related risks are reviewed annually as part of our multi-disciplinary Group-wide risk management process over both the short and medium term. They are integrated within our CRM system as part of our broader review of ESG-related risks.

The materiality of risks, as well as opportunities, are evaluated based on their financial or operational impact over the short, medium and long term using both qualitative and quantitative judgements. These risks are also embedded in our strategy and our decision-making for each of our mines and development-stage projects.

During 2022, to deepen our understanding of the climate-related risks and opportunities posed to our business, we conducted site-specific climate-related risk analysis and commissioned a climate-scenario risk planning analysis. The main acute and chronic physical risks identified by the assessment were broadly aligned with our previous site level qualitative risk assessment findings, affirming a good appreciation by the operations of the main physical risks applicable and subsequent mitigation options available. The acute and chronic risk assessments have enabled a deeper appreciation of climate change over the selected time periods and provided us with an option to further scrutinise

both the climate risks and the key vulnerabilities at our mines, as well as to further increase the resilience of future operations from the physical effects of climate change.

Our CRM system identifies and manages key physical risks from climate change.

We have noted the possibility of more frequent, severe weather patterns which could compromise our infrastructure, impact any number of functions at our operations, and disrupt our supply chain.

Acute physical risks are included in our climate change risk assessments and we work to develop and implement appropriate management plans. For example, some of our mines experience a prolonged wet season with significant rainfalls. We manage the risks of flooding in the pits, which can stop or slow operations and lead to discharge of sediment, as well as negatively impacting our communities around these mines. All of our mines have a wet season preparation strategy and sediment control plans in place. We are also aware of the social risks of increased temperature, leading to vector-borne diseases, impacting our workforce and our productivity.

We monitor climate-related regulatory and policy changes in our host countries. Notifications of changes in legislation and regulations are regularly received from the official gazette subscription service of the Ivorian, Burkinabe and Senegalese Governments and disseminated across the business. Changes to climate regulation could impact our business and operations through potential increased cost of water and energy supplies.

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

2022 Initiatives

To foster an energy efficiency culture, we approved a Group Energy and GHG Emissions Management Policy, which was rolled out across all our sites, along with a climate change awareness campaign and workshops.

We implemented a range of initiatives during the year to both support our decarbonisation strategy as well as manage our exposure to climate change, which are also part of our focus on optimising operational efficiencies.

For example, we commenced in-pit disposal of waste material, also known as waste backfilling, to reduce the creation of above ground waste dumps. This led to a reduction in the haulage distances required for the placement of waste rock material. For operations such as Boungou, this methodology has resulted in saving approximately 500,000 litres of LFO in 10 months and at Sabodala-Massawa, a reduction of approximately 600,000 litres of LFO for 2022. In 2023 Endeavour will continue the disposal of mine waste material into mined out pits where appropriate to further reduce fuel usage and associated emissions. These locations include a section of final wall in Sabodala's main pit, as well as a section of final wall at Houndé's Kari Pump pit.

In addition to the in-pit disposal initiatives, fragmentation optimisation is ongoing at all operations. The three flagship assets, Ity, Houndé, and Sabodala-Massawa, have developed to a stage that their drill and blast engineers are now using photographic fragmentation monitoring software to improve blast outcomes. Improved fragmentation is set to reduce excavator hours through improved dig rates, reduced drill hours through wider spacing, reduced crushing hours through reduced particle size, or a combination of all three.

We successfully connected the Mana mine to the grid, thereby reducing its reliance on HFO self-generation and decreasing its carbon footprint. We also commenced the process of transitioning portable generators onto the grid. This project is nearing completion at the Ity Mine and will shortly be rolled at the Houndé mine. The expected reduction of fuel required for these generator sets is approximately 870,000 litres at Ity and 500,000 litres at Houndé per annum.

In 2021 we implemented a Fuel Management System (FMS) at our Ity mine to reduce fuel consumption and so far the results have been encouraging. During 2022 Endeavour rolled out the FMS system throughout the business on all mine mobile equipment. The data being returned from this system is now feeding into centralised databases and reported monthly to mine management. It is included as part of initiative framing, and forms a critical KPI for operational improvement.

We also reviewed our Scope 3 emissions categories and data collection with our suppliers to improve the robustness of our reporting.

In 2021, Endeavour began a digital transformation journey. Our vision is to leverage digital as a core operational excellence lever to move down the cost curve and gain market resilience. Operational excellence and costs optimisation definitely link to ESG in the sense that

operational efficiencies will ultimately lead to reduced emission intensity, and as a group we are all working towards the same goals.

We completed two digitalisation projects during the year to optimise the processing plants at our Ity and Boungou mines. At Ity, the digitalisation of the blend management has improved gold recovery thereby contributing to better energy efficiency. At Boungou, the SAG mill digitalisation helps to optimise SAG mill's performance by improving ore throughput, which also improves energy consumption.

In 2023, In addition to GHG emissions data, Endeavour plans to develop additional metrics to measure the progression of identified climate-related risks and opportunities with reference to Table C1 of the Task Force on Climate-related Financial Disclosures Guidance on Metrics, Targets, and Transition Plans (2021).



OUR ENVIRONMENT (continued)

Metrics and targets

TCFD recommendation:

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process

Improving the efficiency of our operations, reducing energy use and associated costs, and lowering our emissions are key drivers for the long-term sustainability of the Group's business. Endeavour has identified tackling climate change as a key priority within its ESG strategy (page 6). The Group reports on its GHG emissions (Scope 1 and Scope 2) as a KPI to assess the Group's performance against its strategy and decarbonisation targets. The Group also reports its Scope 3 emissions for categories 1-4,6,7,9 and 10.

During 2022, the Company continued to improve its collation and reporting of its Scope 1 and 2 GHG data and for 2022, has expanded its reporting to include exploration activities and approved capital projects that are not yet in production, such as the Lafigué development project, which is currently in construction.

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 whole and contribute less than 1% to our total emissions.

b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and related risks

	Unit	2022	2021
Scope 1 emissions	tCO ₂ -e	749,338	766,934
Scope 2 emissions	tCO ₂ -e	135,590	86,217
Total Scopes 1 and 2 emissions	tCO₂-e	884,928	853,151
Group emission intensity	tCO₂-e/oz	0.64	0.54
Scope 3 emissions	tCO ₂ -e	414,641	226,883
Group energy use	kWh	618,441,311	616,545,486

For 2022, our total Scope 1 and 2 GHG emissions in absolute terms increased by 4% to 884,929 tCO₂-e, compared to 853,151 tCO₂-e in 2021, predominantly due to a 45% increase in Scope 2 emissions year on year.

For 2022, our Scope 1 emissions were 749,338 tCO₂-e, a 2% decrease over 2021. Key drivers of our Scope 1 emissions for the year were Sabodala-Massawa mining the Massawa deposit, which was not in operation in 2021, and an increase in Ity's self-generation, although the Mana mine reported a 15% reduction following the connection of the processing plant to the national grid in the third quarter of 2022. Overall, our Sabodala-Massawa mine accounted for 30% of our Scope 1 emissions.

