



SUSTAINABILITY REPORT 2020



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2020 A TRANSFORMATIVE YEAR

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Maintained business continuity
during the COVID-19 pandemic

8th

Consecutive year of meeting
annual guidance



Senior
Global Gold
Producer



No. 1
Producer in
West Africa



18Moz
P&P
Reserves



33Moz
M&I
Resources

908koz

Record production at
ASIC of \$873/oz



Maiden dividend announced



Successful
acquisition and
integration of
SEMAFO



TERANGA
GOLD CORPORATION

Acquisition of Teranga,
completed February 2021



London
Stock Exchange

Announced intention to list
on London Stock Exchange,
targeted for Q2-2021

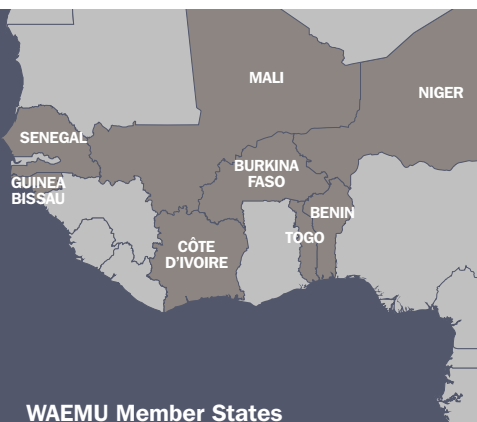
Photography in this Sustainability Report was taken
before and during the COVID-19 outbreak.

OVERVIEW

OUR OPERATING CONTEXT

WEST AFRICAN ECONOMIC AND MONETARY UNION (WAEMU)

WAEMU is similar to the European Union in many respects and has been a significant contributor to recent growth in the region. WAEMU uses the CFA Franc, which is pegged to the Euro, as a common currency. It has a common central bank for the eight francophone nations in the economic union. In addition, the WAEMU enables freedom of movement of people, capital, goods and services.



SENEGAL



Population	15.7m
Literacy	52%
Internet Users	30%
2020 GDP Growth	\$23.8 billion
2020 GDP per capita	\$1,420
Corporate tax	up to 30%
Mining Royalties	up to 3%
EITI Index Status	Satisfactory progress
SDG Index ranking	127/166

With a tropical and dry climate, Senegal is located in the far western part of Africa. It is bordered by Guinea-Bissau, Mali and Mauritania and surrounds its much smaller Anglophone neighbour, Gambia. Senegal ranks 127 out of 166 on the Sustainable Development Goals (SDG) Index, and is among Africa's most stable countries, with three major peaceful political transitions since independence in 1960.

Senegal is not dependent on extractive industries, with extractive revenues accounting for less than 6% of government revenues. In 2019, Senegal produced ~0.54 million ounces of gold.

CÔTE D'IVOIRE



Population	27.5m
Literacy	47%
Internet Users	47%
2020 GDP Growth	\$49.4 billion
2020 GDP per capita	\$1,871
Corporate tax	up to 25%
Mining Royalties	up to 6%
EITI Index Status	Meaningful progress
SDG Index ranking	128/166

Côte d'Ivoire is Francophone West Africa's economic hub and has been one of the world's fastest growing economies over the past few years. It remains the world's leading producer and exporter of cocoa beans and cashew nuts. Côte d'Ivoire is ranked 128 out of 166 countries on the SDG Index.

Côte d'Ivoire is a leading producer of gold, manganese as well as oil and gas. Over the past decade gold mining has grown significantly with ~1.35 million ounces of gold produced in 2019, the eighth-highest production in Africa.



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BURKINA FASO



Population	20.8m
Literacy	41%
Internet Users	16%
2020 GDP Growth	\$15.6 billion
2020 GDP per capita	\$748
Corporate tax	up to 27.5%
Mining Royalties	up to 5%
EITI Index Status	Meaningful progress
SDG Index ranking	137/166

Burkina Faso is a low-income Sahelian country with limited natural resources. It ranks 137 out of 166 countries in the SDG Index. Its economy is largely based on agriculture, which employs close to 80% of the working population.

Burkina Faso's gold industry has grown rapidly in the past decade and the mining sector is one of the largest contributors to the national economy. In 2019, ~2 million ounces of gold were produced, making it the fourth-largest national producer in Africa after Ghana, South Africa and Sudan. Burkina Faso has received positive recognition for its governance of mining, ranking 20th out of 81 countries with large extractive sectors.

MALI



Population	19.5m
Literacy	36%
Internet Users	13%
2020 GDP Growth	\$18.4 billion
2020 GDP per capita	\$980
Corporate tax	up to 25%
Mining Royalties	up to 6%
EITI Index Status	Meaningful progress
SDG Index ranking	156/166

Mali is the fifth-largest gold producing country in Africa, producing ~1.97 million ounces of gold in 2019. In 2019, mining accounted for around 10% of GDP. With a low-income economy that is undiversified and vulnerable to commodity price fluctuations, Mali is ranked 156 out of 166 countries on the SDG Index.

Sources: World Bank, EITI, World Gold Council, Sustainable Development Report.

OUR RESPONSE TO THE COVID-19 PANDEMIC

Since the outbreak of the global COVID-19 pandemic, we have focused on the well-being of our workforce, our communities and our host countries, while ensuring business continuity.

We have implemented a comprehensive COVID-19 management plan that prioritizes the health and safety of our workforce, their families and our host communities. In early March 2020, we established a cross-functional COVID-19 Task Force, including a top epidemiologist as a special advisor, to implement protocols to manage and combat the spread of COVID-19 at our operations and offices.

As the pandemic continues into 2021, we will carry on with these efforts. We will also work with our host governments to assist with the rollout of the vaccine as it becomes available.

PROTECTING OUR WORKFORCE

Our goal is to ensure that our workplaces are safe and that mitigation measures to prevent the spread of COVID-19 are robust and actionable. Critical steps that we have taken have included:

- Individual site management controls and safety measures.
- Quarantine procedures and on-site isolation facilities.
- Adjustments to rotation schedules to reduce shift change overlap.
- Supply chain contingency plans.
- A ban on non-essential business travel.
- Work from home arrangements, where possible.

- Restricted access to sites and screening at entry points.
- Increased cleaning and disinfection.
- Increased medical preparedness and emergency medical plans.

We have been providing frequent and timely communications to support our workforce and keep them informed of our COVID-19 prevention measures.

CARING FOR OUR LOCAL COMMUNITIES

Our communities are vital stakeholders in our business. Protecting them from the worst impacts of COVID-19 has been one of our highest priorities.

Some of the ways in which we have done this include providing education sessions about the virus within the community and at local schools. This has helped raise awareness about the importance of good hygiene and mask-wearing. We have also provided hygiene kits to community members and are undertaking the following specific initiatives:

- We are working with communities to improve access to healthcare and local facilities by deploying additional healthcare professionals and by providing additional equipment to community clinics.
- In 2020, we spent \$6 million in COVID-19 related support for our local communities, including salary donations from senior management and Board fee donations from directors.

11

Doctors and

15

Intensive Care Nurses recruited



Donated ventilators, medical supplies and equipment

CFA 115m

(~\$215k)

Micro credit loans provided to local businesses to help them recover from the impacts of COVID-19

CFA 800m

(~\$1.4m)

COVID-19 donations in Côte d'Ivoire

CFA 880m

(~\$1.6m)

COVID-19 donations in Burkina Faso



IN 2020

**\$7.7m**

Invested to protect and support our employees and communities during COVID-19

**300,000**

Face masks provided to our workforce

**48**

Recorded positive cases of COVID-19

**0**

COVID-19 related fatalities

**+4,870**

PCR tests and rapid antigen tests conducted

- We donated key medical equipment and supplies to regional and community medical centers across the countries in which we operate.
- We have implemented a range of community programs including micro-credit to support businesses and livelihoods that have been impacted by the pandemic and have funded e-learning platforms for three universities in Burkina Faso to facilitate distance education.

SUPPORTING OUR HOST COUNTRIES

Since the pandemic began, we have supported the national response in close collaboration with health authorities in each of our host countries.

To assist with monitoring and tracking the outbreak of the COVID-19 virus, we developed an epidemiological surveillance system across Côte d'Ivoire, Burkina Faso and Mali, working with local and regional health authorities as well as our own networks, to provide timely information on the progression of the virus. This enabled us to respond rapidly to the evolving outbreak, helping ensure that we are kept aware of its impact on our workforce, our communities and operations.

In addition to an epidemiological surveillance program, we have made financial and equipment donations to help support the government responses in the countries in which we operate.

Our Board and Leadership Team have also donated a portion of their salaries to our COVID-19 initiatives, which

were matched by Endeavour in order to double the contributions. These funds were distributed through the EDV Employee Fund to a number of charities to help them provide much needed relief to the vulnerable, you can read more about it on page 22.

Our donations in Côte d'Ivoire have been used to purchase medical equipment and supplies, while donations in Burkina Faso have been used to provide medical care and laboratory equipment, as well as financial assistance for vulnerable groups and to support distance learning across the country.

MAINTAINING BUSINESS CONTINUITY

At an early stage, we put in place a three-tier business continuity plan to mitigate the risks and potential impact of the pandemic.



OVERVIEW

2020 SCORECARD*

	Target	Score
 HEALTH & SAFETY	Zero fatalities	✗
	10% reduction in all injury frequency rate (AIFR), lost time injury frequency rate (LTIFR) and onsite employee malaria cases	✗
	Roll out updated Group Health, Safety and Environment Policy and Standards	✓
	Implement Malaria Control Strategy at sites	✓
	Roll out Group Occupational Illness Monitoring Program as well as Occupational Health and Hygiene Monitoring and Management Plan	→
 OUR EMPLOYEES	25% increase in female representation in our workforce to achieve 10% across the Group	✓
	Establish a Women in Mining Committee to oversee our activities	→
	Roll out training on the Group's Harassment Prevention Policy	→
	Implement a training strategy that addresses management succession planning across key roles and individual aspirations and capacities of our employees	→
 OUR ENVIRONMENT	Commence reporting in line with TCFD	✓
	Implemented a Group Mine Closure Standard and conduct a review on the current Mine Closure Plans	✓
	Conduct a review of renewable energy opportunities at our operations	✓
	Develop an Emissions Reduction Target informed by climate science and identify pathways to achievement	→
 OUR COMMUNITIES	Implement a Supplier Code of Conduct	✓
	Develop and implement a Group-wide Community Engagement Policy to unify and standardize community engagement at our mine sites	✓
 ETHICAL BUSINESS	Augment the Environmental, Social and Corporate Governance (ESG) targets included in the short and long-term incentive schemes	✓
	Adopt the Responsible Gold Mining Principles (RGMP) as the primary ESG-reporting framework	✓
	Identify and undertake external assurance on several RGMPs	✓
	Update our Business Conduct and Ethics Policy to include data protection	→

* These targets and results are based on Endeavour's legacy assets: the Houndé, Ity, Agbaou and Karma mines. The Boungou and Mana mines were acquired as part of the SEMAFO transaction and integrated into the business on July 1, 2020.

✓ **90%**

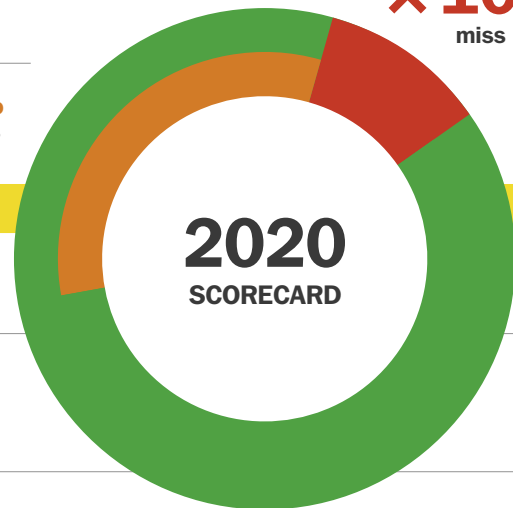
achieved or in progress

✓ **58%**
fully achieved

➔ **32%**
in progress

✗ **10%**

miss



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Commentary

Regrettably we had one fatality during the year. Robert Nacoulma, a contractor at our Karma mine in Burkina Faso, was fatally injured in a work-related accident.

- 8% reduction in AIFR.
- 20% increase in LTIFR.
- 19% reduction in malaria cases, resulting in a 36% reduction in the Group malaria incidence rate.

Achieved and embedded.

Achieved. We launched a malaria campaign across all our mines.

During the year, we conducted a Health Risk Assessment, put in place Risk Management Strategies and developed an operational program with associated training materials. Due to the COVID-19 pandemic, we will be rolling this out during 2021.

Achieved. We increased female representation by 38% at our legacy Endeavour assets to 11%.

In H2 2020, we engaged with internal stakeholders and identified key representatives to be involved. The Women in Mining Committee will be launched in H1 2021.

During H2 2020, we prepared the training materials. Due to the COVID-19 pandemic, have delayed the training until H1 2021.

During 2020, we worked on a strategy and content creation. Following the two acquisitions made last year, we decided to postpone the launch until H1 2021 in order to expand it across the enlarged business.

Achieved. A TCFD Readiness Assessment was completed by an external consultancy and we have commenced reporting in line with TCFD in our 2020 annual filings.

Achieved.

Achieved. Solar opportunities have been identified at both our Houndé mine in Burkina Faso and the Fetekro Project in Côte d'Ivoire. We will be progressing these initiatives during 2021.

As a first step to developing a Group climate strategy, we implemented a Group greenhouse gas emissions reduction plan. During 2021, we will continue to progress this initiative.

Supplier Code of Conduct circulated to all our suppliers.

A Group-wide Community Engagement Policy was developed in 2020. Implementation has been delayed due to COVID-19 until 2021.

Achieved. The short-term incentive scheme was expanded to include a diversity target of 10% female representation, a 25% increase over 2019 and the long-term incentive scheme was expanded to include a 12.5% weighting for an ESG-metric. In 2019, this was the external assurance of the RGMPs by the end of December 2022.

Achieved. We have reported on our progress in this report.

We received external assurance for seven RGMPs.

In light of the decision to list on the London Stock Exchange (LSE), which was announced in Q4 2020, this has been deferred until H2 2021 when we will review our Business Conduct and Ethics Policy to ensure it fully complies with the requirements of a Premium listing on the LSE.

CEO LETTER



It is with great pleasure that I share with you Endeavour's fourth Sustainability Report and the first that has been externally assured. With each year that passes, we have deepened and strengthened our commitment to Environmental, Social and Governance (ESG) issues – not just in the focus that we place on them, but also how we report on our approach and performance.

Last year we set public ESG targets for the first time. This included incorporating ESG-related targets into our executive compensation schemes, and committing to implement the Responsible Gold Mining Principles (RGMPs), the World Gold Council's comprehensive ESG reporting framework.

One of our key objectives has been to improve and augment transparency through the information we provide. This year we have expanded our reporting frameworks to include the Sustainability Standards Accounting Board (SASB) and Taskforce for Climate Related Financial Disclosure (TCFD), as well as the Global Reporting Initiative (GRI). We welcome the additional transparency and accountability that these frameworks bring.

We are pleased to report back on how we delivered against these targets, as well as laying out our areas of focus for 2021 and beyond.

BUSINESS TRANSFORMATION

The acquisitions of SEMAFO and Teranga have resulted in a Group with far greater scale than the Endeavour of 18 months ago. We are now one of the top 10 gold producing companies globally, and the largest in West Africa, with estimated annual production of 1.4-1.5 million ounces.

We now operate in one additional country – Senegal – while the expansion of the Group has increased our workforce from 3,726 to over 11,000, of whom approximately 7,000 are contractors. A key part of integrating these acquisitions has been to ensure that we adopt a consistent and comprehensive approach to sustainability across our portfolio while ensuring that we have the right focus at each operation.

Establishing our values and culture in our enlarged portfolio is vital and, as we become a larger company, it is important that sustainability plays an even more important role in everything that we do. It is that belief that lies behind our stated purpose – to produce gold that provides lasting value to society.

OUR PEOPLE

SAFETY

We cannot achieve this purpose without our people and keeping them safe must always be our foremost priority. While we succeeded in 2020 in reducing our all injury frequency rate, regrettably we lost a colleague during the year. Robert Nacoulma, a contractor at our Karma mine in Burkina Faso, was fatally injured in a work-related accident. We express our deepest condolences to Robert's family and friends. His death reminds us all of our responsibility to strive every day to ensure our operations are as safe as possible. We will continue our efforts this year and have tied further reductions in our injury frequency rate to executive remuneration for 2021.

MALARIA

Operational incidents are not the only health-related issue faced by our employees. Our mines are located in malaria-endemic areas and the disease accounts for approximately 2,000 workdays lost due to employee absence each year. We take a proactive stance to tackling the impact of malaria on our workforce and our local communities, and in 2020 set a target to reduce on-site instances of malaria by 10%.

To help us achieve this goal, we implemented a malaria control program across all our sites. We also ran an awareness campaign, called 'Jour sans Malaria', to inform our workers on the importance of our various protocols and actions. These include the provision of impregnated mosquito nets, indoor residual spraying inside homes and buildings, and reducing the amount of stagnant water on site.