Our Scope 2 emissions were 135,590 tCO₂-e for 2022 from our Houndé, Ity and Mana mines, which represents a 45% increase year on year. The main reason for the increase was the 37% rise in purchased electricity across the Group. On a mine by mine basis, Houndé was the largest contributor, accounting for 55% of Scope 2 emissions. Interestingly, the electricity purchased from Houndé exceeded Ity by only 16%, however, due to the market based Scope 2 emissions factors, Houndé exceeded Ity by 110% as the emission factor for Burkina Faso was 0.000661 tCO₂-e/kWh, which is substantially higher than the emission factor from Cote d'Ivoire, which was 0.000401 tCO₂-e/kWh, as Burkina Faso saw a 17% increase in thermal power generation.

Our emissions intensity per ounce of gold production in 2022 increased by 18.5% to 0.64 tCO₂-e/oz, compared to 0.54 tCO₂-e/oz in 2021 due to a decrease in gold production. Ity was the best performer with 0.46 tCO₂-e/oz and Wahgnion was the worst, with an emissions intensity of 1.12 tCO₂-e/oz, which represents a 62% (0.69 for 2021) increase year on year, this was mainly due to a decrease in gold production.

Our overall energy use for 2022 was 10.3 million GJ, a minor decrease compared to 10.5 million GJ in 2021.

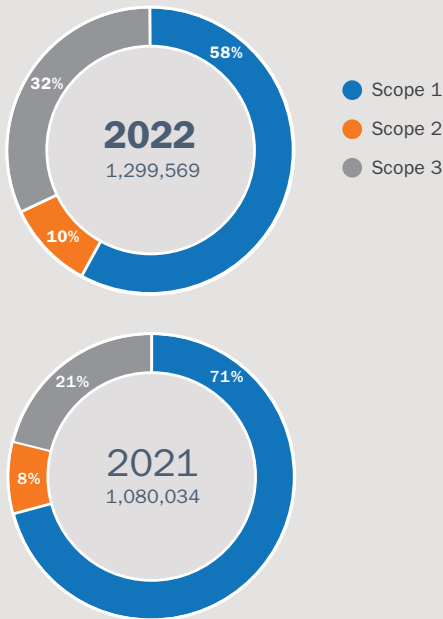
Eight of the 15 Scope 3 emission categories are counted by Endeavour. Approximately 80% of our Scope 3 emissions come from just 15 suppliers. Our Scope 3 emissions were 414,641 compared to 226,883 tCO₂-e in 2021, representing a 59% increase. This is predominantly due to an improvement in our methodology and calculations.

In 2021 a spend-based approach was used to calculate Scope 3. Improvements in data collection and data management around materials consumed during 2022 allowed Endeavour to improve their scope 3 calculation methodology.

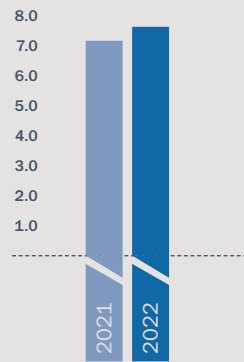
SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

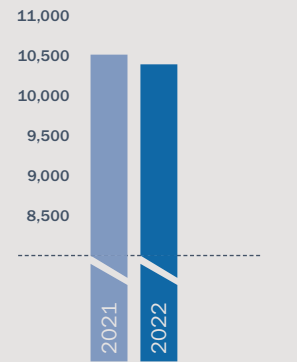
CURRENT STRUCTURE OF ENDEAVOUR'S CARBON FOOTPRINT (tCO₂-e)



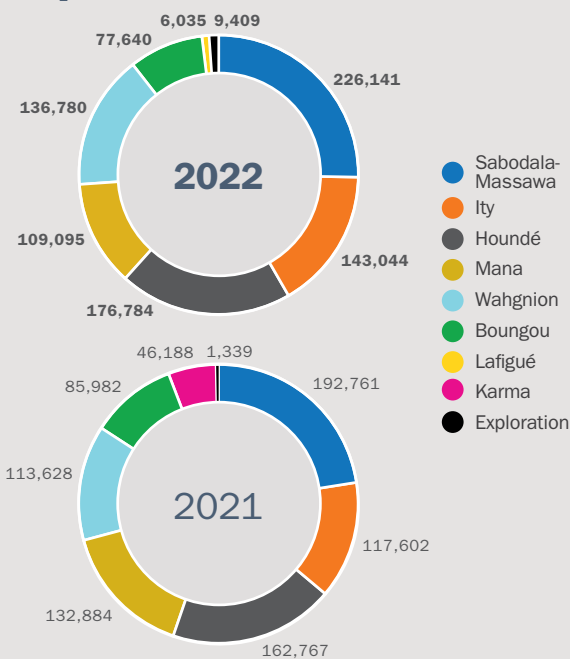
ENERGY INTENSITY / (GJ/oz gold produced)



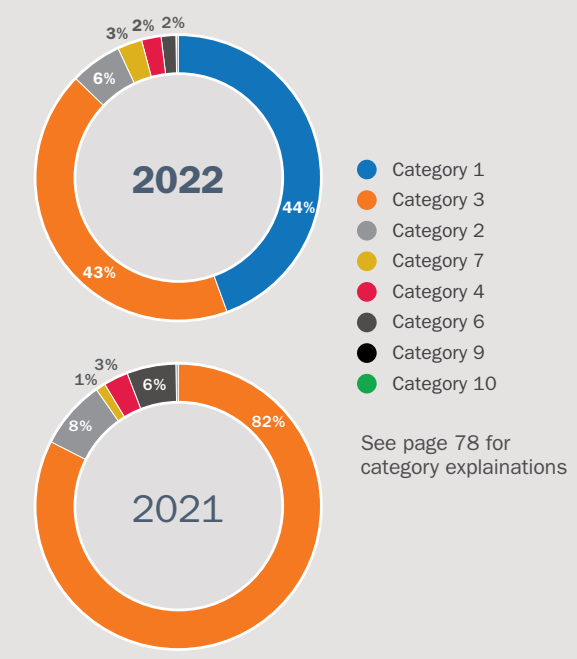
ENERGY CONSUMPTION (GJ)



SCOPE 1 AND 2 EMISSIONS BY SITE (tCO₂-e)



SCOPE 3 EMISSIONS BREAKDOWN (%)



OUR ENVIRONMENT (continued)

We have revised the inclusion of Category 1 (purchased goods), this year we have included it in Scope 3 and it accounts for approximately 45% of our total Scope 3 emissions. Category 3 accounts for 43% of our Scope 3 emissions in 2022. Category 7 (employee commuting) increased by 376% year on year due to improved accounting, as we are now included road transport for local employees travelling from host communities. In 2021, we were just accounting for air transport. We have also included a new category, Category 9 (downstream transportation of sold products), which accounts for less than 1% of the total. If we analyse Scope 3 emissions, without the two new categories (Category 1 and 9), there is only a 1% increase in 2022 compared to 2021.

Our Scope 1,2 and 3 emissions were calculated by an external consultant who used industry accepted and global standardised frameworks and methodologies developed by the GHG Protocol to manage and measure GHG emissions. Calculation methodologies are also aligned with the IFC Standards and utilised the following:

- Corporate Accounting and Reporting Standard (revised edition) developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI); and
- GHG Protocol's Scope 2 Guidance and Scope 3 Calculation Guidance documents.