As a result, we exceeded our target and achieved a 19% year on year reduction, with the malaria incidence rate almost halving compared with the previous year. Nonetheless, continued effort is required to drive down cases further and in 2021 malaria will be part of the group-wide annual ESG target that forms part of the remuneration package for our employees and executives.

COVID-19

A challenging feature of 2020 was the emergence of the global COVID-19 pandemic and its ensuing economic, social and health consequences. Since the outbreak, Endeavour has been focused on the well-being of our employees, contractors and local communities, whilst ensuring business continuity.

We are proud to have seen tremendous dedication from our employees under very difficult circumstances and are conscious that without their support we would not have weathered the challenges as well as we have so far.

Alongside the company's support efforts, Endeavour's leadership has also donated a portion of their salaries to source much-needed medical equipment for local community health centers and provided financial support to families and schools impacted by a loss of income due to COVID-19.

DIVERSITY AND INCLUSION

While we recognize that the expertise and skills of our people are key to our success, we understand the need to champion diversity within our business if we are to benefit from the different perspectives and experiences that people from different backgrounds bring.



ESTABLISHING OUR VALUES AND CULTURE IN OUR ENLARGED PORTFOLIO IS VITAL AND, AS WE BECOME A LARGER COMPANY, IT IS IMPORTANT THAT SUSTAINABILITY PLAYS AN EVEN MORE IMPORTANT ROLE IN EVERYTHING THAT WE DO"



CEO LETTER

We continue to have a strong focus on growing local talent, with nationals representing 95% of our employees and 48% of our senior management. In 2021, we aim to further increase the percentage of nationals in our leadership positions, including General Managers at our mines.

To foster inclusion, we have taken a number of steps to address the historic underrepresentation of women in the industry and set a target to increase female representation in our workforce by 25% during 2020. We surpassed this goal, with a 38% increase in women at our legacy Endeavour operations. We will seek to improve on this further in 2021, with a particular focus on increasing the percentage of women in leadership and technical roles, and within the mines acquired over the course of the past year.

As part of this initiative, we were particularly proud to be asked to chair the 'Association HeForShe Mines Côte d'Ivoire', part of a global movement created by the United Nations which seeks to develop male allies in the fight against gender inequality.

ENVIRONMENT

Protection of the environment is the greatest challenge the world faces today. Whether protecting biodiversity, ensuring climate resilience at our operations, managing our water use or transitioning to a net-zero carbon business, we recognize our responsibility to act.

We made considerable progress on this front in 2020. We began to disclose our Scope 3 emissions, alongside Scope 1 and 2. We also completed an external readiness assessment that will allow us to begin reporting in line with TCFD in this report.

We know our journey is still in its early stages and we are committed to doing the work necessary to align our business with the goals of the Paris agreement and the Science Based Targets initiative.

We already report one of the lowest GHG intensities per ounce of gold produced among our peers, however we acknowledge that we can do more to reduce our emissions. Ultimately our goal is to reduce our emissions by 30% by 2030.

Following significant acquisitions in 2020, which have changed both our operational and emissions footprint, we are currently working to set and understand the baseline emissions for our new company.

We are investigating opportunities to introduce renewable power at our operations and are conducting mine-specific analysis of mining and processing technologies that could be introduced to improve our energy efficiency.

Based on this work, we will set an emissions reduction target, which we expect to publish later in 2021, alongside a broader climate change

strategy, the implementation of which is tied to executive remuneration.

With regards to Scope 3, to date our disclosure has focused on business travel, employee commuting, and the downstream emissions emanating from the refining our gold.

In 2021 and 2022, we plan to further improve our Scope 3 reporting with a focus on upstream emissions by asking our top suppliers to detail their emissions too. This will help us calculate the full impact of Endeavour's operations from the mine to refined doré.

“

WHETHER PROTECTING BIODIVERSITY, ENSURING CLIMATE RESILIENCE AT OUR OPERATIONS, MANAGING OUR WATER USE OR TRANSITIONING TO A NET-ZERO CARBON BUSINESS, WE RECOGNIZE OUR RESPONSIBILITY TO ACT”



COMMUNITIES

When we refreshed our purpose this year, we did so with our local communities at the center of our thinking. As a reminder, we seek to “create resilient and self-sustaining communities, where people are equipped with the skills, knowledge and expertise needed to prosper.”

We see ourselves as long-term partners with our host communities and are committed to building and maintaining strong relationships with them, underpinned by open and constructive dialogue that is specifically tailored to each operation.

Our mines undertake a variety of community development programs, which range from income generating activities, micro-finance, access to education, water and health, as well as financial and in-kind support for cultural, religious and sporting events. Each one is tied to one of the United Nations Sustainable Development Goals. In 2020, our social investment totaled \$25 million, equivalent to \$27 per ounce of gold produced.

Now that we are the largest gold producer in West Africa, we see an opportunity to leverage our size and partner with global NGOs to implement a number of key flagship projects across all our operations. This will enable us to accelerate social upliftment in our host communities in the areas of health, access to water and energy and education. To deliver this ambitious social program, during 2021 we plan to launch the Endeavour Foundation, which will be our social investment vehicle and will complement our economic development fund ECODEV.

It is equally important that our host communities feel invested in Endeavour as a business. We seek wherever possible to ensure that our procurement of goods and services takes place at a local level. We are pleased that over the course of last year, 74% of our spending – or around \$622 million – was on national and local suppliers, up from 67% compared to 2019. This year we have also adopted the Local Procurement Reporting Mechanism (LPRM) to further augment the reporting and visibility of our local procurement strategy.



STRENGTHENING SUSTAINABILITY GOVERNANCE

At the corporate level, 2021 will see us achieve a major milestone in listing on the premium segment of the London Stock Exchange. This is a significant moment for Endeavour as a company and presents us with the opportunity to further strengthen our sustainability standards and initiatives, as well as our governance structures, to ensure that we are able to appeal to as broad a range of investors as possible.

This year, we will begin the process to become members of the Voluntary Principles Initiative and the UN Global Compact, one of the largest organizations supporting the implementation of universal sustainability principles. This follows our commitment to the RGMPs. I am also delighted to announce that we have now received external assurance on seven principles this year. While restrictions imposed as a result of COVID-19 prevented further external assurance, we are pleased with the work done to date. We remain on track to conform to all RGMPs by the end of 2022 at our legacy Endeavour assets.

Ultimate responsibility and accountability for the company’s sustainability strategy, priorities and performance rests with our Board of Directors. During 2020, we revised the charters of our Technical Committee and our Health, Safety and Environment Committee to create a new Board-level ESG Committee dedicated specifically to overseeing and monitoring our sustainability practices and performance.

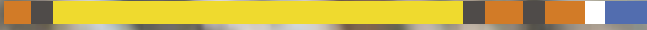
CONCLUSION

This year’s Sustainability Report is our most detailed yet, and I cannot hope to capture every element here. That is why I encourage you to read the report in full. I am incredibly proud of everything that our people do every day to ensure that our purpose and commitment to sustainability are embedded in our operations. I firmly believe that this report tells a story of their success so far, as well as the work still needed to do to ensure we live our values to the full.

Sébastien de Montessus

President and Chief Executive Officer
4 June 2021

2021 TARGETS



HEALTH & SAFETY



- Zero fatalities.
- 10% reduction in total recordable injury frequency rate (TRIFR) vs 2020 (part of the 2021 Annual Bonus Scheme).
- 10% reduction in malaria cases vs 2020 (part of the 2021 Annual Bonus Scheme).
- Develop & implement Group Occupational Health and Hygiene Strategy and operational baseline study.

OUR COMMUNITIES



- Adopt the Local Procurement Reporting Mechanism to augment reporting and visibility of our local procurement strategy.
- Review and update the Group social performance management system.
- Establish the Endeavour Foundation, the Group's primary vehicle for sustainability projects, and start implementing key projects.

OUR EMPLOYEES



- Establish Endeavour's values & culture across newly-acquired assets.
- Continue to improve gender diversity and inclusion, with a particular focus on increasing % of women in leadership and technical roles.
- Increase the % of nationals in leadership roles.
- Develop a strategy to integrate new local competencies across various internship programs.

OUR ENVIRONMENT



- Develop and implement an Emissions Reduction Strategy (part of 3-year Executive Compensation Scheme).
- Develop and implement a biodiversity strategy.
- Review water management strategy with a view to defining water targets in 2022.
- Zero major environmental incidents.

ETHICAL BUSINESS



- Commence the process to become members of the Voluntary Principles Initiative and UN Global Compact.
- Join the Single Mine Origin (SMO) Initiative.
- Develop a new Code of Business Conduct and Ethics.

A RESPONSIBLE GOLD MINER

Our operations have a significant positive impact on the economies of our local communities and host countries.

As a leading global gold producer and the largest gold miner in West Africa, we are committed to the principles of responsible mining and delivering sustainable value to all stakeholders, including our employees, contractors, suppliers and local communities.

We are trusted to unlock the full benefits of the material we mine for all those invested in its discovery and production. We are conscious of this responsibility and are proud to support over 2,000 West African businesses and to source 95% of our site workforce nationally, with a target of continuing the training and development of local talent into management roles.

As members of the World Gold Council, we have pledged to implement the Responsible Gold Mining Principles (RGMPs). The RGMPs reflect the commitment of the world's leading gold producers to responsible mining. The Principles provide an over-arching framework that sets out clear expectations as to what constitutes responsible gold mining to provide confidence to investors, supply chain participants and ultimately, consumers.



Link to *The Responsible Gold Mining Principles*

GOVERNANCE



**PRINCIPLE 1:
ETHICAL CONDUCT**



**PRINCIPLE 2:
UNDERSTANDING OUR
IMPACTS**



**PRINCIPLE 3:
SUPPLY CHAIN**

SOCIAL



**PRINCIPLE 4:
SAFETY AND HEALTH**



**PRINCIPLE 5:
HUMAN RIGHTS
AND CONFLICT**



**PRINCIPLE 6:
LABOUR RIGHTS**



**PRINCIPLE 7:
WORKING WITH
COMMUNITIES**

ENVIRONMENT



**PRINCIPLE 8:
ENVIRONMENTAL
STEWARDSHIP**



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



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

In 2019, we conducted an internal gap analysis to identify those policies, standards and activities which already conform to the RGMPs, as well as those areas that will require additional work to achieve conformance. We also received our first external assurance for RGMP 1.7: Accountabilities and reporting.

During 2020, we continued to progress implementation of the RGMPs at both site and corporate levels, which included an independent Readiness Assessment with an external assurance provider. This year we are pleased to have received external assurance on seven RGMPs.

2020 EXTERNAL ASSURANCE



1.4 Political contributions



1.5 Transparency



1.6 Taxes and transfer pricing



1.7 Accountabilities and reporting



7.6 Indigenous peoples



8.4 Mercury



9.2 World Heritage sites

UNITED NATIONS 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 achievement.

We are pleased to see this commitment is in line with our key shareholders. 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.

Our approach to the management of our social, environmental and economic impacts aligns with the SDGs. While we recognize the importance of all 17 SDGs, we have focused on the ten goals, which are the most relevant to our business and where we can have the biggest impact.



SDG Index*	Burkina Faso	Côte D'Ivoire	Mali	Senegal
Rank	137/166	128/166	156/166	127/166
Score	55/100	58/100	51/100	58/100

* Countries are ranked by their overall score. The overall score measures a country's total progress towards achieving all 17 SDGs. The score can be interpreted as the percentage of SDG achievement. A score of 100 indicates that all SDGs have been achieved. <https://dashboards.sdgindex.org/rankings>.

ENDEAVOURS CONTRIBUTIONS TO AND POTENTIAL IMPACTS ON THE SDGS

Endeavour recognizes that mining can result in positive and negative impacts on economies, communities and the environment. We believe our positive contributions are significant, and we are carefully managing any potential impacts.

Priority SDG	Our contributions	Our potential impacts	2020 Highlights
 1 NO POVERTY	<ul style="list-style-type: none"> • Employment, procurement and other economic contributions (taxes, royalties). • Enhanced living conditions and land title (resettlement). • Livelihood projects. 	<ul style="list-style-type: none"> • Resettlement (physical and economic displacement). 	<ul style="list-style-type: none"> • \$894 million economic value distributed. • \$622 million (74%) spent on national and local procurement. • 154 households moved in 2020.
 2 ZERO HUNGER	<ul style="list-style-type: none"> • Livelihood projects. 	<ul style="list-style-type: none"> • Resettlement (economic displacement). 	
 3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Community investments in health. • Malaria and HIV/AIDS programs. 	<ul style="list-style-type: none"> • Worker health and safety. 	<ul style="list-style-type: none"> • 19% reduction in on-site employee malaria cases, resulting in 36% reduction in malaria incident frequency rate.
 4 QUALITY EDUCATION	<ul style="list-style-type: none"> • Community investments in schools, scholarships and capacity building. • Internships, employee training. 		<ul style="list-style-type: none"> • 39 scholarships provided.
 5 GENDER EQUALITY	<ul style="list-style-type: none"> • Female employment and advancement. 	<ul style="list-style-type: none"> • Discrimination and harassment. 	<ul style="list-style-type: none"> • 38% increase in the representation of women at our legacy Endeavour assets.
 6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> • Community investments in water and sanitation. 	<ul style="list-style-type: none"> • Water use, efficiency, and treatment. • Hazardous materials, including tailings. 	<ul style="list-style-type: none"> • Independent reviews of four out of our five tailing storage facilities.
 8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> • Employment, procurement and other economic contributions (taxes, royalties). 	<ul style="list-style-type: none"> • Worker health and safety. 	<ul style="list-style-type: none"> • 8% reduction in AIFR compared to 2019. • 95% of workforce nationals.
 7 AFFORDABLE AND CLEAN ENERGY	<ul style="list-style-type: none"> • Renewable energy projects. 	<ul style="list-style-type: none"> • Energy use and efficiency. • Greenhouse gas emissions. 	<ul style="list-style-type: none"> • Conducted a review of renewable energy opportunities. • 13% reduction in GHG emission intensity compared to 2018 despite an increase in our portfolio of assets.
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE			
 15 LIFE ON LAND	<ul style="list-style-type: none"> • Biodiversity enhancement projects. 	<ul style="list-style-type: none"> • Biodiversity. • Land disturbance. 	<ul style="list-style-type: none"> • Partnering with leading Ivorian university to develop a designated biodiversity conservation area within the Ity Mine operating permit area.
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<ul style="list-style-type: none"> • Stakeholder engagement. 	<ul style="list-style-type: none"> • Corruption and bribery. 	<ul style="list-style-type: none"> • Implemented a Group-wide Community Engagement Policy. • Zero cases of bribery. • 81% of our employees and 51% of third-party security personnel trained on Endeavour's human rights policies and procedures.

OVERVIEW

CASE STUDY

AWARD-WINNING RESETTLEMENT AND LIVELIHOOD RESTORATION PROGRAM

WAHGNION MINE, BURKINA FASO

At our Wahgnion Gold Mine*, located in the Cascades region of southwest Burkina Faso, we are undertaking a large-scale, six-year resettlement and Livelihood Restoration Program (LRP) for communities impacted by our mining activities. Over the duration of the project from 2018-2023, a total of seven new resettlement sites will be built to house 502 households.

The mine is working closely with local stakeholders to ensure that the communities affected by this resettlement will be able to access improved amenities once it has been completed. The resettlement sites will include community infrastructure such as roads and potable water systems. The houses being built represent significant upgrades on previous structures and include mosquito netting, double pit latrines to improve sanitation, and connections to public water and electricity supply. Each household will own the land title to their property, which is still relatively rare in Africa.

Broad and equitable representation is an important consideration in planning and implementing these large projects, with women, young people and community representatives playing a central role in the negotiations. A Community Consultation Committee has been established to review plans and make consensus-based decisions. A grievance mechanism is in place to address any concerns or complaints.

At the end of 2020, 57% of all impacted households had moved into their newly constructed houses. A significant milestone was reached in 2020 with the completion of the new Nanguedougou village, the largest community impacted by the relocation project, comprising 154 households and over 1,000 people. Official land title has been handed over for the first two displaced villages, accounting for 19% of all impacted households, and the administrative progress is ongoing for the other four completed villages.

To accompany the resettlement, a comprehensive \$18 million Livelihood Restoration Plan is being implemented, which covers most of the economic sectors in the area including agricultural production and livestock.

Among the nine different programs that form the Livelihood Restoration Plan are financial literacy training to support households in managing compensation and investments and support for women's groups. Ten cooperatives have

Winner of the 2020 UN SDG Accelerators Awards

The Livelihood Restoration Program won a 2020 Canadian Sustainable Development Goals Accelerators award from the UN Global Compact Canada.

been formed for shea nut farmers and a supply arrangement established with a purchaser of shea nuts that pays the female workers a 60% premium on the local market price for shea nuts. In 2020, these 10 cooperatives sold 38.5 tonnes of shea nuts, generating over \$14,000.

Market gardens are another initiative being promoted by the program: the first irrigated zone of 3.1 hectares produced 38 tonnes of vegetables in 2020. Construction is underway on the next five irrigated zones, which are expected to be completed in 2021 and fully operational by 2022.



* The Wahgnion Mine was acquired in February 2021 as part of the Teranga acquisition.

RESETTLEMENT

**502**households
physically
impacted**7**

new villages

LIVELIHOODS

**190**owners and 200
users economically
impacted
households***2,000**hectares
of agricultural
land impacted*

IMPLEMENTATION

**6 yrs**(2018–2023)
expected duration
of resettlement
activities**\$18m**LRP budget
(excluding physical
construction)

* Approximation.

OUR GOVERNANCE OF SUSTAINABILITY

At Endeavour we are committed to having the highest sustainability standards. We have the plans, procedures, metrics and targets in place to ensure that commitment is effectively implemented on the ground to drive continual improvements in our performance.

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.

OUR SUSTAINABILITY FRAMEWORK

The bedrock of our approach to sustainability governance is a set of globally-applicable sustainability policies. These are supported by governance bodies, systems and standards, metrics and targets to drive performance and transparent reporting on progress.

IMPLEMENTING POLICIES AND PARTNERSHIPS

Our sustainability commitments are captured in a set of 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 on sustainability and ensure regular, open, two-way dialogue throughout the Company. Our performance is driven by a dedicated ESG management-level Committee, which is responsible for developing and implementing our ESG Strategy, monitoring performance on a monthly basis, ensuring compliance with our policies and identifying opportunities to improve performance.

SYSTEMS AND STANDARDS

We have implemented robust management systems that align our activities with international best practice such as ISO-standard systems on health and safety and environmental management.

METRICS AND TARGETS

We have a range of targets and key performance indicators to track and drive continual improvements in our sustainability performance. This report details our progress against our 2020 targets, and sets out our 2021 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 Sustainability Report. We have also integrated key ESG reporting into our quarterly Management Discussion and Analysis reports and we proactively engage with ESG rating agencies and other key NGOs, such as CDP.

DEFINING OUR MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT

We foster two-way communication to report on our activities and consult with our stakeholders on our progress. Through our materiality assessments, we consult with our stakeholders to define the sustainability issues most material to our business. We frequently discuss our performance and progress with our investors and ESG ratings agencies.



..... Defining material issues and stakeholder engagement

BOARD OVERSIGHT WITH COLLECTIVE RESPONSIBILITY

Ultimate responsibility and accountability for the Company's sustainability strategy, priorities and performance rests with our Board of Directors. The Board is assisted by our management-level ESG Committee. This group oversees, monitors and reviews our practice and performance in areas of safety, health, stakeholder relationships, environmental management, governance compliance and other sustainability issues. It also makes recommendations to and advises the Board on related issues. From there, responsibility cascades through executives to operational level with each mine responsible for the day-to-day implementation of strategy, policy and progress against targets.

Our Leadership Compensation Schemes include measurable and transparent ESG targets

	2020	2021
Annual	20% weighting <ul style="list-style-type: none"> • Safety • Diversity 	20% weighting <ul style="list-style-type: none"> • Safety • Malaria
3-year	12.5% weighting <ul style="list-style-type: none"> • External assurance of the RGMPs 	12.5% weighting <ul style="list-style-type: none"> • Implementation of a Carbon Reduction Strategy • Commissioning of at least one significant renewable energy power plant by end of 2023



COLLECTIVE RESPONSIBILITY

BOARD OF DIRECTORS

- Business risk management
- Financial control

EXECUTIVE

- Group strategy, policies and targets
- Operational control at all levels

OPERATIONS

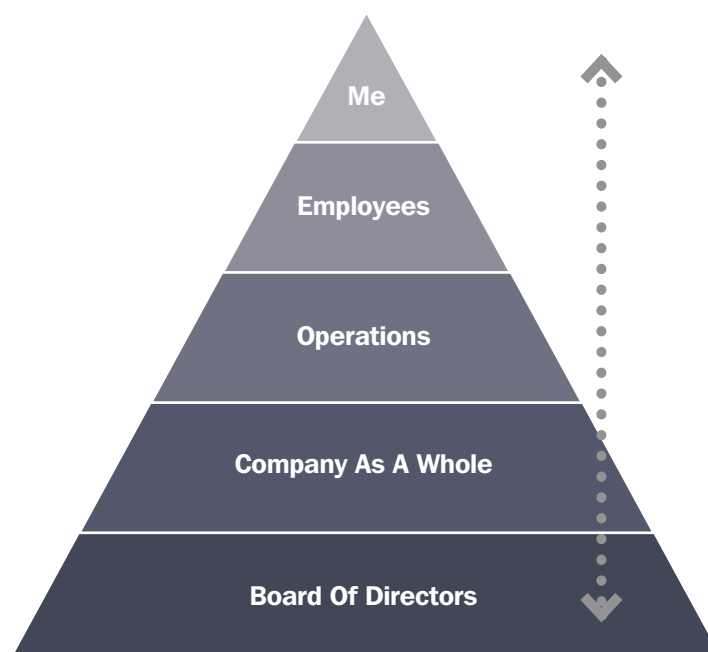
- Site-specific plans and procedures in line with Group policies and strategy
- Environmental management
- Community development

EMPLOYEES

- Functional duties
- Contribution to Group targets
- Health and safety risk awareness
- Environmental awareness and management

ME

- Personal responsibility for my safety, health and compliance with Group policies



* As at December 31, 2020 before the Teranga acquisition was completed in February 2021 and the Agbaou Mine was sold in March 2021.

OVERVIEW



CASE STUDY

EDV EMPLOYEE FUND SUPPORTS COVID-19 IMPACTED COMMUNITIES

As part of Endeavour's response to the COVID-19 pandemic, we established a fund into which employees could voluntarily sacrifice part of their salaries to support small, on-the-ground NGOs and non-profit associations in their fight against the virus in West Africa.

The goal was to back initiatives that have an immediate, measurable and genuine impact on vulnerable people in underprivileged areas impacted by COVID-19. The contributions were in addition to those made by Endeavour to our host countries and local communities.

Donations gathered through the fund were used to provide one-off or small contributions to multiple niche organizations that offer health, disability, sanitation, nutrition, humanitarian, social and educational support to disadvantaged sectors of the community.

A total of \$200,000 was raised through the EDV Employee Fund for disbursement to 21 non-profit associations:

In Côte d'Ivoire, the EDV Employee Fund donated \$80,000 to eight associations and has so far helped support distribute medical supplies and health kits to health centres, provided emergency kits at a refuge for vulnerable women, children and families, helped fund sanitary kits and food for deprived families and disabled or orphaned children, and assisted with the payment of water bills in deprived neighbourhoods.

In Burkina Faso, \$80,000 was donated to nine associations helping aid groups distribute medical and protective equipment, sanitization stations, water fountains and food kits to disabled and vulnerable children, displaced families, prison communities and others impacted by the virus. The funds also supported the start-up of micro-enterprises, a high school sponsorship program and the distribution of school equipment kits.

In Mali, four associations received \$40,000 helping raise awareness of the health impacts of the virus and aiding the distribution of protective equipment and sanitization facilities among vulnerable individuals in deprived communities.



OUR STAKEHOLDERS AND STAKEHOLDER ENGAGEMENT

Strong and mutually-respectful relationships with our stakeholders is critical to the success and sustainability of our business.






We continually monitor and affirm our social licence to operate, which we define as broad acceptance of our projects. We do this through our stakeholder engagement programs which are tailored to suit the needs and expectations of each stakeholder. We strive to be culturally sensitive in all our engagements. Through our stakeholder assessment and engagement, we have not identified any indigenous people in the communities or areas we operate.

We maintain stakeholder engagement plans at corporate, regional and site levels to ensure regular, transparent

communications with our stakeholders and to keep them informed about our activities while also listening to their concerns and perspectives. This helps encourage better decision-making, promotes mutually-beneficial outcomes and helps manage the risks present in our business.

We have identified nine key stakeholder groups based on their importance to Endeavour and the influence they have on our business. An overview of our stakeholder engagement is described below, with additional detail provided throughout this report.



Key topics and concerns raised		
 EMPLOYEES	<ul style="list-style-type: none"> • Safety and health. • Workplace agreement terms and conditions. • Remuneration and incentives. • Career advancement and professional development. • Security. 	<ul style="list-style-type: none"> • Operational performance and strategy. • Impacts of M&A activities. • Diversity.
 COMMUNITIES	<ul style="list-style-type: none"> • Employment. • Local business opportunities. • Community investment projects. • Environmental stewardship, including access to clean water, sanitation and impacts from mining operations (e.g. noise, dust, etc). • Capacity building and skills development. 	<ul style="list-style-type: none"> • Fair and transparent distribution of direct and indirect economic contribution. • Resettlement and compensation. • Health.
 SUPPLIERS AND CONTRACTORS	<ul style="list-style-type: none"> • Safety and health. • Business opportunities. • Contract terms and conditions. • Financial and operating performance. 	<ul style="list-style-type: none"> • Security. • Strong partnerships.
 GOVERNMENT AND REGULATORY BODIES	<ul style="list-style-type: none"> • Regulatory and legal compliance. • Government regulations and permitting. • Fair and transparent payment of taxes and royalties. • Employment. • Environmental compliance and stewardship. 	<ul style="list-style-type: none"> • Community investment projects. • Procurement. • Contribution to national and local socio-economic development priorities. • Security. • Operational performance and strategy.
 SHAREHOLDERS, INVESTORS AND ANALYSTS	<ul style="list-style-type: none"> • Financial and operating performance. • ESG performance. • Response to climate change. • Company growth. • Government regulations and permitting. 	<ul style="list-style-type: none"> • Corporate governance. • Ethical business practices. • Share price performance.
 UNIONS	<ul style="list-style-type: none"> • Safety and health. • Collective bargaining. • Workplace agreement terms and conditions. 	<ul style="list-style-type: none"> • Remuneration and incentives. • Security.
 INDUSTRY ASSOCIATIONS	<ul style="list-style-type: none"> • Health and Safety. • Government regulations and permitting. • Regulatory and legal compliance. • Environmental compliance and stewardship. 	<ul style="list-style-type: none"> • Fair and transparent payment of taxes and royalties. • Topical industry issues.
 NON-GOVERNMENTAL ORGANIZATIONS	<ul style="list-style-type: none"> • ESG performance. • Ethical business practices. • Community investment projects. 	<ul style="list-style-type: none"> • Contribution to national and local socio-economic development priorities. • Fair and transparent distribution of direct and indirect economic contribution.
 MEDIA	<ul style="list-style-type: none"> • Health and Safety. • Financial and operating performance. • ESG performance. • Ethical business practices. 	<ul style="list-style-type: none"> • Government regulations and permitting. • Company growth. • Security.

How we engage

Examples of engagement in 2020

Safety briefings, employee well-being programs, collective bargaining/contract negotiations, performance reviews and appraisals, training and development programs, CEO and senior leadership townhall meetings, employee communication channels, whistleblower hotline, policies and standards.

- Safety champion initiative at Ity, 'Take 5' and fatigue management campaigns.
- COVID-19 and malaria and awareness campaigns.
- Establishment of an Integration Management Office to provide regular updates on the integration process.
- Construction of an airstrip at our Boungou Mine to transport employees to/from site.

Regular meetings with customary and religious authorities as well as other community groups, participation in Environmental Social Impact Assessments (ESIA), public hearings and consultations, grievance mechanisms, resettlement committees, local cultural and sporting events, community health awareness campaigns, mine site visits, newspapers, radio, television and annual sustainability reports.

- COVID-19 awareness campaign and donations of medical equipment and supplies.
- Malaria community awareness campaign.
- 27 agricultural projects supported, providing 3,208 direct jobs.
- \$2.4 million invested in local community projects.
- Contributed \$16 million to the Local Development Mining Funds in Burkina Faso and Côte d'Ivoire.
- Developed a group-wide Community Engagement Policy.
- 936 community engagement meetings held.

Policies and standards, supplier appraisal process, supply contracts process, meetings, grievance mechanism, relationship building by group and site level procurement teams, safety meetings.

- 74% of procurement budget spent on national and local suppliers.
- Implemented a Supplier Code of Conduct.
- Participation in Burkinabe supplier conference.

Meetings, local subsidiaries Board meetings, site visits and inspections, hosting and attending Government and private sector meetings, attending national and international mining conferences.

- Worked in close coordination with the national health authorities on their key needs in fighting the COVID-19 pandemic.
- Contributed \$16 million to the Local Development Mining Funds in Burkina Faso and Côte d'Ivoire.

Regulatory filings, press releases, annual and quarterly reports, annual general meeting, investor meetings, conferences, site visits, website, annual sustainability reports, and communications by email and telephone.

- Engagement on ESG performance following publication of our 2019 Sustainability Report.
- Commenced reporting in line with TCFD in our 2020 annual reporting cycle.

Formal meetings with the unions, safety briefings, employee well-being programs.

- No strikes recorded in 2020.

Formal meetings, correspondence and events.

- As a member of the World Gold Council, participated in the ESG Task Force Committee and contributed to the report 'Gold Mining's Contribution to the UN Sustainable Development Goals'.
- Chair of the 'Association HeForShe Mines Côte d'Ivoire', which was launched in December 2020.

Meetings, correspondence, conferences, corporate social responsibility (CSR) forums, roundtables, strategic partnerships.

- Partnership with 48° Nord at our Houndé mine.

Press releases, interviews, regulatory filings, presentations, site visits, social media channels, annual sustainability reports.

- Engagement with media during the SEMAFO and Teranga acquisitions.
- 48° Nord partnership at our Houndé mine.

AWARD WINNING...

MINING PERSON OF THE YEAR 2020

Our President and CEO Sebastien de Montessus was awarded **Mining Person of the Year 2020** by the global mining publication The Northern Miner. The award recognizes his efforts to build Endeavour into a global top 10 gold producer and to successfully complete two major acquisitions in a year – the \$716 million takeover of SEMAFO and the \$2 billion Teranga Gold acquisition – all in the face of multiple challenges posed by the COVID-19 pandemic.

THE NORTHERN MINER

GLOBAL MINING NEWS • SINCE 1915

Endeavour Mining CEO Sebastien de Montessus is our Mining Person of the Year for 2020



Endeavour Mining's CEO Sebastien de Montessus is our Mining Person of the Year for 2020. Credit: Endeavour Mining

BY TRISH HAYWILL FEBRUARY 18, 2021



Completing two major acquisitions in one calendar year is a significant achievement by any measure but to do so in the midst of a pandemic makes it even more remarkable – which is one of the reasons why we have chosen Endeavour Mining CEO Sebastien de Montessus as our Mining Person of the Year for 2020.



Award winner
Canada 2020

WINNER – IR MAGAZINE AWARDS CANADA 2020

Endeavour was delighted to win Best in Sector: Materials (mid-cap) at the 2020 IR Magazine Awards Canada in recognition of the clear, regular disclosures we provide the market and for the ready access we offer to our C-suite management team.

With the COVID-19 pandemic preventing us from meeting in person with our investors, we had to quickly adapt the way in which we interacted by expanding our digital offering and increasing our attendance at online conferences. This ensured we continued to communicate frequently with the investor community and kept them abreast of our progress.

ABOUT THIS REPORT

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards: Core Option with external assurance on key ESG Indicators. Please refer to pages 102-103 for the external assurer's report.

In addition, this year we have started reporting in line with the SASB, TCFD and LPRM reporting frameworks. Please refer to the Indexes for more detailed information.

We are continuing our implementation of the World Gold Council's Responsible Gold Mining Principles in accordance with the Council's timeframe and are pleased to have received external assurance on seven Principles, see page 15.

In addition, we have augmented our reporting on how our business is helping to contribute to the UN SDGs.

All financial figures are reported in US\$ unless otherwise stated. References to "Endeavour", "the Company", "the Group", "we" and "our" refer to Endeavour Mining Corporation and/or our subsidiaries. This report should be read in conjunction with the Cautionary Statement on the inside back cover. A glossary is available on page 138.

SCOPE AND BOUNDARY

This Sustainability Report focuses on Endeavour's four legacy operating mines – Agbaou, Ity, Houndé and Karma – as well as the Boungou and Mana mines acquired as part of the SEMAFO transaction which was completed on July 1, 2020.

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.

The Report presents information for the reporting period January 1, 2020 to December 31, 2020 and provides comparative data for previous years 2019 and 2018. All information is current as at December 31, 2020 unless otherwise indicated.

The report has been prepared under the supervision of Endeavour's ESG management committee, 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.

This report has been prepared in accordance with the GRI Standards: Core option, including the Mining and Metals Sector Supplement. In line with the requirements for the 'Core' option, we have reported against at least one indicator related to each Material Aspect identified.

On February 10, 2021, Endeavour completed the acquisition of Teranga Gold Corporation (Teranga). While this business was not under Endeavour's management during 2020, we have included Teranga's GRI data in the Indexes on pages 131-137. This data has not been externally reviewed or assured.

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

There was a significant change in the scope or aspect boundaries in 2020 as a result of the acquisition of SEMAFO and its two operating mines, Mana and Boungou in Burkina Faso.

FEEDBACK

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

OTHER REPORTS

This report forms part of our annual reporting suite which is available on our website.

Annual Information Form

Our annual filing describes our business, including our latest reserve and resource statement, as well as disclosure on risks that could impact Endeavour's business.

Management Information Circular

This provides information on business to be conducted at our annual general meeting, including our corporate governance practices and executive compensation.