Our Scope 2 emissions are market based, where possible.

We have disclosed our emissions and climate change work to CDP since 2019. In 2022, we improved our rating from a C to a B-, which places us in the management band and the top 47% of respondents for our climate change work.

In 2022, we consumed a total of 595,714,519 kWh of electricity at our West African operations, of which 40% was from purchased electricity (240,103,041 kWh) and 60% self-generated using diesel and HFO (355,611,479 kWh). Electricity consumption from a UK source was immaterial relative to the rest of the Group and constituted less than 1% of total electricity consumed.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

Our goal is to be Net Zero by 2050 and to reduce our emissions intensity by 30% by 2030 (from a 2022 baseline). We've identified a number of abatement initiatives to enable us to achieve this target. Further details are described on page 60.



**WATER STEWARDSHIP:
HOW DO WE MANAGE THIS TOPIC?**

Visit our website or [download here](#) 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

Water Stewardship

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.

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. This assessment is used to develop site specific water management plans. These plans set out sources for withdrawal and any discharge. They also consider the requirements of other users, and environmental needs.

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, reduces cumulative impacts to surrounding users, and delivers 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.

Reused or recycled water, and our water use efficiency per ounce of gold produced is tracked and reported at a site and Group level. 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.

2022 Performance

Endeavour was in conformance with our water permits across all our operations. In 2022, the total water withdrawal for the Group in 2022 was 14,198 megalitres (ML), an increase of 50% over 2021 due largely to tailings dam raises at our Wahgnion and Sabodala-Massawa mines, which prevented drawing from rainfall water that was deposited onto the tailing facilities, thereby impacting water recycling rates.

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

Total water withdrawal intensity for the Group increased to 0.0105 ML of water per ounce of gold produced, which was approximately a 70% increase compared to 2021 due to the previously mentioned impacts, compounded by lower production across the Group.

Our total water consumption for 2022 was 14,111 ML compared to 10,004 ML in 2021.

During 2022, we reused or recycled 18,464 ML of water, with a water reuse and recycling efficiency rate of 57%, a decrease from 67% in 2021, due to the impact of tailings raises at the Wahgnion and Sabodala-Massawa mines, preventing access to deposited water in the tailings storage facilities.

To improve our water stewardship and efficiency rates, we have set our first Group-wide water target, which aims to recycle and reuse an average of 70% for 2023.

Endeavour’s Water Policy and Standards were significantly updated during 2022 to incorporate international developments in water stewardship. This includes guidelines and standards such as the Global Initiative on Standards for Tailings Management (GISTM), the International Cyanide Management Code (ICMC) the International Council of Minerals and Mining and the RGMPs.

We also commenced detailed auditing and gap analysis against those standards to systemically improve Endeavour practices, where improvement opportunities exist, and to

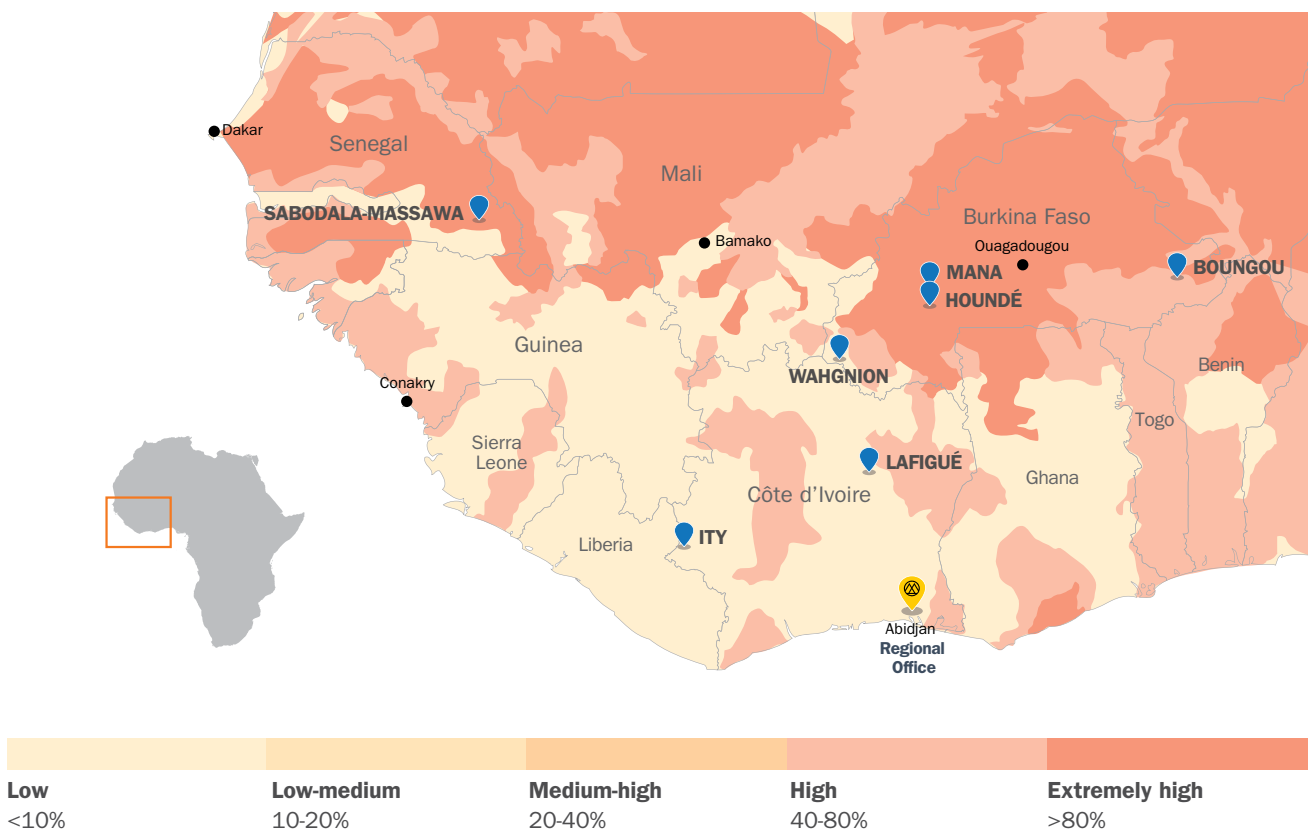
socialise and educate the site workforce on increasing community expectations on water management and the effective utilisation of the tools and resources available to achieve those community expectations. This training and education is critical to creating the high standard of ‘business as usual’ water management practices envisaged by the international standards Endeavour ascribes to.

To improve the whole of system water balance management, including integration of predicted climate change impacts, we commenced a complete overhaul of site balances in 2022. This includes replacing existing discrete spreadsheet water models with sophisticated database driven probabilistic, holistic water balances at each asset. The replacement models utilise best practice tools with the support of global consulting partners.

The holistic water balances allow for appropriate and numerical assessment of changing environment (climate change) and changes to operating practices and ore types through the life of operation or community development and guide proactive decisions instead of reactive ones. It is through such analysis that science-based risk management is conducted and targeted improvements in water stewardship and reduced withdrawals and discharges are being assessed and change managed.

In the field, physical efforts towards reducing water impact and achieving Endeavour’s 2023 target of 70% recycle rates have included increasing the focus on recycling water at each asset, with a number of projects underway:

Map of Baseline Water Stress



OUR ENVIRONMENT (continued)



Water is vital for all life and the environment. It is also a critical input for our business. We strive to ensure that our water use and needs do not negatively impact on the needs of other users and the environment.



- At Ity, the Recyn project is aimed, in part, at improving the water recycling rate of that operation. The project also recycles cyanide and recovers copper otherwise lost to final tails storage.
- At Houndé, we have a project to bring online a pre-leach thickener to significantly improve water recycling and improve tails dam management
- At Boungou, we are also bringing online a tailings thickener to improve that site's water recycling rate and reagent consumption.
- At Wahgnion, through the capture and settling of sediment laden flood water in disused pits, we are reducing historical routine crop land damage, and providing clear water for process use in place of high quality raw water withdrawals.
- A trial of Turret water recover system at the Houndé TSF aims to reduce the supernatant pond and consequently water lost to evaporation.
- A Group-led assessment at each site of the process plant unit step processes and water use to identify changes allowing for reduced water or reduced high quality water use.

The community engagement is guided by the engagement and consultation commenced during the ESIA process. Ensuring that the water needs of the community are not impacted negatively by our operations is a minimum requirement.

During 2022, the sites' Social Performance teams engaged with community stakeholders for targeted improvements, leveraging the technical capacity of Endeavour's teams including hydrogeologists, artisans and project management. Successes have included establishing and expanding market gardens selling both to sites (thereby also improving local procurement) and into the local markets, water bore development, and targeted flood mitigation measures, especially around cropland.



BIODIVERSITY: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage our waste, 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

Respecting Biodiversity

We are committed to protecting and conserving nature and biodiversity. Our [Environmental policy](#) includes a commitment to No Net Loss of Critical Habitat, as well as not to undertake exploration or mining activities on World Heritage sites. We map regional and locally protected areas and terrestrial ecosystems to understand and effectively work with biodiversity around our sites.

Throughout 2021 and 2022 we worked with independent consultants to develop our [Biodiversity Policy](#), and Group-wide biodiversity strategy. The foundation of this strategy is a best practice benchmark which was developed based on international best practice, and audits of each site against the benchmark, including screening based on the Integrated Biodiversity Assessment Tool (IBAT). This screening helped us to identify our key biodiversity risks and opportunities for each site, including the identification of some threatened and nationally important species near some of our operations.

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)

Our biodiversity strategy is built on the following strategic themes:

Biodiversity Action Plans (BAPs): We will develop BAPs at each of our sites to catalyse progress to No Net Loss of Critical Habitat. At Endeavour, we view BAPs as site-level strategies for the achievement of No Net Loss of biodiversity. BAPs are different from Biodiversity Management Plans (BMPs), which are operational documents developed largely for site managers and contractors to deal with the day-to-day management of biodiversity impacts on site.

No Net Loss of Critical Habitat: An important starting point for the measurement of a site’s net impact on biodiversity is to have a good understanding of its biodiversity baseline. All our operations have a biodiversity baseline in place, collected primarily through the Environmental and Social Impact Assessment (ESIA) process and subsequent monitoring activities.

All our sites are located within 50 km of some form of area of conservation importance (e.g., World Heritage Site, Classified Forest, Important Bird and Biodiversity Area, Key Biodiversity Area, UNESCO Man and Biosphere Reserve, Ramsar Site, etc.). These areas are already formally recognised for their biodiversity conservation value, with some even enjoying legal protection.

In 2022, we set our first annual biodiversity targets; to protect 600 hectares of land across our tenements and to preserve 10 hectares per mine for land and biodiversity restoration. We successfully protected 1,837 hectares, comprised of 1,695 hectares at Sabodala-Massawa, 12 hectares at Ity and 130 hectares through the Great Green Wall project. The Great Green Wall is an Endeavour Foundation project, see pages 50 and 51 for more. We also restored 30 hectares, 50% of our target, across our sites.

Terrestrial Ecoregions of the World (WWF Classification)



OUR ENVIRONMENT (continued)



WASTE MANAGEMENT: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage our waste, including relevant policies, procedures, management practices and systems.

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

- GRI 306
- SASB EM-MM-150
- RGMP 8 Environmental Stewardship
- UN Global Compact Principle 7 Environment
- Global Industry Standard on Tailings Management (GISTM)
- Investor Mining and Tailings Initiative (IMTSI)
- International Cyanide Management Code (ICMC)
- EM-MM-540

Waste Management

From tailings to waste rock and domestic or non-processing waste, mining like all industry generates a range of waste streams that must be carefully managed to avoid risk or harm to people and the environment. We work to reduce the volume of waste generated by our mines, 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 Management Policy](#). For further detail on our approach to tailings management please see our Waste Management Fact Sheet.

We currently have six tailings storage facilities (TSF) in operation, one at each of our mines and we have one inactive upstream TSF at our Kalana development project. In terms of construction method, we have four downstream TSFs and one upstream facility at Sabodala-Massawa, which was constructed in 2009. We have 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.

We take TSF safety seriously, and conduct regular 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 on a regular basis. During 2022, we undertook independent external reviews at all our active TSFs. These reviews did not highlight any serious issues. During 2022, we produced 23.5 million tonnes of tailings.

To reduce our tailings risk we are also investigating the potential for in-pit deposition of tailings at our Sabodala-

Massawa and Wahignon mines in the short term and for Mana and Houndé over the medium term. In-pit deposition also helps to reduce our long-term closure liabilities.

Cyanide

We use cyanide on site as part of processing. Cyanide requires special handling to reduce the risk or spills to nature or the environment. We provide safe cyanide handling training to employees and contractors who handle cyanide and we align to the International Cyanide Management Code (ICMC) and are audited by independent third-parties to ICMC standard. All our tailings were audited in 2022 against the ICMC and we did not record any significant incidents involving cyanide during 2022.

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.

Tonnes	2021	2022
Reuse	49	93
Recycling	3,151	2,130
Recovery	0	0
Incineration	1,000	1,181
On-site storage	216	457
Other	0	18
Total Weight in tonnes	4,416	3,879

General Waste

We strive to reduce the volume of waste we generate on site as well as amount we send to landfill or for incineration. We seek to recycle or reuse any waste as a first option.

Our largest general waste stream by volume is waste rock and overburden. These are disposed of on carefully engineered waste rock dumps. We also produce other non-hazardous wastes including, kitchen and office waste from the mess and the administration buildings.

Tonnes	2021	2022
Reuse	162	93
Recycled	3,166	1,920
Recovery	0	0
Incineration	228	270
Landfill	1,637	1,935
On-site storage	825	622
Composted	0	0
Total weight	6,017	5,176

SUSTAINABILITY REPORT

OUR ENVIRONMENT (continued)**Closure planning**

At Endeavour, we know that if poorly planned and managed, closing a mine can result in unproductive land and permanent damage to the natural environment. It can also hinder community development and result in additional financial liabilities. However, we also know that done well and responsibly, mine closure can be an opportunity to deliver lasting, positive, and sustainable development for local communities.