OUR MOST MATERIAL ISSUES

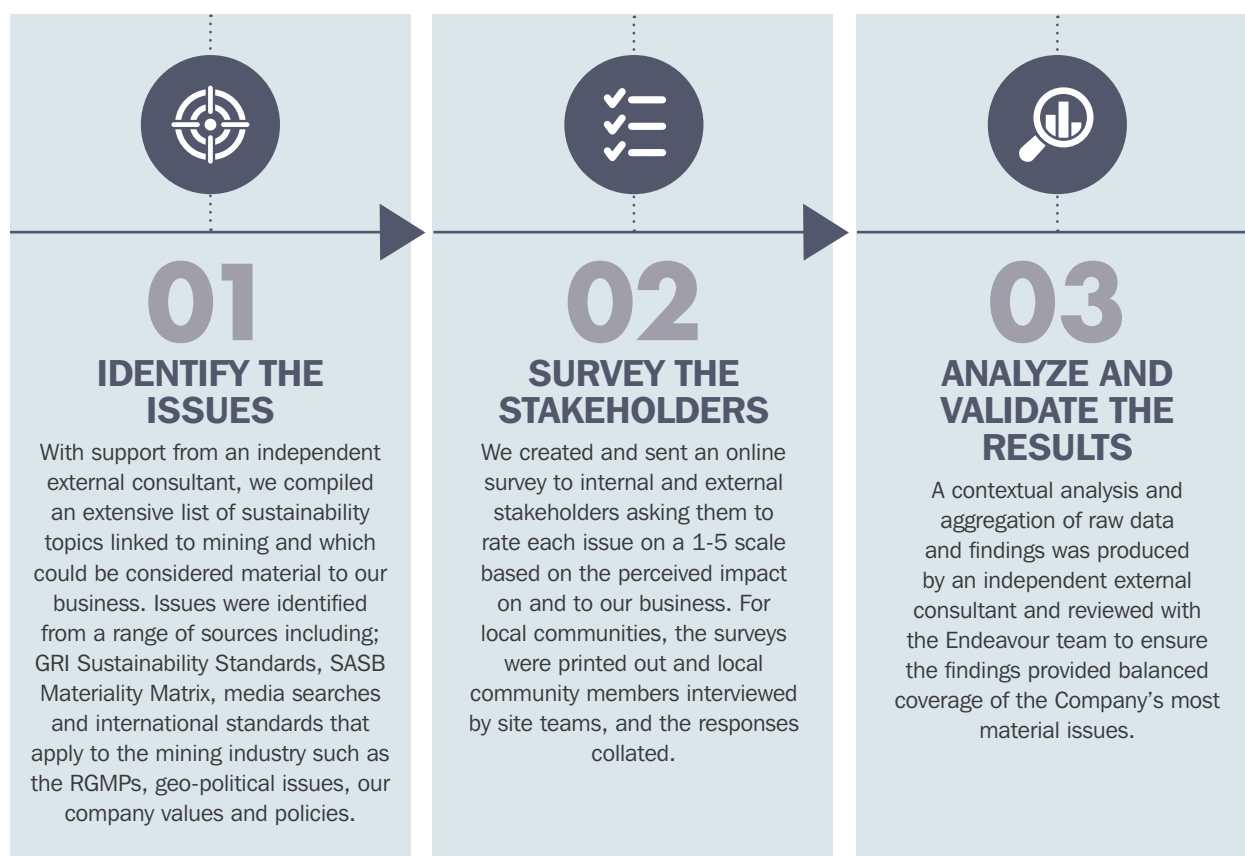
MATERIALITY ASSESSMENT: IDENTIFYING WHAT MATTERS MOST TO OUR STAKEHOLDERS

We undertake materiality assessments as part of our sustainability framework and to help us better understand the sustainability priorities for our business. The results inform our strategic thinking, help us manage risk and demonstrate to our stakeholders that their views matter. It also enables us to report in accordance with the internationally-recognized GRI.

OUR PROCESS

The materiality process that informs our 2020 Sustainability Report was conducted between November 2019 and January 2020. This process built upon the previous materiality assessment we conducted in 2017 and sought to gain input from internal stakeholders, as well as our external stakeholders, including NGOs, government, contractors, local community members, and our investors.

As set out in the infographic below, the process we followed was to survey both internal and external stakeholders, asking them to select the economic, social, governance and environmental topics that they consider to be the most important for our business.



THE RESULTS

The materiality survey that informs this report was undertaken between November 2019 and January 2020. The results of the assessment are set out opposite. How we manage these sustainability topics and the associated impacts are detailed in this report. We will conduct another materiality assessment survey during the second quarter of 2021, to update our understanding of the most material issues for our expanded Company.

As shown in the infographic on the page opposite, our most material topics in 2020 were: management

of hazardous chemicals, health and safety, community engagement and development, water stewardship, closure planning and occupational health.

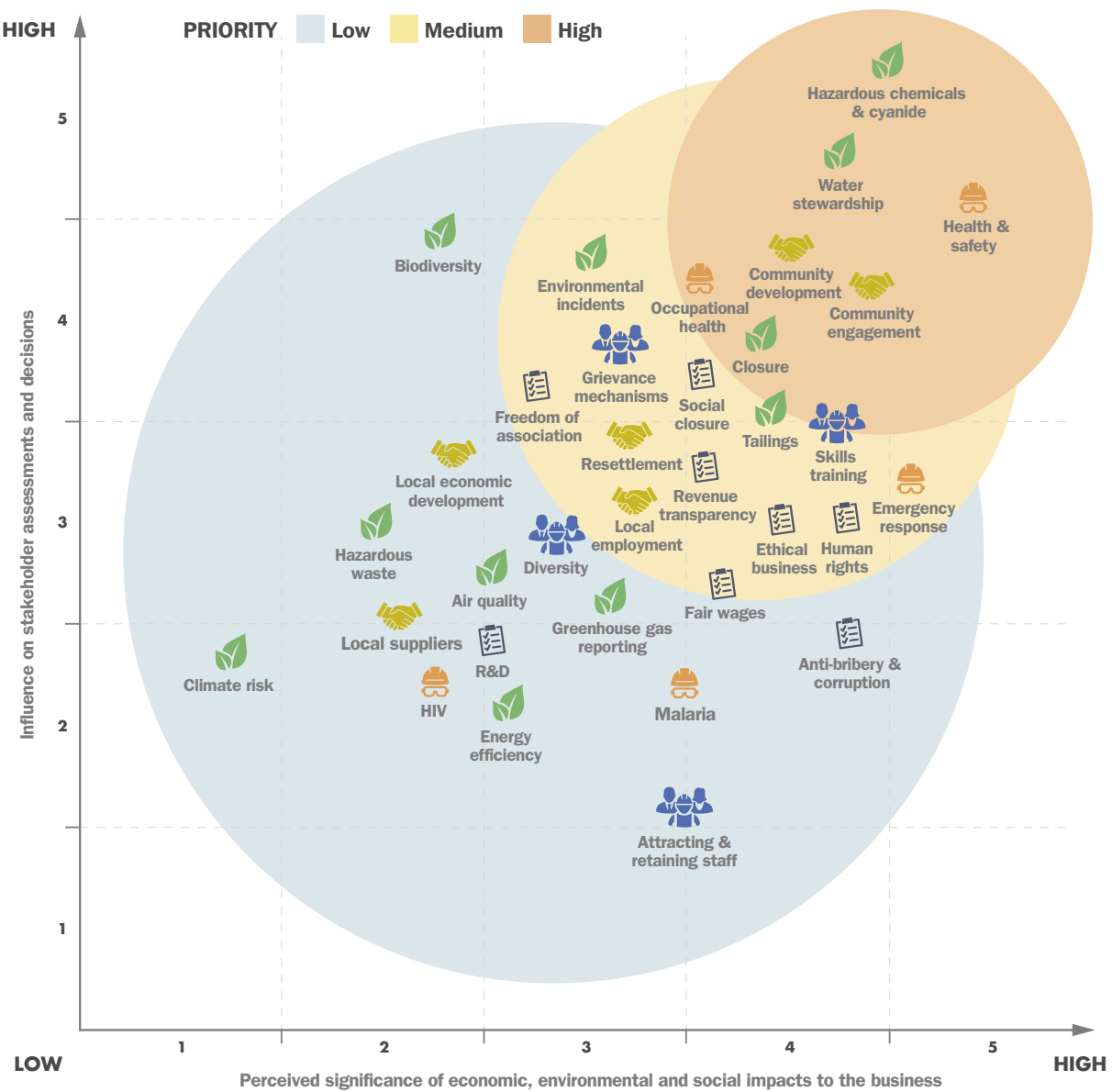
The process also identified the following topics as medium priorities: environmental incidents, tailings, emergency response, ethical business, human rights, grievance mechanisms, local employment, skills training, resettlement, social closure, revenue transparency and artisanal and small-scale mining (ASM).

HIGHEST PRIORITY

- Hazardous chemical management (p.99)
- Health and safety (p.40)
- Community engagement (p.68)
- Community development (p.73)
- Water stewardship (p.93)
- Occupational health (p.49)
- Closure planning (p.100)

MEDIUM PRIORITY

- Environmental incidents (p.87)
- Tailings (p.98)
- Emergency response (p.47)
- Ethical business (p.30)
- Human rights (p.34)
- Grievance mechanisms (p.70)
- Local employment (p.82)
- Skills training (p.63)
- Resettlement (p.70)
- Social closure (p.100)
- Revenue transparency (p.80)
- ASM (p.78)



ETHICAL BUSINESS





MATERIALITY

MEDIUM

- Ethical business.
- Human rights.
- Grievance mechanisms.
- Revenue transparency.



2020 PERFORMANCE

- ✓ Zero reported cases of bribery or corruption.
- ✓ Augmented the ESG targets for both the short and long-term executive incentive compensation schemes.
- ✓ Received external assurance on RGMP 1.7, Accountabilities and reporting.



2021 TARGETS

- Join the Single Mine Origin (SMO) Initiative.
- Commence the process to become members of the Voluntary Principles Initiative and UN Global Compact.
- Develop a new Code of Business Conduct and Ethics.
- Expand existing anti-bribery and anti-corruption procedures.
- Build and establish an effective compliance champion program at all our sites.

RESPONSIBILITY AND ACCOUNTABILITY

Endeavour is committed to high standards of ethical business practices, with the Board holding ultimate responsibility and accountability for the overall governance of the Company. The Board aims to meet at least five times annually.

ESG issues are regularly discussed at Board meetings, supported by the Board Corporate Governance and Nominating Committee, Audit Committee, ESG Committee, Remuneration Committee and Technical, Health and Safety Committee, with participation from the senior management team.

The CEO reports directly to the Board, supported by the Executive Committee, which meets regularly and comprises the CFO, COO, EVP Exploration and Growth, EVP Corporate Finance and General Counsel, EVP Public Affairs, Sustainability and Security, and EVP People, IT and Supply Chain.

OUR APPROACH

Our approach to governance is underpinned by a commitment to high standards of ethical business practices, environmental stewardship and social responsibility. This helps to ensure the sustainable success of our business and enables us to deliver shared benefit to all our stakeholders.

As a minimum, we comply with all applicable laws and regulations in the countries in which we operate and augment these with international and industry best practice. Our policies and standards, including our Business Conduct and Ethics Policy, are the foundation of our internal governance and our governance of sustainability. They provide clear guidance on the behaviors expected of Endeavour employees and of those engaged in activities on our behalf, must demonstrate at all times. These include behaving ethically, acting with integrity and transparency, respecting human rights and complying with all applicable laws and regulations.

The Board monitors compliance with our policies and, along with our compliance team, reviews all our policies annually and benchmarks them against international best practice in

the mining industry. When appropriate, additional policies are adopted. Each Endeavour employee, director and officer as well as consultants, contractors and agents of Endeavour are responsible for complying with them.

Our policies and management systems detail our processes for managing health, safety and environmental issues to ensure long-term sustainability is integrated into our decision-making and everyday practices. All our policies are available in both English and French and published on our website, our intranet and noticeboards as well as communicated and explained to all our employees, contractors and service providers. In 2021, we will roll out a comprehensive training program on all our policies.

In Q2 2021, we aim to obtain a Premium listing on the London Stock Exchange and will be reviewing all our policies to ensure they comply with the requisite requirements. As part of this, we will be developing a new Code of Business Conduct and Ethics to replace our existing Business Conduct and Ethics Policy, which will be supported by a training program across all our sites and offices.

“

RESPECTING THE HUMAN RIGHTS OF OUR WORKERS AND THE COMMUNITIES WHO COULD BE IMPACTED BY OUR ACTIVITIES IS A FUNDAMENTAL VALUE AT ENDEAVOUR”





ETHICAL CONDUCT

ANTI-BRIBERY AND CORRUPTION

We have a zero-tolerance approach to bribery and corruption, enshrined in our Anti-Bribery and Anti-Corruption Policy (ABC Policy) which sets out the framework for ensuring we conduct our business in an honest and ethical manner, reflecting the highest standards of integrity. In 2020, we had no reported or identified cases of bribery or corruption.

Our Compliance Team and Audit Committee ensure that we conduct our business in compliance with all the relevant anti-bribery and anti-corruption legislation, including the UK Bribery Act of 2010, the Canadian Corruption of Foreign Public Officials Act (CFPOA), the US Foreign Corrupt Practices Act (FCPA), and Anti-Corruption and Anti-Bribery local laws.

We expect our contractors, suppliers and business partners to comply with our ABC Policy, which is included in our Supplier Code of Conduct. In addition, we have an anti-bribery and anti-corruption clause in all our supplier contracts and undertake vendor due diligence as part of our supplier onboarding and contract renewal process.

We require that individual employee comply with our ABC Policy. Any breach

of this Policy may result in disciplinary action. All directors, executives and employees in positions where the risk of corruption is elevated are required to sign Compliance Certificates annually. In 2020, 78% (280) of required employees signed Compliance Certificates. In 2021, we aim to increase this to 100% and will establish measures to support this objective. In addition 44 suppliers, also signed the annual Compliance Certificate.

We do mandatory annual bilingual Anti-Bribery and Anti-Corruption training for all directors, executives, managers and employees in positions where the risk of corruption is elevated. This equips our teams with the necessary knowledge to identify and respond appropriately to risks of corruption. In 2020, to accommodate the disruption caused by the COVID-19 pandemic as well as the integration of SEMAFO assets, we extended the timeframe for the 2020 ABC Policy training until early 2021, during which time 231 people occupying sensitive positions, including our nine Board Directors, completed the online training program.

HUMAN RIGHTS

Respecting the human rights of our workers and the communities who could be impacted by our activities is a fundamental value at Endeavour.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



SDG 16

Peace, justice, strong institutions

TARGET 16.5

Substantially reduce corruption and bribery in all their forms

OUTCOME

Zero reported cases of bribery

Zero significant feedback or incidents related to human rights across our sites

ZERO
REPORTED OR
IDENTIFIED CASES
OF BRIBERY OR
CORRUPTION



We respect the human rights of all of our stakeholders as defined in the International Bill of Human Rights and the International Labour Organization's fundamental principles. We also seek to ensure that we do not cause, or are complicit in, human rights abuses either directly through our activities or through our business relationships. Our commitment to human rights is set out in our Human Rights Policy, which is reviewed and updated annually. We report on human rights-related grievances to the Board as part of our quarterly whistleblower reporting mechanism. In 2021, we will set up comprehensive reporting on our human rights program.

Endeavour identifies potential human rights impacts through a variety of methods: environmental and social impact assessments, health and safety risk assessments, supplier due diligence, community and employee grievance mechanisms and the corporate whistleblower mechanism, security risk assessments, and general stakeholder engagement processes. Enhanced focus is given to these aspects in areas which may or have previously been impacted by conflict.

Based on these assessments and processes, Endeavour recognizes the following material issues as presenting the greatest risks to human rights: labor, hazardous waste, water, security, resettlement, artisanal and small-scale mining, and operational impacts (dust, noise, vibration). These issues are managed by the executives and departments with responsibility for relevant functions, including the EVP

Public Affairs, Sustainability, Security; SVP Security; EVP People, IT and Supply Chain; VP Supply Chain; VP Health and Safety, and Environment.

Throughout this report, Endeavour provides details on how we manage those issues which are identified as material and report on progress and results. Endeavour provides remedy for adverse human rights impacts that are a result of our operations through various grievance mechanisms: community, employee, and whistleblower.

We have embedded our human rights commitments across other relevant policies and standards, including our Anti-Bribery and Anti-Corruption Policy, Business Conduct and Ethics Policy, Diversity Policy, Harassment Prevention Policy, Health and Safety Policy, Environmental Policy, Supplier Code of Conduct and Whistleblower Policy.

In 2020, we augmented our Human Rights Policy to reflect our commitment to align with the United Nations Guiding Principles on Business and Human Rights. The updated Policy was approved by the Board in March 2021.

Training is essential for ensuring that our employees are aware of our commitments, and their obligations to respect human rights. In 2020, we trained 149 executives, managers and employees in sensitive positions.

In 2019, Endeavour started publishing its annual Modern Slavery Statement, as required by The UK Modern Slavery Act 2015, which outlines the steps we are taking to combat all forms of modern slavery. This statement is available on our website.