Our approach to mine closure is set out in our Group closure standard and aims to restore land to an environmentally and economically viable state. This includes ensuring local water is safeguarded for future generations both in terms of quantity and quality. The best way to deliver safe and sustainable mine closure is begin planning for closure early. All our operations have conceptual closure plans developed during the permitting stage in place. These plans are regularly reviewed and updated to reflect the operational phase and maturity of the mine as well as any additional or reduced closure requirements.

Throughout the mine lifecycle we undertake concurrent rehabilitation. This is aligned to our biodiversity strategy. It also helps to reduce our overall footprint and to continually manage and reduce our financial liabilities over the long run. We also work to implement the preferred closure option and method for land no longer required as soon as possible. For example, for the waste dumps, this could include geotechnical stabilisation of slopes through reprofiling and reshaping, as well as the implementation of erosion control methods and revegetation of the resloped areas.

During 2022, we rehabilitated 30 hectares across our operations.

All our closure plans include requirements for ring-fenced financial provisions and funds to cover the costs of closure. We report on our financial provisions and closure liabilities each year in our annual financial statements. Based on our current assets the bulk of our rehabilitation expenses are expected to occur between 2022 and 2037. At the end of 2022, the total cash set aside for closure was \$36.3 million and meets our regulatory requirement.



ETHICAL CONDUCT



ENDEAVOUR IS COMMITTED TO DOING BUSINESS IN A SAFE, ETHICAL, SOCIALLY RESPONSIBLE AND SUSTAINABLE MANNER.

Our approach to governance is underpinned by this commitment which ensures the long-term and sustainable success of our business, and thereby delivering shared benefit to all our stakeholders.

Materiality

 **HIGH**
Anti-bribery and
Anti-Corruption

 **MEDIUM**
Protecting Human
Rights

 **MEDIUM**
Transparent Payments
to Government

SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

2022 HIGHLIGHTS

RGMP compliance

externally assured for corporate, Ity and Houndé mines

Zero

substantiated reports of bribery or corruption, human rights or modern slavery abuse

Published

our first externally assured Conflict Free Gold Report

2023 TARGETS

RGMP compliance

at our remaining mines, as per the WGC timeframe

Membership

of the Voluntary Principles on Security and Human Rights (VPSHR)



HUMAN RIGHTS: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out how we manage 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
- Voluntary Principles on Security and Human Rights

HUMAN RIGHTS

We respect the human rights of all our stakeholders, as set out in our [Human Rights Policy](#), which we also expect our business partners to follow. We have zero tolerance for any form of child labour or slavery, including forced labour. We work hard to ensure that our supply chains comply with international standards and that we do not cause, or are not complicit in, human rights abuses, either directly through our activities or through our business relationships.

We identify our potential human rights impacts through a variety of methods, including: environmental and social impact assessments, health and safety risk assessments, supplier due diligence, grievance and corporate whistleblower mechanisms, security risk assessments, and general stakeholder engagement processes.



SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

Endeavour provides remedy for adverse human rights impacts that are a result of our operations through the various grievance mechanisms for our employees, our local communities and via our Whistleblower Hotline. We report on human rights-related grievances to the Board as part of our quarterly whistleblower reporting mechanism. We received no substantiated reports of human rights abuse during 2022.

During the year, we engaged an independent consultant to conduct a human rights baseline risk assessment. The assessment consisted of three major steps: (i) identifying the risks, (ii) assessing the level of risks, and (iii) developing a priorities action plan. As a response to the human rights risk assessment, a working group has been established in 2023 to ensure that the recommendations are implemented to improve the high risk areas. We also conducted human rights compliance training for employees.

Security Practices

Our security teams play an essential role in enabling us to operate in a safe environment. Our primary objective is to identify risks and threats in sufficient time to implement mitigation measures. The protection of our workers, mines and exploration sites is constantly reviewed to anticipate any possible threats or changes.

Responsibility for security rests with our EVP for Public Affairs, Sustainability and Security and our Senior Vice President (SVP) Security. The Group's security strategy and management is led by the SVP for Security. Our site security teams, including vetted private security companies, are overseen by the mine's General Manager and the Country Security Manager, who liaises with national security authorities.

Our security practices must uphold our approach to human rights, as outlined in our [Human Rights Policy](#), while ensuring the safety and security of our people, assets and property. Alongside our security employees, we also use externally vetted private security firms who have a track record of acting responsibly and respecting human rights. They are governed by our [Human Rights Policy](#), and have been trained on the Voluntary Principles on Security and Human Rights (VPSHR) – behaving in accordance with these principles forms part of their contracts.

At site level, we share and communicate our security arrangements with our local communities, working alongside our social performance teams, as well as at the country level, where there is regular engagement and liaison with government authorities, which is conducted at the highest level. Communities have access to a grievance mechanism to report any suspected breaches of human rights.

Endeavour also has national gendarmes, police or military forces present at our mines, who 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. Endeavour ensures close coordination with public security through daily and weekly meetings.

We are aligned with the VPSHR and in 2021 we started the process to become a formal member of the VPSHR. During 2022, we progressed application of our membership, following our formal submission in March 2022. As part of membership application, we undertook a number of initiatives, with a heavy emphasis on specific human rights, both for Endeavour security employees as well as third-party security personnel which was conducted through in-person and online training. To date, 81% of targeted Endeavour employee / third-party security personnel have completed the online training. Endeavour will continue to implement the key requirements of the VPSHR in 2023, including training and familiarisation of the VPSHR with key employees and contractors.

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. In 2022, we had 260 Endeavour employees in our security department, supported by 2,502 security contractors and 581 gendarmes and military personnel. No significant security-related incidents were reported during the year and we did not receive any security-related grievances.



SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

	2022
Number of Security Personnel	
Number of Endeavour employees who act as Security Personnel	260
Number of Third Party security Contractors providing services to Endeavour	2,502
Number of gendarmes and military providing security services to Endeavour	581
Distribution of security personnel: Endeavour/Third party	
% of Endeavour Security Personnel	7
% of Third Party security contractor personnel	93
Percentage of security personnel who received training on Endeavour's human rights policies and procedures and their application to security	
Number of Endeavour Security Personnel trained	240
Number of Third Party Security Personnel trained	1,484
% of Endeavour Security Personnel trained	94
% of Third Party security contractor personnel trained	46

Modern Slavery

Modern slavery occurs in almost every country in the world, cutting across ethnic, cultural and religious lines. The International Labour Organization (ILO) estimates modern slavery has risen significantly in the last five years.

Endeavour is committed to eliminating modern slavery and human rights abuses from our supply chain and has a zero-tolerance approach. As part of our standard vendor onboarding process Endeavour conducts its due diligence using 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 have a modern slavery clause in all our contracts templates which requires suppliers and their employees to commit not to engage in slavery or human trafficking and to ensure that their supply chain is free from all forms of slavery. We publish an annual [Modern Slavery Statement](#) which outlines the steps we take to identify and mitigate the risk of modern slavery occurring in our business and supply chain. In 2023, we will be launching a dedicated modern slavery training to educate our employees on how to identify modern slavery and report modern slavery.