“
IN 2020, WE AUGMENTED OUR HUMAN RIGHTS POLICY TO REFLECT OUR COMMITMENT TO ALIGN WITH THE UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS. THE UPDATED POLICY WAS APPROVED BY THE BOARD IN MARCH 2021”



WHISTLEBLOWING

We operate a Whistleblowing Policy and an independent, anonymous and confidential bilingual 24/7 Whistleblower Hotline. This enables our employees, suppliers, contractors and community members to report any behavior that violates our policies, standards or values including fraudulent, unethical or illegal financial activity. The Whistleblowing Hotline is publicized on our website, on noticeboards around our sites, in our Supplier Code of Conduct and communicated as part of our community grievance mechanism.

Our compliance department is responsible for investigating any reported breaches, which are reported to the Board Audit Committee.

In 2020, we received four complaints through our Whistleblower system, which were not substantiated after investigation. We responded to all of the complaints within 48 hours of receiving them and appropriate action was taken to assess each of the claims.

COMMITMENT TO TRANSPARENCY

Endeavour publicly reports on payments to governments in the countries in which we operate, as required under the Canadian Extractive Sector Transparency Measures Act (ESTMA). These payments include taxes, royalties and other payment types, by country and on a project-by-project basis. Our ESTMA disclosures are available on our website.

We have augmented this by committing to report to the Local Procurement Reporting Mechanism (LPRM), a publicly available information sharing framework created by Mining Shared Value in partnership with the German development agency GLZ.

The aim of the LPRM is to increase and standardize information on local mine site procurement processes and results. Procurement of goods and services is the single largest payment made in-country by virtually all mine sites, though for mining governance it has traditionally received less attention than the payment and prudent use of mining company taxes and royalties. More information is available on page 130.

We also support and engage with the Extractive Industries Transparency Initiative (EITI) in their work to support good governance by extractive industries.

POLITICAL ENGAGEMENT AND TRADE/INDUSTRY ASSOCIATIONS

We have a policy of making zero financial contributions to any political party in any of the countries in which we operate. We do not support or fund any trade or industry association that does not recognize the risks posed by climate change and our membership of any trade or industry association is on condition that their lobbying activities comply with relevant laws, regulations and international norms.

We currently only support one global industry association, the World Gold Council, which is a market development organization for the gold industry. Their purpose is to stimulate and sustain demand for gold, to operate as the global authority on the gold market and provide industry leadership. The Council is funded by its members, which include some of the world's largest gold producers, and is taking a leadership role within the global mining industry around ESG topics, as evidenced by the RGMPs. The RGMPs are a comprehensive ESG reporting framework, read more on pages 14-15.

In Côte d'Ivoire, we are members of the Association HeForShe Mines Côte d'Ivoire, the 'Groupement Professionnel des Minier'. In Burkina Faso we are members of the Burkina CSR Forum and the Chamber of Mines. In Senegal, following the Teranga acquisition, we are members of the Chamber of Mines, the CSR Network Senegal and the Business Platform for the Promotion and Protection of Children's Rights.

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. Our group tax strategy is aligned with our wider business philosophy and values, and we recognize that the taxes we pay, play a key role in the development and uplifting of local economies of the countries in which we operate.

“

WE OPERATE A WHISTLEBLOWING POLICY AND AN INDEPENDENT, ANONYMOUS AND CONFIDENTIAL BILINGUAL 24/7 WHISTLEBLOWER HOTLINE”



RISK MANAGEMENT

The Board, its committees, and management devote a significant amount of time to the identification, management, reporting and mitigation of risk. Endeavour manages its material business risks through the implementation and monitoring of various corporate and operational-level policies. Alongside site-level risk registers, in 2020, we started implementing a comprehensive CRM framework designed to meet the requirements of ISO 31000:2009, TCFD, and the requirements of the UK Corporate Governance Code, in anticipation of our UK LSE listing in Q2 2021.

Endeavour recognizes that risk is inherent to our business and that effective risk management is critical for the protection and creation of value for stakeholders. Endeavour believes that effective risk management is fundamental to good corporate governance and has designed its CRM process in accordance with the requirements of the UK Corporate Governance Code and the 'three lines of defence' governance model.

Our CRM process is intended to:

- Improve our corporate performance, including ESG ratings, by identifying and managing principal risks such as climate change and the energy transition, the impact of our operations on the communities in which we operate, ethical business practices, and the health and safety of our employees.
- Promote good corporate governance through defined accountabilities and transparency on principal risks.

Our CRM framework establishes the process, governance, and minimum requirements for managing the risks that are most critical to us achieving our strategic objectives whilst maintaining an acceptable balance between risk and reward. It embeds risk awareness into all decision-making to foster a groupwide risk culture and support decision makers in managing risk effectively to improve business performance.

Endeavour utilizes a six-step process for understanding and managing corporate risks, as shown in the CRM Process diagram. This process provides a systematic method for managing and communicating potential risks in a way that allows Endeavour to inform decisions and respond to risks and opportunities as they arise at all stages of the business and investment cycle.

CRM PROCESS

Each step of the CRM process involves various roles and responsibilities to successfully manage potential risks. The CRM governance structure provides a mechanism for communication, oversight, and guidance on all risk-related issues. The governance structure is divided into three lines of accountability and establishes the minimum requirements for accountable parties within the CRM ecosystem. It provides for a coordinated response to specific risks within departments and assets as well as the reporting of risk information to be aggregated at a Group level.



SUPPLY CHAIN AND PRODUCT STEWARDSHIP

All gold produced by Endeavour is sourced from our own mining operations. We do not purchase gold from artisanal or small-scale miners. In 2020, our gold, in the form of doré bars, was refined into bullion by Metalor Technologies SA, 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.

Once refined, the gold is sold to one or more market participants, who take responsibility for its onward distribution to industry users, predominantly in the banking, jewelry, electronics and medical equipment sectors. 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. Offtake arrangements are provided primarily by StoneX, a member of the LBMA and a NASDAQ-listed Fortune 500 Company which trades in commodities and foreign exchange.

In 2021, we expect to sign up to the SMO gold certification initiative. Only a tiny percentage of gold utilized in the jewelry or investment sectors has a traceable source of origin to a specific mine and having the reassurance of detailed provenance attracts a substantial price premium. SMO certification provides an auditable chain of custody for every gram of gold to a single mine and offers consumers confidence that the gold has been responsibly mined and the communities living locally benefit from sustainability initiatives.

We also aim to produce our first Conflict Free Gold Standard report in accordance with our membership of the World Gold Council and RGMP 5.4 for 2021.



VOLUNTARY COMMITMENTS

To demonstrate Endeavour's commitment to high standards of environmental, social and corporate governance policy and performance, and to allow external stakeholders to hold us to account, we voluntarily align or adhere to a number of ESG-related industry reporting frameworks and initiatives.



CDP

Endeavour began participating in CDP's annual climate change questionnaire in 2019. In 2020, Endeavour scored a C in both the Climate Change and Water questionnaires. We will continue to work proactively to improve our score.



EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE (EITI)

Endeavour supports the work of EITI and its efforts to promote revenue transparency and accountability in the extractive industry. Our host countries are all members of EITI. We report annually on our tax and royalty payments to host governments and include this information in our annual Sustainability Reports and our ESTMA filings.



GRI

GRI is an independent international organization that has pioneered sustainability reporting since 1997. The GRI Sustainability Reporting Standards are the most widely adopted global standards for sustainability reporting. Endeavour has been reporting our economic and ESG performance in accordance with GRI requirements since 2017.



IFC ENVIRONMENTAL AND SOCIAL PERFORMANCE STANDARDS

The International Finance Corporation (IFC) Environmental and Social Performance Standards form part of the IFC's Sustainability Framework, which promotes sound environmental and social practices, encourages transparency and accountability and contributes to positive development impacts. It is a global benchmarking framework for environmental and social risk management.

Endeavour seeks to align our management approaches and practices with these standards in assessing and managing environmental risks, informing labour and working conditions, guiding land acquisition and involuntary resettlement, amongst others.



INTERNATIONAL CYANIDE MANAGEMENT CODE (ICMC)

The International Cyanide Management Code (ICMC) is a voluntary industry program and focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions. Endeavour's Environmental Policy commits to following the ICMC and we are audited against the Code on a regular basis by an accredited third party.





LOCAL PROCUREMENT REPORTING MECHANISM (LPRM)

The LPRM is a set of disclosures on local procurement that seeks to standardize how the global mining industry and host countries measure and talk about local procurement. The LPRM addresses the gaps in current reporting frameworks and facilitates comprehensive reporting on local procurement spending at the site level, as well as practical details on mining company procurement processes and programs that support better-informed stakeholders. We have commenced reporting to the LPRM in our 2020 annual reporting cycle.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

SASB is a non-profit organization founded in 2011 to develop sustainability accounting standards. The SASB Standards identify the subset of ESG issues most relevant to financial performance in each of 77 industries. We have commenced reporting to SASB in our 2020 annual reporting cycle.



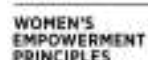
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

The Financial Stability Board established the TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment and enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks. We commenced reporting in line with TCFD in our 2020 annual reporting cycle.



VOLUNTARY PRINCIPLES INITIATIVE (VPI)

We align our security and human rights policies and procedures to the VPI and aim to begin the process of becoming formal members of the VPI during 2021.



WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

The WEPS are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPS are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. We signed up to the WEPS in March 2021.



WORLD GOLD COUNCIL

The World Gold Council is the market development organization for the gold industry and promotes responsible mining practices. The Council's Responsible Gold Mining Principles (RGMPs) address key environmental, social and governance issues.



UN GLOBAL COMPACT

United Nations Global Compact is a non-binding United Nations pact to encourage businesses worldwide to adopt sustainable and socially-responsible policies, and to report on their implementation. We are aiming to join UN Global Compact during 2021.



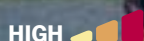
HEALTH & SAFETY





MATERIALITY

HIGH



- Hazardous chemical management.
- Health and safety.
- Occupational health.

MEDIUM



- Emergency response.



2020 PERFORMANCE

- ✗ 1 fatality.
- ✓ 8% reduction in group All Injury Frequency Rate.
- ✓ 3 years LTI-free at our Houndé mine.
- ✓ Implemented Malaria Control Strategy at all sites.
- ✓ 19% decrease in Group-wide malaria cases, achieving 2020 target and decreasing the malaria frequency rate by 36%.
- ✓ Rolled out updated Group Health, Safety and Environment Policy and Standards across our expanded Company.



2021 TARGETS

- Zero fatalities.
- 10% reduction in TRIFR.
- 10% reduction in malaria cases.
- Develop & implement Group Occupational Health and Hygiene Strategy.

RESPONSIBILITY AND ACCOUNTABILITY

Group-level responsibility for our health and safety performance sits with the Vice President Health, Safety and Environment (VP HSE), who is supported by group-level safety, environment and HSE training managers, as well as mine-level HSE managers, who work to implement policy and drive performance.

The VP HSE reports directly to our Chief Operating Officer and on a monthly basis, to our management-level ESG Committee. The VP HSE reports HSE performance and management to the Board on a quarterly basis. Should any serious incident occur, it is immediately reported to management and the Board.

OUR APPROACH

At Endeavour, we follow a simple approach to health and safety. We believe that all occupational injuries and work-related illnesses are preventable, and that everyone can return home safely at the end of each day. We call this “Zero Harm”, and this ambition guides our behaviour, our actions and is codified in our Health and Safety Policy.

Our Health and Safety policy applies to all our employees and contractors and compels us to:

- Comply with applicable occupational health and safety laws and regulations as a minimum.
- Empower our people to take responsibility for their own health and safety and that of their colleagues, including the right to refuse unsafe work.
- Implement safety management systems based on internationally recognized standards and assess these systems via annual audit.

Our Health and Safety Policy is underpinned by our group-level HSE Management System and Management Standards which align with international best practice, including ISO 45001 standard. Our goal is for a third party quantifiable audit against ISO 45001 in 2023.

As shown in the diagram below, there are 13 elements to our HSE Management System. Our HSE Management System and Management Standards cover all our on-site employees and contractors.

To reinforce our commitment to zero harm, safety is a group-wide key performance indicator (KPI) and achievement of our annual safety targets forms part of the remuneration package for our employees and executives.

POLICY AND STANDARDS

1. Planning and leadership

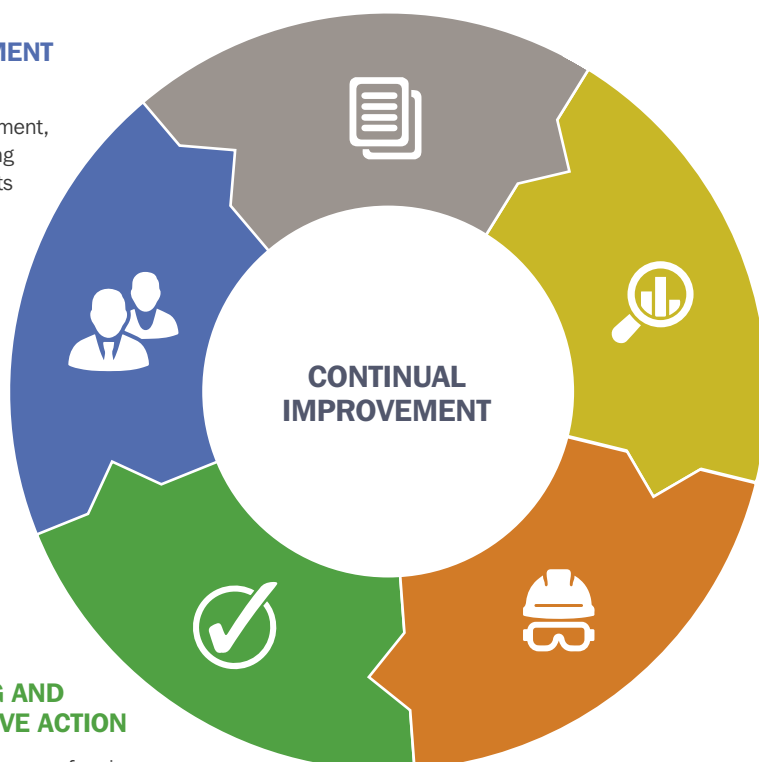
MANAGEMENT REVIEW

12. Measurement, monitoring and audits

CHECKING AND CORRECTIVE ACTION

10. Incident/non-conforming reporting and investigation

13. Corrective and preventive action



PLANNING

- 1.1 Planning and implementation
- 1.2 Resourcing
- 1.3 Management commitment
- 1.4 Documents and data control
- 1.5 HSE committees and involvement
- 1.6 HSE external regulations and standards
- 1.7 HSE behavior
- 1.8 Management review

IMPLEMENTATION AND OPERATION

2. Competency, training and communication
3. Management of operational risk and change
4. Operational management and design
5. Purchasing systems
6. Work rules and operating permits
7. Inspections and asset maintenance
8. Occupational health systems
9. Personal protective equipment
11. Emergency preparedness

ON-THE-GROUND IMPLEMENTATION OF OUR HEALTH AND SAFETY STANDARDS AND PROCEDURES

How we implement and the steps we take to achieve our ambition of “Zero Harm” on the ground is detailed in each mine site’s Health and Safety Management Plan. These have been developed to reflect the unique operating context of each operation and are informed by the requirements of ISO 45001.

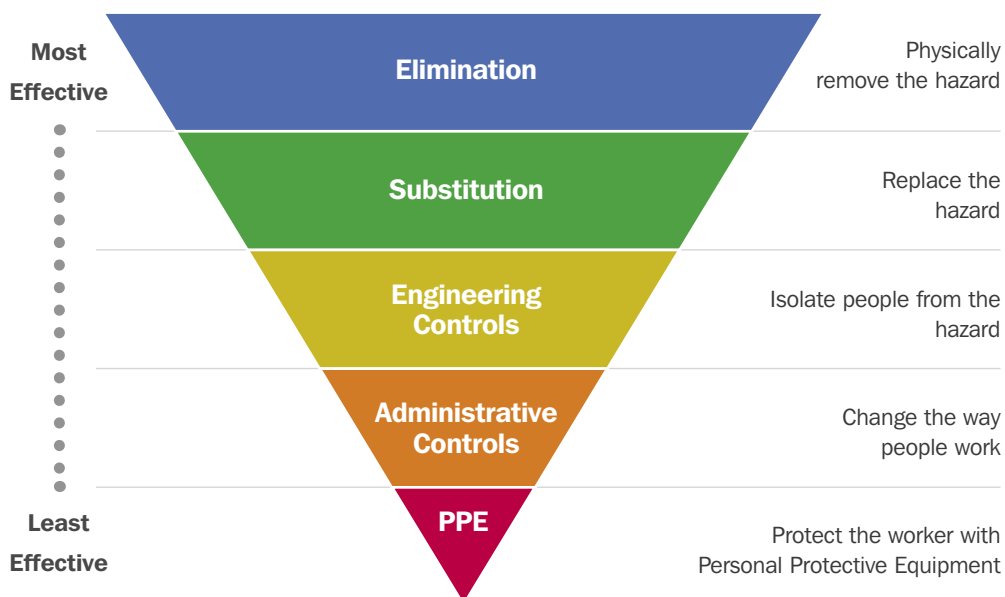
Central to each plan is a health and safety risk mitigation hierarchy of control. As shown below, the hierarchy follows five key steps. First, all known hazards are identified and then, where possible, eliminated. Those hazards not eliminated are substituted and those hazards that cannot be substituted are mitigated through the use of technology and mechanization. Finally, those hazards and risk that cannot be mitigated are actively managed through careful monitoring, administration tools and the use of Personal Protective Equipment (PPE).

We track a combination of both leading and lagging indicators. Lagging indicators, such as total recordable injuries, lost time injuries, restricted work injuries and all injuries help us to understand our performance.



Leading or Positive Performance Indicators (PPIs) provide a process for identifying, assessing, and managing risk at our sites. This means that we are not waiting for an injury or incident to happen but are constantly and proactively assessing risks and taking action to prevent incidents before they can occur. We investigate every safety incident to draw lessons from each event.

HIERARCHY OF CONTROLS



SAFETY IS NO ACCIDENT

Staying safe on site requires constant vigilance, education, training and a high awareness of risk. At Endeavour we strive to create strong safety culture grounded in risk and hazard awareness. Some of the ways we work to embed our safety culture include:

- **DAILY PRE-START SAFETY BRIEFINGS:**

Each department holds a safety briefing at the beginning of each shift to discuss safety procedures and review any incident that may have occurred the previous day.

- **MONTHLY SAFETY TOOLBOX MEETINGS:**

Each month we run education and awareness campaigns on a wide range of HSE topics such as food safety, vehicle incidents, hand injuries, fatigue management or the safe handling of tools.

- **REGULAR SAFETY INSPECTIONS:**

All equipment and tools are inspected at the start of each shift to ensure they are fit for purpose. We also conduct regular PPE inspections, and any worker found to not be using their PPE can face disciplinary action.

- **ZERO TOLERANCE FOR DRUGS AND ALCOHOL:**

We conduct random tests across all our operations.

- **NEAR MISS REPORTING:**

We do not just report incidents after they have happened. We also report on any near-miss incidents, which we view as an important early warning system that can help prevent more serious incidents from occurring. Each near miss is thoroughly reviewed and assessed by the site Health, Safety and Environment (HSE) team to identify the root cause and corrective actions to prevent recurrence. The more near misses and hazards that are reported, the better we can understand the risks on site and work to manage and mitigate them.

A key focus of our safety program to date has been the development of robust safety guidelines and procedures. However, as our Company matures and risk awareness among our workforce improves, we now need to make the shift to a safety culture that goes beyond rules, where people choose to be safe and to take

responsibility for both their own safety and that of their colleagues too. To this end we are now working to instil an employee-driven, behavior-based safety culture with effective safety leadership focused on what is going well and building upon it.

TRAINING

One of the most important ways we embed our safety culture is through training. The first time an employee, contractor or visitor enters an Endeavour mine, they must complete induction training which includes safety aspects and our '10 Golden Rules' for safe working environment.

We also provide additional role specific training for jobs with a higher risk profile – for example equipment isolation and tagout, confined space entry, hot work, work at heights and the safe handling and storage of hazardous substances including cyanide. During 2020, we developed a centralized training process and a library of over 40 HSE training and educational packages.

Our approach to training is not to focus exclusively on procedures and standards and the dissemination of technical knowledge, but also to convey the “why”. Our training always includes an awareness and education component to help workers understand the importance of staying safe on site, and the objectives of our policies and procedures.

“

ONE OF THE MOST IMPORTANT WAYS WE EMBED OUR SAFETY CULTURE IS THROUGH TRAINING”



SAFETY PERFORMANCE

Regrettably, we did not meet our goal of “zero harm” in 2020, as we recorded a fatality at our Karma mine in Burkina Faso. The tragedy occurred when Robert Nacoulma, a contractor, was fatally injured while operating a grader engine whose emergency steering and park brake failed while ascending a pit ramp. A full incident review was conducted to ensure such a tragedy does not occur again and the necessary corrective actions identified and implemented. Our deepest condolences go out to Mr. Nacoulma’s family.

Overall in 2020, our All Injury Frequency Rate (AIFR) decreased by 8% from 3.99 in 2019 to 3.68 incidents per million hours worked, marginally below our target of a 10% reduction year on year. However, whilst our Group’s Lost Time Injury Rate (LTIFR) remains well below the industry benchmark/average and is very low, it did increase slightly to 0.12 per million hours worked, compared to 0.10 in 2019 as a result of the three lost time injuries at Ity. Pleasingly, five of our six mines recorded zero lost time injuries, with our Houndé mine achieving three years without lost time injury.

Analyzing the results, we can see that the increase in our Medical Treatment Injury Frequency Rate (MTIFR) and the lower-than-expected decrease in our AIFR can be attributed to the addition of the Boungou and Mana mines, following the acquisition of the legacy SEMAFO assets. Continuing to align these assets with Endeavour’s safety policies and improving their performance will be a key focus in 2021.

Annual safety targets form part of the remuneration package for our employees and executives. In 2020, as we did not reach our safety targets, the group-wide bonus for safety was deducted. In 2021, we will also begin reporting Total Recordable Injury Frequency Rates (TRIFR) to further align with others in our industry. We have also included a 10% reduction in TRIFR as a group-wide key performance indicator to emphasize our focus on ‘zero harm’ safety performance.

We also have a zero-tolerance stance to drug and alcohol use on site, and regularly conduct drug and alcohol screening and random testing across our operations. Any employee or contractor failing a drug or alcohol test can face disciplinary action, up to and including termination. During 2020, we conducted more than 52,600 random alcohol and drug tests, with 19 workers (a mixture of employees and contractors) disciplined.

2020 Safety Performance

Mine	AIFR			LTIFR			MTIFR		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Agbaou	3.74	4.93	3.19	0	0	0	1.14	0.58	0.64
Ity	9.21	3.61	5.70	0	0.45	0.57	1.35	0	0.95
Karma	5.59	4.65	3.05	0	0	0	0.66	0	0
Houndé	3.19	2.42	1.88	0	0	0	1.37	0.97	0.42
Boungou	NA	NA	5.50	NA	NA	0	NA	NA	2.75
Mana	NA	NA	8.02	NA	NA	0	NA	NA	2.81
Total Operations	5.19	3.78	3.94	0.16	0.14	0.14	1.13	0.41	0.87
Total Endeavour	5.74	3.99	3.68	0.18	0.10	0.12	0.87	0.52	0.74

Note: All safety data reported covers both Endeavour employees and contractors. RWI were not recorded before 2019. Total Endeavour data includes projects and exploration. Boungou and Mana included from July 1, 2020 on completion of the SEMAFO acquisition. Total Operations for 2018 include the Tabakoto mine, which was sold in December 2018.

Our goal is for a third party quantifiable audit against ISO 45001 in 2023. As part of this plan, in 2020, we conducted a second round of internal audits against ISO 45001. The results indicated improvements across all legacy Endeavour operations. In 2021, we plan to have our group HSE Management Standards audited against ISO 45001 and will commence preparing our recently acquired assets to be audited against ISO 45001 too.

SAFE CONTRACTING

Responsible mining means putting in place standards and systems so that everyone – not just our employees – goes home safe and well at the end of each day. With significant numbers of contractors in place on site, we also extend our safety procedures and programs to include our contractors.

Prior to taking up work at any of our sites or operations for the first time all contractors must undergo site induction training. This ensures they are aware, understand and implement our safety requirements and expectations. This training covers:

- Our 10 Golden Rules for safety.
- Use of PPE.
- Risk and hazardous awareness and reporting.
- Emergency response.

Additional task and operational area-specific training is also provided as necessary.

We monitor and regularly review contractor safety performance as part of overall contractor performance management. Any incident involving contractor staff or equipment is thoroughly investigated by our management team, the findings discussed with the contractor, and a corrective action plan developed. Site-based management teams follow up and work with contractors to ensure any corrective action plans are implemented and standards met.

Our aim is to instil a culture of support and reinforcement of our HSE standards and performance expectations, whereby safety and health is the responsibility of the entire management team from the General Manager to the Heads of Department and supervisors, and the HSE team.



CASE STUDY

INTEGRATING BOUNGOU AND MANA INTO OUR SAFETY SYSTEMS

We recognize the need to improve safety management at former SEMAFO sites. This is an opportunity for us to share the lessons learned along our own safety journey and apply them at Bounbou and Mana. Following the completion of the transaction, we immediately commenced work on HSE integration. To do this, we reviewed all HSE processes and meetings were held between our Chief Operating Officer and all key staff at the new assets, including the GMs, site-level HSE Managers and the regional HSE team. While work remains to be done, we have been able to:

- Hold training and awareness sessions to begin to embed our safety culture, training, and systems.
- Roll out a range of our training tools.
- Update and integrate HSE data and also align data gathering and reporting processes.

EMERGENCY RESPONSE PLANS

Our commitment to safety also means we must be prepared for emergencies, and this commitment is codified in our Health and Safety Policy. Our group Crisis and Emergency Management system sets out our requirements and standards to address emergencies. Potential risks requiring emergency responses include rockfalls, vehicle incidents, cyanide or hazardous chemical spills, fire and the failure of a tailing's impoundment.

Each site has a dedicated emergency response team, assisted by a team of volunteers. Additionally, across the mine each department has team members trained in first aid to provide care until the emergency response team arrives. Regularly throughout the year, we carry out drills for various emergency situations to ensure our teams are always prepared, and to test emergency equipment. In 2020, when COVID-19 prevention measures permitted, we conducted 24 drills across the legacy Endeavour sites.

As the potential risks we have identified could also impact our communities,

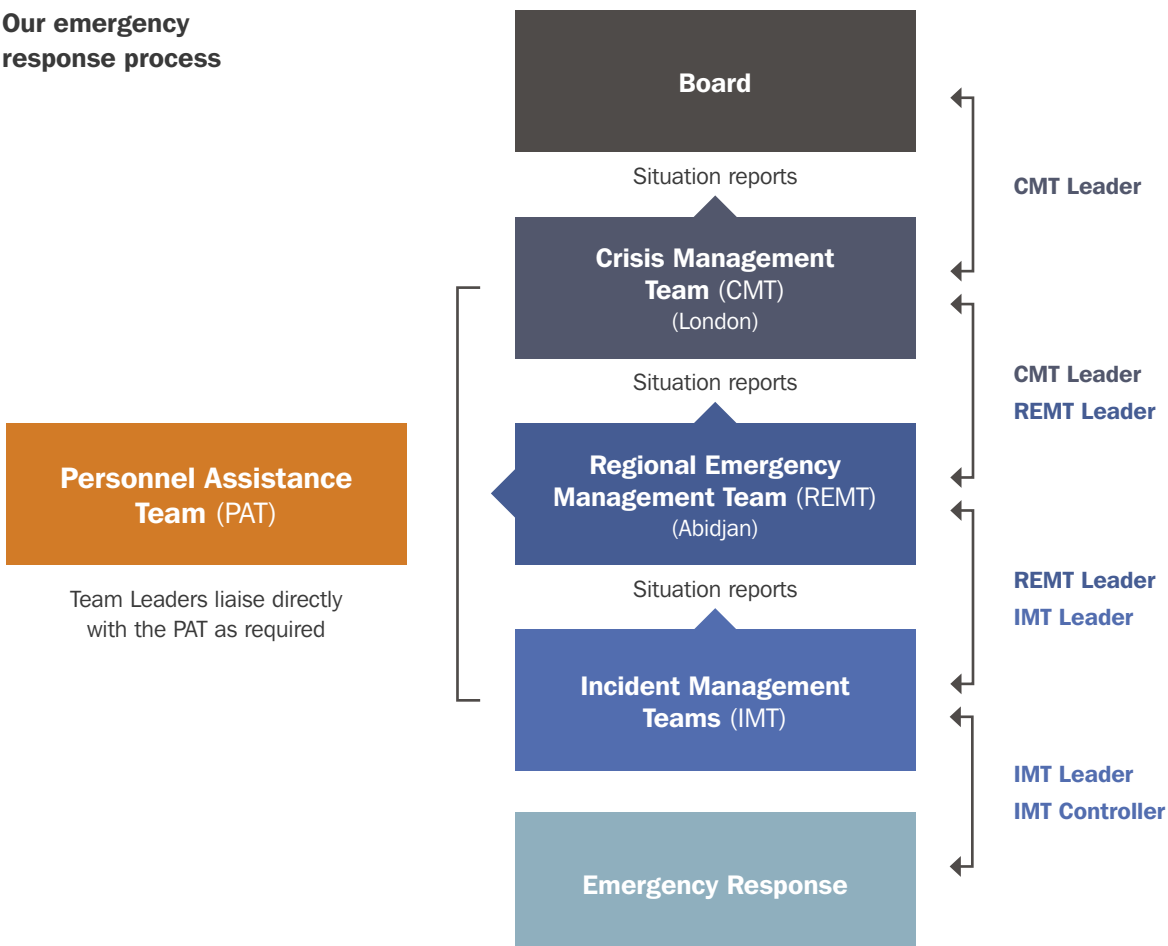
we regularly communicate our emergency response plans and procedures throughout those communities local to our mines.

In 2020, we developed a group Emergency Response Training Standard so that all sites receive the same consistent message and training. Implementing the standard and rolling out training, particularly across our new assets, will be a key focus during 2021.

Beyond general emergency response plans, each operation has a site-specific cyanide emergency response plan. The plan provides detailed protocols which must be observed in response to all incidents involving cyanide, both on and off site. Our key priorities in the event of any emergency are the safety of people, protection of the environment and safeguarding of property and business continuity.

All responses to any local crisis or emergency are implemented with due respect for the health and well-being of employees, contractors, and the local community, and the preservation of property consistent with accepted human rights principles.

Our emergency response process



CASE STUDY**KEEPING OUR WORKERS AND COMMUNITIES SAFE DURING THE COVID-19 PANDEMIC**

It is impossible to consider our health and safety management and performance in 2020 without discussing COVID-19. The pandemic impacted lives globally, and our operations were not exempt from this. With the robust policies, standards and systems we have in place, we were able to respond quickly to protect our people, our communities and our business from the worst impacts of the virus.

Throughout 2020, our priority was and continues to be making sure our workers and the communities we operate in are healthy and equipped to deal with any cases, as well as ensuring that our mines continued to operate safely. As soon as the first reported cases of COVID-19 were officially announced in West Africa, we established a Crisis Management Regional Team and Committee to guide our response and ensure it met best practice. Some of the steps we took include:

- Cancelling and postponing all non-essential travel.
- Providing more than 300,000 facemasks to workers across our operations.
- Establishing site-entry protocols – including temperature testing.
- Refreshing and reinforcing strict hygiene protocols.
- Contact tracing for any known or suspected cases.
- Securing rapid tests for use onsite and in the community and working with local health authorities.
- Securing the equipment required to set up additional emergency medical premises on site, if needed.

In our local communities we funded community awareness programs to ensure community members had access to the latest information on the virus and preventative measures. We also provided hand sanitizers and face masks, purchased ventilators, oxygen and medication, and recruited and deployed an additional 11 Doctors and 15 Intensive Care Nurses to the communities around our mines.

In addition, we provided continuous support to governments and worked with health authorities:

- In Côte d'Ivoire, we supported the Ivorian government's COVID-19 response with donations worth CFA 800 million (~\$1.4 million). These were used to implement healthcare measures, purchase medical equipment, and to provide financial support to people affected by the pandemic.
- In Burkina Faso, we supported the Burkinabe government with donations worth CFA 880 million (~\$1.6 million). The donations were predominantly medical, care and laboratory equipment worth CFA 750 million, as well as the provision of financial support for vulnerable communities worth CFA 70 million and support for distance learning worth CFA 60 million.
- In both countries, Endeavour worked closely with those receiving the donations to ascertain what was most needed to ensure we helped strengthen our host countries' resilience both during and after the health crisis.



FOCUSING ON OCCUPATIONAL HEALTH

Mining processes carry a range of occupational health hazards, including the potential for chemical and dust inhalation, exposure to noise and strain injuries. These hazards, if not appropriately managed, can develop into serious or chronic problems for our workers. Most occupational diseases build up over time due to repeated exposure to risk and there can be a long period between exposure and diagnosis.

To minimize the chances of occupational disease occurring, we focus on prevention. As part of our management of occupational health risks we:

- Use engineering controls and technology to reduce exposure to risk. For example, spraying, dust collection and ventilation systems to reduce particulate matter (dust).
- Provide all workers with appropriate and task-specific PPE, including hearing protection, safety glasses, dust masks and breathing apparatus.
- Conduct regular medical checks for all employees in high-risk activities. Those working in our laboratories receive blood tests for heavy metals, hearing tests and respiratory monitoring for lung issues such as silicosis or tuberculosis.
- Provide staff that are regularly exposed to hazardous chemicals with regular biological and radiation testing.

We have full-time occupational health doctors (OHDs) at our Ity, Houndé, Bounbou and Mana mines, and part-time at our Karma and Agbaou

mines (divested in March 2021).

In addition to the measures we already implement to mitigate exposure to risk, we are developing a comprehensive Occupational Health and Hygiene (OHH) Program. The purpose of this program is to enable an accurate and wide-ranging assessment of the OHH hazards in each setting for periodic reporting and where necessary, practical intervention. Once risks and hazards are identified, we will raise workforce awareness and introduce robust and comprehensive monitoring and analysis. This will also include determining individual and work area baseline exposures to hazardous substances and implementing necessary biological monitoring activities.