No incidents of modern slavery were identified in our operations or supply chain in 2022.



2022 HIGHLIGHTS

Published

our first Group Code of Business Conduct and Ethics – replacing the previous Business Conduct and Ethics Policy

Refreshed

ABC baseline risk assessment

Launched

Conflict of Interest Declaration

No substantiated reports

of bribery or corruption



ANTI-BRIBERY AND CORRUPTION: HOW DO WE MANAGE THIS TOPIC?

Visit our website or [download here](#) to find out about our approach to anti-bribery and anti-corruption, including relevant policies, procedures, management practices and systems.

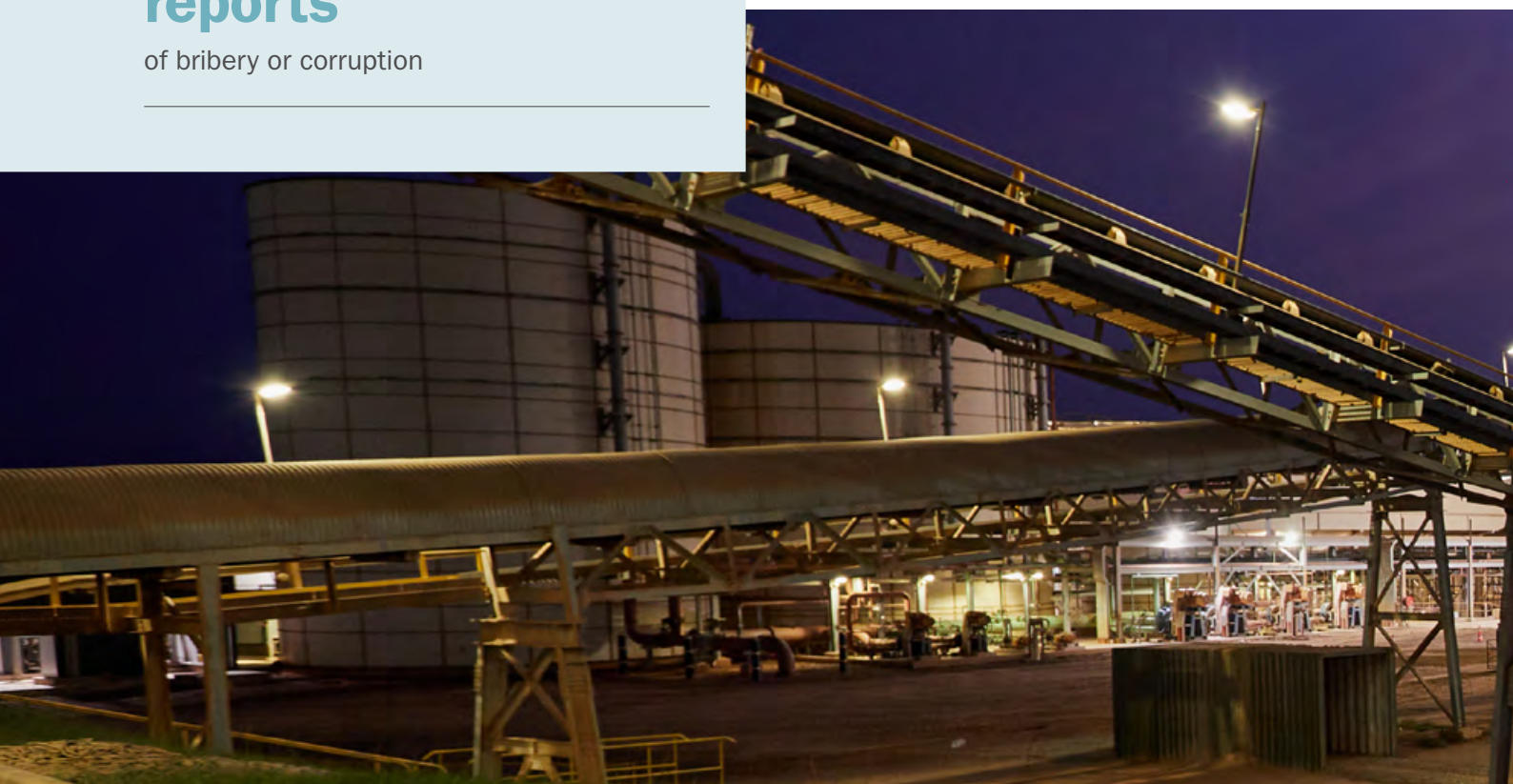
The ESG frameworks and disclosures we follow for this topic are:

- GRI 205
- SASB EM-MM-510
- RGMP 1 Ethical Conduct
- UN Global Compact Principle 10 Anti-Corruption

ANTI-BRIBERY AND CORRUPTION

Honesty is integral to our business and supports fair and open communication with our business partners, suppliers, host countries and local community stakeholders.

We have zero-tolerance for bribery and corruption, as is laid out in our [Anti-Bribery and Anti-Corruption Policy \(ABC Policy\)](#) and we expect our employees, contractors, suppliers and business partners to comply with our ABC Policy, which is also included in our Supplier Code of Conduct. We conduct



SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

due diligence on all our third parties and we communicate all of our policies to them. A signed compliance certificate by the third parties is required as part of the due diligence process.

The role of our Compliance Team and Audit Committee is to ensure that the Company, together with its Directors, officers, employees, consultants and contractors, conducts its business in an honest and ethical manner reflecting the highest standards of integrity and in compliance with all relevant laws and regulations.

In 2022, we had no reported or identified cases of bribery or corruption.

All directors, executives and employees in sensitive positions where the risk of corruption is elevated, such as politically exposed positions or employees working in our supply chain department, are required to complete the anti-bribery and anti-corruption training and to sign compliance certificates. 91% people in sensitive positions completed our compliance training.

Endeavour Speak Up and Whistleblowing

Endeavour Speak Up is our 24/7 independent, anonymous and confidential, Whistleblower Hotline. We encourage our employees, contractors and business partners to report any behaviour that violates our policies, standards or our [Code of Business Conduct and Ethics](#), including fraudulent, unethical, or illegal financial activity.

We communicate the Whistleblower Hotline to our employees in a number of ways; site inductions, employee

noticeboards, via our intranet and website, as well as in our Code of Business Conduct and Ethics. We also communicate it as part of our community grievance mechanism and it is included in our Supplier Code of Conduct and is part of our supplier onboarding.


We want our employees, contractors and business partners to feel supported in speaking up. That's why we take any concerns seriously and handle them promptly. They can report issues anonymously without fear of dismissal, disciplinary action or retaliation of any kind. We ensure that those reporting in good faith will not be charged, disciplined, threatened or discriminated against.

Our compliance department is responsible for investigating any reported breaches and reports to the Audit Committee of the Board of Directors on a quarterly basis on any received violations. Whistleblower reports are received directly by the Chair of the Audit Committee. The Audit Committee receives and reviews reports on the investigation and resolution of complaints raised through the Whistleblower Hotline.