In 2020, we conducted a detailed gap review, and a hazard and control measure identification analysis. This included undertaking comprehensive Health Risks Assessments and identifying appropriate Risk Management Strategies. Due to COVID-19 related restrictions, we were unable to fully implement our Risk Management Strategies. However, all training course materials were developed, and we will be rolling these out during 2021 across our operations.

Our target is for all staff to have annual medical check-ups every year. During 2020, all staff received their scheduled routine health checks and all environmental and workplace checks for occupational health hazards were completed. In 2020, we also developed a group procedure for injury and illness management. In 2021, we will conduct a gap review of our Occupational Illness Monitoring Program.

“

TO MINIMIZE THE CHANCES OF OCCUPATIONAL DISEASE OCCURRING, WE FOCUS ON PREVENTION”

MANAGING THE HIV/AIDS RISK

HIV prevalence in West Africa remains comparatively low compared to other countries in sub-Saharan Africa, with adult prevalence in the general population assessed to be around 2%. While there is no cure for HIV infection, effective anti-retroviral drugs can control the virus and help prevent transmission so that people with HIV can enjoy healthy, long and productive lives with minimal side effects.

To reduce the spread of HIV/AIDS amongst our workers and in our host communities, Endeavour conducts awareness-raising and education programs amongst our employees. To inform the community about the risks of HIV and the precautions that should be taken to reduce the risk of transmission, we distribute free condoms and promote voluntary counselling and testing (VCT). During 2020, awareness and VCT were organized at Houndé, Karma and Mana.

3 GOOD HEALTH AND WELL-BEING



SDG 3

Good health and well-being

TARGET 3.3

By 2030, end the epidemic of AIDS

OUTCOMES

952 employees received VCT

TAKING ACTION ON MALARIA

Our mines are located in malaria-endemic areas where the disease accounts for approximately 2,000 work days lost in worker absences. We view malaria as a key operational risk. We take a proactive stance to tackling the impact of malaria on our workforce and our local communities. In 2020, we set a target to reduce on-site instances of malaria by 10%.

To help us achieve this goal, in 2020, we implemented a malaria control program across all our sites and ran an awareness campaign, called 'Jour sans Malaria', to alert our workers to the importance of our various protocols and actions to combat malaria under the slogan of "having malaria is not normal". We also challenged sites to record days without a case of malaria being reported. New initiatives this

year include Houndé investigating every malaria case and interviewing the people affected.

Our malaria control program includes indoor residual spraying throughout our impacted communities, working with epidemiologists to identify the most effective chemicals to use, distributing impregnated nets and providing mosquito repellents to exposed workers (such as those working in the early evening when the risk is highest). Staff are also trained to ensure correct spraying techniques are applied.

However, scientific and technical expertise is not enough, and the long-term success of our fight against malaria necessitates the active involvement and participation of communities and local authorities. To do this we must dedicate time and effort to build trust with communities to trigger the necessary cultural and behavioural changes.

OUR PERFORMANCE

We recorded positive results overall in 2020 with our group-level malaria incidence rate decreasing by 36% from 216.2 to 138.7. While we recorded 3,188 cases of malaria across our operations in 2020 at legacy Endeavour sites, the number of malaria cases was reduced by 38% compared to 2019. This downward trend is due to a successful malaria campaign rolled out across all our sites to improve staff awareness, attitudes and malaria defences. Our efforts particularly paid off at Houndé where cases decreased by 67% from 552 in 2019 to 183 in 2020 and by 80% from 2018 to 2020.

In 2021, as part of our continued efforts to tackle the virus we have included a 10% reduction in malaria cases as part of the group-wide annual target that forms part of the remuneration package for our employees and executives.



HOW WE TACKLE MALARIA IN OUR COMMUNITIES



Malaria Cases and Incidence Rates

	2018	2019	2020	2019 Malaria Incidence Rate	2020 Malaria Incidence Rate
Agbaou	262	245	195	71	62.2
Ity	859	1,634	1,662	360	315.8
Houndé	912	552	183	133.5	38.2
Karma	214	270	270	96.5	82.2
Boungou	NA	NA	500	NA	458.5
Mana	NA	NA	266	NA	106.7
Exploration	103	98	91	525.5	49.5
Projects	1,094	1,340	171	61	120.7
Total	4,361	4,135	3,338	216.2	138.7

Note: Malaria incidence rate calculated per one million person hours. 2019 data for Boungou and Mana was not available and 2020 data from July 1, 2020 on completion of the SEMAFO acquisition. The decrease in numbers for Projects between 2018-2019 and 2020 is due to the completion of the Ity CIL Project in April 2019.



CASE STUDY

MALARIA PROGRAM AT IY

Over 2020, we started phase two of our malaria program at Iy with positive results. Our efforts focused on controlling vectors and raising awareness. As part of this we:

- Conducted integrated (chemical, physical, and biological) control of all stages of mosquito development inside and outside houses.
- Raised awareness among the population on malaria and the management of mosquito breeding sites.
- Set up hygiene and mosquito control committees.
- Trained staff to recognize the different lifecycle stages of mosquitoes and the safe use of public hygiene products in order to enhance the results of the control actions that will be carried out.

Fighting malaria is a long-term undertaking and we need to sustain our efforts over time to achieve success. Indoor spatial treatments and larvicide management must be carried out at least twice a year. Larvae breeding area treatments must be continued in the numerous rice farms that line the town as well as the majority of riverside villages. These rice fields are excellent breeding grounds for malaria-borne mosquitoes.

In 2020 we sprayed in 2,779 houses (8,342 rooms) in eight surrounding villages, plus Iy mine site buildings and accommodation. Initial data shows these spraying and awareness efforts delivered promising results during the third quarter of 2020. The number of cases reported were lower than what would normally be expected at that time of year, with 46 fewer cases compared to the same time last year even though there were 410 more people on site.

3 GOOD HEALTH AND WELL-BEING



SDG 3

Good health and well-being

TARGET 3.3

By 2030, end the epidemic of malaria

OUTCOMES

Successfully reduced the number of malaria cases by 38% at the legacy Endeavour mines in 2020

OUR EMPLOYEES





MATERIALITY

MEDIUM

- Local employment.
- Skills training.



2020 PERFORMANCE

- ✓ Invested \$1.7 million in supporting our workers during COVID-19.
- ✓ 38% increase in female representation at our legacy Endeavour assets to 11% of total employees.
- ✓ 21% of new hires were women.
- ✓ Successfully integrated the SEMAFO assets into our operating model.
- ✓ 95% national workforce.
- ✓ 31% from our local communities.
- ✓ 66% of senior management West African, 48% nationals.



2021 TARGETS

- Establish Endeavour's values & culture across our newly acquired assets.
- Continue to improve gender diversity and inclusion, with a particular focus on increasing % of women in leadership and technical roles.
- Increase the % of nationals in leadership roles (STIP).
- Develop a strategy to integrate new local competencies across various internship programs.

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for our employees, their professional development and performance, sits with our EVP People, IT and Supply Chain, who is a member of the Executive Committee and reports directly to the CEO, ensuring people matters are always heard by the Company's leadership group.

Our EVP People, IT and Supply Chain presents the annual HR strategy to the Board of Directors and provides regular progress reports throughout the year. The Board's Remuneration Committee reviews and approves the annual corporate objectives, executive compensation and benefit plans as well as the short-term incentive plans for all the employee categories.

The EVP is supported by a regional human resource (HR) team in Abidjan. Each of our mine sites has a dedicated HR Manager who reports directly to the General Manager, with a dotted line to the regional HR team, who are responsible for implementing the Group's policies, standards and initiatives, as well as maintaining strong relations with employees, the unions and labour inspectors.

OUR APPROACH

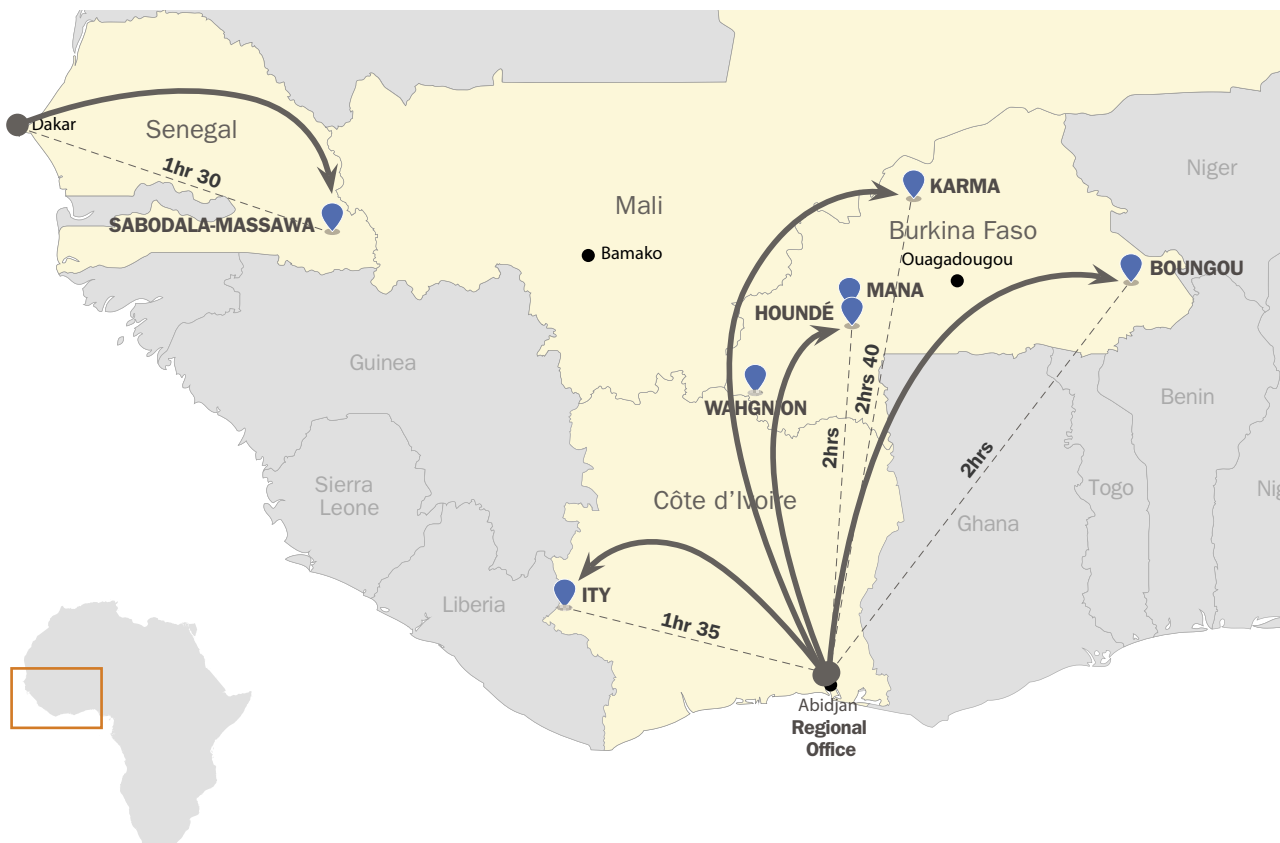
ENDEAVOUR'S OPERATING MODEL

Our operating model is premised on a decentralized structure with each mine General Manager at the heart of our organization. They are supported by a lean corporate head office, which provides strategic guidance, targets and sets the Group's policies and standards, as well as specialist support functions that provide expertise and ensure legal and regulatory compliance. We have a regional hub in Abidjan that acts as a base for the support functions on a Shared Services Centre Model.

The General Managers are responsible for managing all aspects of the site's operations and we have empowered them, and their teams, to prepare and execute operational plans and budgets, while being supported by our group-wide guidelines and support functions.

We have a fly-in fly-out (FIFO) model on a roster system for those employees who do not live in the local communities surrounding our mines. We have good facilities at our mines with a range of activities on offer to cater and support well-being, including gyms, swimming pools, fitness classes and sports.

Travel times to mines by air



OUR CULTURE

Endeavour operates across a number of different jurisdictions, meaning that our operations blend together a wide range of nationalities, cultures and abilities. We embrace the diversity that this brings to our company and the opportunity it provides for enhancing our performance. By promoting a culture based on respect for all individuals, we strive to achieve a common language that guides our decision-making internally and our relationships with external stakeholders.



PARTNERS

Endeavour's goals are best achieved through teamwork, we strive to treat our employees as partners across all levels of our organization. We also apply this collaborative approach in our interactions with suppliers, our local communities, host governments and other interested parties in order to build long-term, productive partnerships.



PERFORMERS

By engaging our workforce and stakeholders in our objectives, we seek to maximize their and our performance as West Africa's leading gold miner, while also recognizing the need to meet our social and environmental responsibilities in the countries in which we operate.



PIONEERS

By encouraging innovation across all levels of our operations, we embrace new ideas and reward initiative with the aim of continually improving Endeavour's performance and enhancing the investments made by our partners and stakeholders.



PROACTIVE

We take a proactive approach to our business to ensure that Endeavour maximizes opportunities and overcomes challenges as productively as possible. We encourage a dynamic ethos across the company to ensure our workforce is engaged and motivated, while also striving to exceed the expectations of our stakeholders.





MANAGING OUR HUMAN CAPITAL

We are committed to attracting and retaining top talent by providing a dynamic workplace that offers a range of experiences, career development opportunities, fair employment practices and in which all individuals are treated with dignity and respect.

As enshrined in our Business Conduct and Ethics Policy, and as defined by the laws in the countries in which we operate, we are an equal opportunity employer who does not discriminate on the grounds of gender, race, age, ethnicity, nationality, disability, sexual orientation, relationship status, religion or other attributes.

Our Human Resources Strategy is focused on aligning our talent management efforts with the overall business objectives and strategy. Priorities are growing local content, fostering a performance-orientated culture, building leadership capabilities, developing effective labour relations and improving diversity and inclusion.

We have a range of policies in place to safeguard our employees' integrity, privacy and quality of working life, including a Harassment Prevention Policy, Health and Safety Policies, a Whistleblower Policy, a Human Rights Policy, a Diversity Policy, and a Business Conduct and Ethics Policy. These are available on our website and at all our offices and mine sites. Regular training on these policies takes place and they are discussed during the induction of all new employees.

One of our 2020 targets was to roll out training across the Group on our Harassment Prevention Policy. The training materials were prepared during the second half of 2020. However, due to the COVID-19 pandemic, we delayed rolling out the training across our sites until the first half of 2021.

DIVERSITY AND INCLUSION

We are committed to championing diversity and inclusion in our business. Our success is reliant on the quality, skills and dedication of our people and we recognize the benefits of having employees from diverse backgrounds who can bring fresh perspectives and experiences to the way we conduct our business.

Mining in many parts of West Africa is still considered to be a male-orientated industry, predominantly due to a combination of historic perceptions of the industry as well as cultural traditions. As a result, the employment of women in operational and technical roles still represents a relatively new shift in the mining industry's workforce demographic.

We are doing our best to address this bias. We actively promote gender equality and empower our female talent with the objective of accelerating individual and collective sustainable development. We are committed to Equal Pay and have no Equal Pay gap at our mine sites, where the majority of our employees are located, or at our corporate offices. To cater for our female workers, we have female-friendly PPE

5 GENDER
EQUALITY



SDG 5

Gender equality

TARGET 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

OUTCOMES

In 2020, 10% of women in management roles, 14% in executive roles, 27% in Board roles

IN 2020,
21%
OF OUR NEW HIRES
WERE WOMEN, WITH
49%
IN OUR EXPLORATION
DEPARTMENT AND
18%
AT OUR MINES

at our mine sites and are considering a range of additional initiatives to ensure their safety and well-being are being considered, such as improving our maternity leave policy and implementing anti-bias training within our leadership development programs.

We have Women in Mining chapters at our mines and had hoped to create a formal Women in Mining Group to oversee our activities in 2020. However, due to COVID-19 and the acquisitions of SEMAFO and Teranga, this will be completed in Q2 2021. Female representation at the former SEMAFO mines is particularly low and an area we are conscious we need to improve on significantly, with currently only 6% and 1% female employees at our Boungou and Mana mines respectively.

In 2020, one of our corporate objectives, and part of our group-wide annual compensation scheme, was to increase the female representation of our workforce by 25% to 10%. This was achieved at our legacy Endeavour assets, with a 38% increase to 11%. In 2020, 21% of our new hires were women, with 49% in our exploration department and 18% at our mines.

In 2020, 9% of our total employees, including the former SEMAFO assets,

were women, with 10% in management roles and 9% in technical or supervisory roles. Analyzing the data at our corporate and regional offices, we have 22% of women in management roles versus 7% at our mine sites and 41% of women in technical roles compared to 8% at the mines. This is a reflection of the historical favourable bias towards men in the countries in which we operate. In 2021 we will continue to improve gender diversity and inclusion, with a particular focus on increasing the percentage of women in leadership and technical roles.

Alongside our women in mining programs, we were also proud to be asked to Chair the Association HeForShe Mines Côte d'Ivoire for the mining sector, which was launched in December 2020. The HeForShe initiative is a global movement created by UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women to involve male allies in the fight against gender inequalities, to develop the principles of equity and to create favourable conditions for the advancement of women. We look forward to reporting back on the action taken during 2021 in our next report.