In 2022, we received 17 complaints through our whistleblower reporting system. None of them involved allegations of bribery or corruption. At year end, 14 cases had been investigated, resulting in one substantiated case of fraud and the employee was dismissed and one case which, although not fully substantiated, identified the need for additional training on managerial skills for an employee. Three cases are still under investigation.

No criminal cases regarding bribery were brought against Endeavour or any of its affiliates in 2022, 2021 or 2020.





ATTENTION AUX E-MAILS D'HAMEÇONNAGE
BEWARE OF PHISHING EMAILS

CYBERSECURITY

Cybersecurity presents an ever increasing threat to global businesses. At Endeavour, cybersecurity is managed by the senior security steering committee, which reports to our CFO, and falls under the remit of the Audit Committee at Board level, in accordance with the Committee's Charter. Management regularly briefs the Board on this matter. The Company is audited annually by independent certified experts and has not experienced any material information security breaches over the past three years. A cybersecurity roadmap is being implemented to enhance our current security posture, and includes the following: device security, identity security, data security, application security, offensive security and operations security. The IT Department also runs regular employee awareness campaigns on a variety of cybersecurity topics, including a strong focus on phishing scams. We also conduct ongoing phishing simulations that get discussed with management. Phishing simulations helps employees recognise, avoid, and report potential threats that can compromise critical business data and systems, including phishing, malware, ransomware, and spyware.

Product Stewardship

As a member of the [World Gold Council](#), 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 2022, we published our first externally assured Conflict Free Gold Standard Report, for the year ended 31 December 2021, in accordance with our membership of the World Gold Council and RGMP 5.4. This is published on our website annually.

Endeavour produces and sells gold doré bars, which in 2022 were refined by Metalor Technologies, a Swiss-based refiner of precious metals, a certified member of the London Bullion Market Association (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. Offtake arrangements are provided primarily by StoneX, a member of the LBMA. Endeavour is not tied to any particular customer which allows us to obtain the best available terms for gold sales depending on global gold market conditions.

In 2021 our Ity Mine joined the Single Mine Origin (SMO) gold certification initiative. SMO provides a traceable source of gold from a specific mine all along the value chain to the final product to reassure consumers that their gold has been responsibly mined and that communities living locally benefit from sustainability initiatives.

Political Engagement and Trade/Industry Associations

We do not make any type of financial contributions to any political campaign, political party, political candidate, or any affiliated organisations with the intention of obtaining a business or any other advantage in any of the countries in which we operate.

We recognise the freedom of our employees to support political parties or candidates. These political activities must never be carried out on company time, using company resources or in the name of Endeavour.

Our membership of any trade or industry association is on condition that their lobbying activities comply with relevant laws, regulations and international norms. We support one global industry association, the World Gold Council. The Council, funded by its members which include some of the world's largest gold producers, is the market development organisation for the gold industry whose purpose is to stimulate and sustain demand for gold, to operate as the global authority on the gold market and provide industry leadership.

In Côte d'Ivoire, we are members of the Association HeForShe Mines Côte d'Ivoire and the 'Groupement Professionnel des Minier'. During the year, our engagements with these organisations included lobbying to advance issues related to taxation and mining law, negotiation of the sector's collective agreement for mines and quarries with the Ivorian Federation of Trade Unions for Mines, Metals, Quarries and Related Activities, promotion of the mining sector to national authorities and awareness-raising about the mining industry at girls' schools in Abidjan to promote mining as a future career.

SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

In Burkina Faso we are members of the Burkina Chamber of Mines, where our VP Public Affairs Burkina Faso is the current President, and the Forum RSE (a CSR Network). Our engagement activities in 2022 covered discussions with the authorities on national local content policy, supporting the participation of the Burkina Faso delegation (from the Environment Ministry and the National Agency for the Environment) to COP 27, leading Chamber's response on the revision of legal texts on the renewal of the exploration licenses and sponsoring an ESG workshop with the Canadian Embassy in Burkina Faso.

In Senegal, we are members of the Chamber of Mines, the RSE Senegal, the CSR Network and the Business Platform for the Promotion and Protection of Children's Rights. As examples of our engagement during the year, at the Chamber of Mines, we led discussions on local content and environmental issues, organised a successful regional workshop for impacted key stakeholders in Thiès, the country's first mining region and participated in high level meetings with authorities on pertinent mining issues. For the CSR Network, the RSE Senegal, the CSR Network, we participated at the quarterly meetings to share good sustainability practices, as well discuss challenges, with colleagues from other sectors (public works, retail, telecom, airport, medical services, agri-food industry, etc).

We also support and engage with the Extractive Industries Transparency Initiative (EITI) in their work to support good governance by extractive industries. Our host countries are all members of EITI.

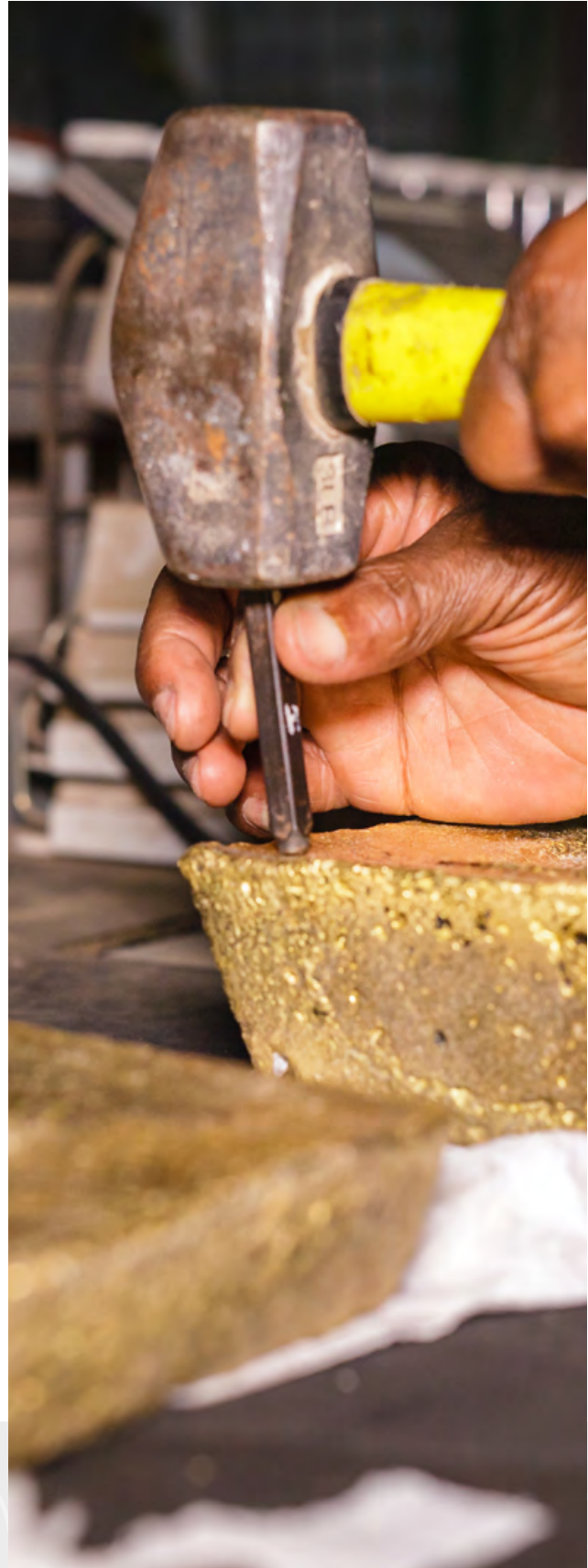
Ethical Business

As a minimum, we comply with all applicable laws and regulations in the countries in which we operate and, where laws are lacking or limited, we augment these with international and industry best practice.

We have established company policies and procedures that are communicated to everyone in the company, in both English and French, and available on our intranet and website.

We stay up to date on laws and regulations, with legal teams in each of our countries of operations. This is supported by training, attending seminars and conferences.

We have established a compliance programme and are aiming to conduct regular compliance audits to monitor conformance.



SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

Transparent Payments to Government and our Economic Contribution

Transparent payment of our fair share of taxes and royalties, prioritising in-country and regional procurement and investing in community development projects are some of the important ways we contribute to the socio-economic development of our host countries.

The taxes we pay play a key role in the development and elevation of our host countries' economies. In accordance with our Code of Business Conduct and Ethics, we are committed to comply with all applicable tax laws, rules and regulations in the jurisdictions in which the Group operates, without exception.

Our Group tax strategy is aligned with our wider business philosophy and values, and satisfies paragraph 16 (2), Schedule 19 of the UK Finance Act 2016. In 2022, we published our maiden Tax and Economic Contribution Report, in line with our UK FTSE100 peers.

We report annually on our tax and royalty payments to host governments on a country and project basis as required under the Canadian Extractive Sector Transparency Measures Act (ESTMA) and include this information on our website.

The Board has oversight of how tax risks are monitored as well as ensuring there are appropriate controls in place to manage the risks. The Group CFO has overall responsibility for tax matters. The Group Tax Team is responsible for tax risk management and governance and ensures that there are appropriate processes and systems in place for identifying, evaluating and monitoring tax risk.

We undertake tax planning only when there is a commercial and economic substance, and we review any tax planning before implementation. We use tax incentives and exemptions where available. We will not engage in artificial tax arrangements and ensure that the outcomes are consistent with commercial realities. We manage tax risks within the Group's risk appetite, with oversight from the Board and we only structure our affairs based on sound commercial principles and

in accordance with the relevant tax legislation. We seek external advice if there is complexity or uncertainty in relation to a tax risk.

As a multinational group with operations in various jurisdictions around the world, we follow the OECD transfer pricing guidelines and the laws and regulations of each country in which we operate. We ensure that transactions between Endeavour companies are based on 'arm's length' principle and that the pricing is based on activities undertaken and value created in each company of the Group.

2022 Performance

In 2022, we generated \$2.5 billion in revenue from gold (by-product sales of silver accounted for \$10 million) sales. We paid \$533.0 million to host governments in the form of taxes, royalties and dividends, \$224.3 million in employee wages, salaries and benefits, \$688.5 million in operating expenses, \$23.4 million in total social investments and donations and \$5.4 million in royalties to third parties. In total, Endeavour distributed \$1,475.1 million in economic value.



SUSTAINABILITY REPORT

ETHICAL CONDUCT (continued)

Direct Economic Value Generated and Distributed

\$m	2020	2021	2022
Direct Economic Value Generated (A)	1,622	2,795	2,508
Gold revenue	1,608	2,771	2,508
Revenue from sale of assets	14	24	—
Economic Value Distributed (B)	911	1,560	1,475
Operating costs (excluding employee costs)	501	764	688
Gross employee wages and benefits (including payroll taxes)	114	213	224
Payments to governments			
Côte d'Ivoire	118	89	84
Burkina Faso	144	367	314
Senegal	—	87	133
Mali	—	—	2
Total social investments and donations	25	26	23
Other (royalties paid to third parties)	9	24	5
Total			
Economic Value Retained (C) = (A) – (B)	711	1,233	1,033

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. The Karma mine was divested in March 2022 and has been excluded from 2022 data.

Economic Contribution to Host Countries

\$m	2020	2021	2022
National procurement	622	1,262	1,150
Payments to Government	262	543	533
Employee wages and benefits	99	164	195
Taxes on salaries paid	15	49	29
Total social investments*	25	26	23
Total	1,023	2,044	1,930

* This represents total social investments by Endeavour, including Local Mining Development Funds, site contributions, Endeavour Foundation and ECODEV. The Karma mine was divested in March 2022 and has been excluded from 2022 data.



INDEPENDENT ASSURANCE STATEMENT

STATEMENT ON INDEPENDENT ASSURANCE OF THE ENDEAVOUR MINING 2022 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 2022 Sustainability Report (SR), covering the period 1 January to 31 December 2022. 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 (Core) 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 (Core) report

• The following sustainability information (relating to the GRI Sustainability Reporting Standards and/or the Sustainability Accounting Standards Board (SASB) Metals and Mining Standard:

- Direct economic value generated and distributed
- Proportion of spending on local suppliers
- Communication and training about anti-corruption policies and procedures
- Management system for prevention of corruption and bribery throughout the value chain
- 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

SUSTAINABILITY REPORT

INDEPENDENT ASSURANCE STATEMENT (continued)

- 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 v3

This assurance engagement has been conducted in accordance with the AA1000AS v3 assurance standard.

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. 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:

- A site visit to the Ity Mine in Cote d'Ivoire
- Online interviews with relevant subject matter experts in the company (at corporate and mine level) regarding the recording and collation of data
- Review of 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, data centre and associated fact sheets that are hyperlinked to the report

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 compliance of two mines of the corporation with 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. 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 South Africa, Zambia, Mauritania, Zimbabwe, Nigeria, Mali, Kenya, the Democratic Republic of the Congo, Ivory Coast, Botswana, Mozambique, Lesotho and Ghana.

Conclusions

Based on the information reviewed *Environmental & Sustainability Solutions* is satisfied that the 2022 Sustainability Report and associated fact sheets 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. Moreover, the report complies with the requirements for a GRI Standards In Accordance (Core) report. Finally, the principles of Inclusivity, Materiality, Responsiveness, and Impact are adequately adhered to and reported.

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

10 May 2023



AA1000
Licensed Report
000-40/V3-3GFC1





Cautionary Statement on Forward-Looking Information

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 expectation that an exploration permit will be received, the anticipated timing for the payment of a shareholder dividend and statements with respect to future dividends payable to the Company’s shareholders, the completion of studies, mine life and any potential extensions, the future price of gold and the share buyback programme. 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 integration of acquisitions or 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, including the effects and potential effects of the global Covid-19 pandemic.



CONTACT US

T: +44 203 011 2719
@endeavourmining
investor@endeavourmining.com
endeavourmining.com

FOLLOW US:
endeavourmining



CORPORATE HEADQUARTERS

5 Young Street
London
W8 5EH
United Kingdom
T: +44 203 011 2723

OPERATIONS OFFICE

Hotel Palm Club
Croisement Boulevard Latrille et
rue du Lycée Technique
Abidjan
08 BP 872
Côte d'Ivoire
T: +225 27 22 48 99 00