CASE STUDY

100 GLOBAL INSPIRATIONAL WOMEN IN MINING

The 100 Global Inspirational Women in Mining (WIM100) is a Women in Mining UK initiative that celebrates the incredible diversity of talent in mining and inspirational women in the sector and their stories across all roles and seniority. In 2020, we were thrilled that out of the 626 nominations received from 60 countries around the world, Djaria Traore, our Vice President Supply Chain, was nominated and chosen as one of the WIM100 for the 2020 publication.

Djaria was Endeavour's first-ever female Vice President. She has consistently excelled and pushed the boundaries at our operations, ensuring close cooperation with all departments and with all sites to make sure Supply Chain operations have functioned efficiently, particularly during the challenges presented by COVID-19.

We congratulate Djaria on her pioneering achievements which will inspire many more women to advance their career with Endeavour and to push past adversity and aim for excellence.





In 2020 at Board level, we have three female independent non-executive directors, bringing our female Board representation to 27%. The Chair of our Audit Committee is also a woman. At executive level, our CFO is a woman, a move announced in Q3 2020 which took effect in early January 2021. In 2021, we will continue to improve gender diversity and inclusion, with a particular focus on increasing percentage of women in leadership and technical roles and launch a specific Diversity and Inclusion (D&I) initiative to improve the diversity and inclusion of women across all levels of our organization.

Looking at age diversity, 73% of our workforce is between the ages of 40-50 years old, with 62% of that age group in management positions. We also have two African Board members, which represents 18% ethnic representation.

GROWING AND DEVELOPING LOCAL TALENT

As the largest gold producer in West Africa and at our two legacy countries of operation, we are a major employer in Côte d'Ivoire and Burkina Faso. To support the development of our host countries, our goal is to hire close to 100% of our workforce directly from the country in which the mine is located by recruiting qualified staff in-country.

To help us achieve our goal and ensure skills transfer between our expatriate and local workers, since 2018, the majority of our expatriates have been offered two-year contracts with Endeavour that include a requirement to identify, train, coach, empower, mentor and finally employ a national employee to replace himself/herself in the same position. This is part of a KPI that is reviewed and appraised during the annual Performance Appraisal Review.

Our strategy of hiring nationals over the past few years has been successful and we have had 95% representation of nationals since 2018. In 2020, following the acquisition of the Boungou and Mana mines, our total global workforce, including contractors, grew to 11,223 people, comprising 4,850 Endeavour employees and 6,368 contractors. Of the Endeavour employees, 95% were nationals and 31% were from our local communities.



OUR STRATEGY OF HIRING NATIONALS OVER THE PAST FEW YEARS HAS BEEN SUCCESSFUL AND WE HAVE HAD 95% REPRESENTATION OF NATIONALS SINCE 2018"



ENDEAVOUR TOTAL WORKFORCE

While 65% of our senior management are West African, analysis of the data shows 48% are nationals, 15% regional West African expatriates and 3% from our local communities. In 2021, we will focus on increasing the percentage of nationals in leadership roles. We significantly increased our hours of employee training in 2020, which averaged 34 hours per employee, nearly double compared to 2019.

The total turnover rate for Endeavour in 2020 was 8%, a significant decrease compared to 2019 as there were no new mines being built.

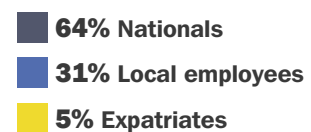
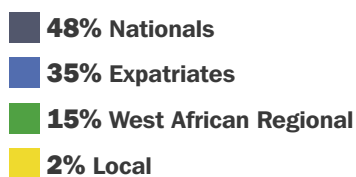
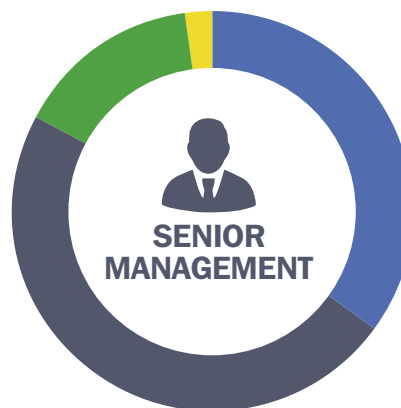
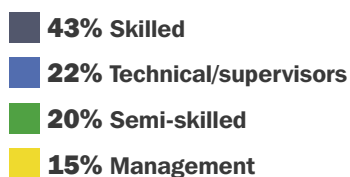
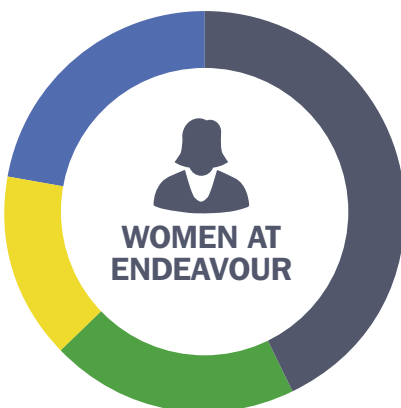
To support the development of our local talent, we have our 'Endeavour Next' program which is focused on succession planning for key positions within the Group. We identify current and future leaders to ensure that they have the opportunity to excel. We facilitate networking and talent circulation across all sites and offices. We are committed to implementing succession planning programs at all of our mine sites and have required training programs for those who have been identified as successors for critical roles and high performers who will take on more important roles in the future. In 2020, we promoted 267 national employees based on newly acquired skills on the job and through formal training programs. Since 2018, we have promoted 12 nationals into Head of Department positions.

One of our 2020 targets was to implement a training strategy to addresses management succession planning across key roles, as well as the individual aspirations and capacities of our employees. While we worked on a strategy and content creation during the year, in light of the acquisitions of SEMAFO and Teranga, we decided to postpone the launch until 2021 in order to expand it across the enlarged business.

Alongside this we have our Growing Local Talent initiative, whereby our supervisors and managers continuously assess our workforce to identify skills and leadership development potential, so we can enhance training opportunities and promote internally wherever possible.

We promote the skill development of not just our current employees, but future employees, particularly local talent in the communities with whom we work. We have established a Youth Talent Program which provides bursaries for students who show particular promise. We also have signed partnerships with universities to give students the opportunity to gain work experience at our company.

In 2020, 213 people were offered internships at Endeavour, with the majority at our mines. In 2021, we will develop a strategy to integrate new local competencies across our various internship programs.



ATTRACTING AND RETAINING TALENT

To recruit and retain highly skilled and experienced workers, we offer attractive terms of employment with competitive remuneration and career development opportunities. Remuneration is gender neutral, determined by expertise, experience and performance and is regularly reviewed against our peers in the industry.

As part of our incentive program, all our employees' remuneration packages, from the CEO down to the frontline worker, have a performance-related bonus component. The bonus is dependent on the achievement of a set of KPIs, which are set annually and include production, cost and ESG indicators. All employees receive an annual Performance Appraisal Review, where their performance is measured against the Group's KPIs.

We ensure alignment between executive compensation and shareholder interests by linking the long-term

incentive portion of compensation with the achievement of strategic and operational objectives, and by ensuring that long-term incentives are 'at-risk' if objectives are not met. Remuneration consists of a base salary and a short-term cash incentive plan. A long-term share incentive scheme is in place for the senior management team.

The Board's Remuneration Committee is responsible for reviewing the CEO's annual performance, the Group's KPIs as well as the short and long-term share incentive schemes. More information can be found in our annual Management Information Circular.

Like many other companies, we have a third-party health insurance scheme for our staff members to provide them with easier access to healthcare. This is particularly attractive for our West African national staff as national health insurance coverage for the private sector in developing countries does not yet exist.





CASE STUDY

ENDEAVOUR SUPPORTS OUTSTANDING FEMALE SCHOLAR MARIE ALEXANDRA ALLIDJINOU

PROMOTING ACADEMIC EXCELLENCE A CENTRAL FOCUS OF ENDEAVOUR ACADEMY

As a leading gold miner on the African continent, Endeavour is proud to support African talent, academic excellence and the promotion of women across our organization and the countries in which we operate through Endeavour Academy.

In 2020, Endeavour sponsored Marie Alexandra Allidjinou, a second-year student studying Mining and Geology Engineering at Côte d'Ivoire's Institut National Polytechnique Félix Houphouët-Boigny (IN-PHB).

Marie Alexandra was accepted to further her studies by undertaking a double degree in MiM and Engineering in Mining (water treatment major) at the prestigious HEC Paris International Business School in Jouy-en-Josas, France.

A valedictorian of her class at INP-HB, Marie Alexandra has outstanding potential as a scholar and future mining leader. In recognition of her talents, Endeavour has offered Marie Alexandra employment during her studies and has guaranteed her a permanent placement within the Group once she finishes her degree.

By supporting Marie Alexandra's academic career, Endeavour is delighted to benefit from her knowledge and looks forward to assisting her future career development.



LABOUR RELATIONS

Our approach to labour relations is based on trust, transparency, respectful dialogue and peaceful resolution. We support the right to freedom of association and collective bargaining, without interference or fear of retaliation. This is embedded in our Human Rights Policy. We do not place any restriction on which union representation employees choose and all forms of labour representation among our workforce are welcome.

Alongside the negotiation of workers' terms and conditions, we regularly engage with union leaders on a range of topics including the Group's strategy,

operating and financial performance. Our General Managers and our EVP for People, IT and Supply Chain are involved in key industrial relations discussions.

During 2020, we had no reported incidents of discrimination, no strikes and 61% of our employees were covered by a collective bargaining agreement.

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 also includes an independent 24/7 whistleblowing hotline.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8

Decent work and economic growth

TARGET 8.8

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

OUTCOMES

No strikes and 61% of our employees are covered by collective bargaining agreements

CASE STUDY

DRIVING SKILLS, INCLUSION AND DIVERSITY THROUGH EDUCATION

ENDEAVOUR EXTENDS PARTNERSHIP WITH CÔTE D'IVOIRE'S LEADING TECHNICAL INSTITUTE

Endeavour is committed to supporting education and training schemes across the sector and in the countries in which we work. We believe it is one of the most meaningful contributions we can make and is an essential part of preparing the next generation for a successful and fulfilling career.

In Côte d'Ivoire, we have built relationships with universities to support students and give them a helping hand in the professional world. We support excellence in education, technical transfer and employment in the mining sector through our longstanding association with l'Institut National Polytechnique Félix Houphouët-Boigny (INP-HB). Based in Yamoussoukro, Côte d'Ivoire's capital city, INP-HB is the nation's leading public polytechnic institute of higher education and scientific research, specializing in mining, energy and agriculture.

Endeavour provides financial support and employment to selected INP-HB students through the Endeavour Academy, a strategic initiative established in 2018 that aims to build the capabilities of local employees in geology, engineering, mining and processing and to also increase the number of employees from Côte d'Ivoire and Burkina Faso at all levels of our operations.

The Academy's Youth Talent Program helps identify and support the educational and career aspirations of promising young students who demonstrate academic excellence and a passion for the mining sector. Through this program, Endeavour

ensures that such students can advance their education and knowledge while helping to contribute to Côte d'Ivoire and Burkina Faso's economic prosperity and to Endeavour's skills base.

During 2020, 20 INP-HB students took up long-term internships with Endeavour as a result of the Youth Talent program, with 12 former interns offered permanent positions. Approximately 100 young people also benefited from Endeavour's community training program in 2020 through first job internships.

In November 2020, we cemented and extended our relationship with INP-HB with a three-year partnership agreement to more directly recognize and reward outstanding local talent in Côte d'Ivoire. The initiative will be run through the Youth Talent Program and will see Endeavour:

- Participate in educational, research and promotional activities organized by INP-HB;
- Host interns and recruit promising young INP-HB graduates according to a selection process linked to our operational needs; and
- Support the implementation of projects of common interest with INP-HB.

This partnership agreement with INP-HB will enable Endeavour to participate even more effectively in the training and professional integration of young Ivorian graduates, providing them with the opportunity to deepen their knowledge of the mining sector and gain longstanding professional expertise.



OUR COMMUNITIES





MATERIALITY

HIGH

- Community engagement.
- Community development.

MEDIUM

- Human rights.
- Grievance mechanisms.
- Local employment.
- Resettlement.
- Social closure.
- Revenue transparency.
- ASM.



2020 PERFORMANCE

- ✓ \$622 million, 74% of total budget, spent on national and local suppliers, supporting 2,031 businesses.
- ✓ \$16.15 million contributed to the Local Development Mining Funds in Burkina Faso and Côte d'Ivoire.
- ✓ \$6 million donated to support the fight against COVID-19.
- ✓ \$1.76 million invested in local community projects around our mines.
- ✓ 27 agricultural projects supported, providing 3,208 direct jobs.
- ✓ 936 community engagement meetings held.
- ✓ Developed a Group-wide Community Engagement Policy.
- ✓ Implemented a Supplier Code of Conduct that sets out Endeavour's requirements of its suppliers.



2021 TARGETS

- Adopt the Local Procurement Reporting Mechanism to augment reporting & visibility of our local procurement strategy.
- Review & update the Group social performance management system.
- Establish the Endeavour Foundation, the Group's primary vehicle for sustainability projects, and start implementation of key projects.

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for in-country stakeholder relations and management of socio-economic impacts, from Government to local community affairs, sits with the Executive Vice President (EVP) Public Affairs, Sustainability and Security, who is a member of the Executive Committee and reports directly to the CEO. Oversight of all our engagement activities is provided by the Board and the Technical, Health and Safety Committee, for issues pertaining to permitting, and the ESG Committee for sustainability-related issues.

The EVP is supported by the Social Performance team, the Country Managers and the SVP for Security at the regional level. Each of our mine sites has a dedicated Social Performance department, headed up by the Social Performance Manager who reports directly to the General Manager.

OUR APPROACH

We are cognizant that our activities have both positive and negative impacts on the local communities in which we work. We aim to contribute to the prosperity of our local communities and host countries across all stages of the life cycle of our assets by creating direct employment opportunities, as well as supporting local businesses through procurement of goods and services, community investments and payments to governments, whilst minimizing our negative impacts.

We see ourselves as long-term partners with our host communities. We are committed to building and maintaining strong relationships underpinned by open and constructive dialogue with our communities, host governments, NGOs and other local and national stakeholders.

We have identified and engage with key stakeholder groups at national, regional and local levels, including vulnerable groups such as women. Endeavour recognizes the importance of both administrative and traditional authorities in West Africa and works to maintain productive relationships with all local leaders.

Our Group Stakeholder Engagement Procedure outlines the objectives, principles and requirements that guide our engagement.

Our regional and national stakeholder engagement plans are implemented by our Public Affairs team, including the relevant country manager and our EVP for Public Affairs, Sustainability and Security.

At the local level, with exception of the Mana and Boungou mines that were acquired as part of the SEMAFO transaction in 2020, all our operations have site-specific stakeholder engagement plans. These identify stakeholders' main concerns and expectations and set out a strategy for consultation, regular communication and protocols to ensure effective engagement. During 2021, we will develop and implement stakeholder engagement plans for Mana and Boungou mines, which we acquired as part of the SEMAFO transaction in 2020.

Issues raised through engagement with our local stakeholders are recorded, addressed with relevant departments at the mine, and action taken when appropriate.

We are mindful of engaging in a culturally-appropriate manner with traditional leaders and are respectful of local cultural heritage. We educate our employees on respecting the customs and traditions of our host communities, and support activities to promote the culture of the host

communities. In addition, we ensure that cultural sites are identified in our impact assessments and marked on our maps so that they are not destroyed or damaged by our activities. When cultural sites are affected by our activities, we ensure that compensation is provided to the community. We also provide redress, according to customary requirements, when we inadvertently offend local customs.

We know we will not always get our engagement right and recognize that our operations might inadvertently cause a negative impact. To mitigate this and provide our local community stakeholders with the opportunity to register complaints, we have a community grievance mechanism at all our sites and report on this annually in this report.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SDG 16

Peace, justice, strong institutions

TARGET 16.7

Ensure responsive, inclusive, participatory and representative decision-making at all levels

OUTCOMES

5 out of our 6 mines have a formal community engagement committee with representation of women, youth, etc.



STAKEHOLDER ENGAGEMENT PERFORMANCE

Fostering regular, open communication with our local communities is key to obtaining broad-based community support for our operations. In the first half of 2020, our engagement focused on supporting our host countries and local communities during the onset of the COVID-19 pandemic.

Our approach went beyond the simple emergency humanitarian response to COVID-19, we wanted to go further by identifying donations that will be useful both in the immediate response to the pandemic, as well as the aftermath in our host countries.

Alongside the preventative measures and restrictions to site we put in place across our mines, we worked in close coordination with the national health authorities on their key needs. Our existing infrastructure enabled us to source and deliver key medical equipment and supplies to regional, community and on-site medical centres. In addition, we developed an epidemiological surveillance system to assist our host countries with the monitoring and tracking of the pandemic.

We implemented a range of community programs including awareness campaigns, provision of hygiene materials, micro-credit programs to help support people, particularly women, in our local communities whose livelihoods have been impacted by the pandemic, as well as e-learning programs to facilitate access to distance learning for students.

In the second half of 2020, when the COVID-19 restrictions were lifted but still observing social distancing measures, our social performance teams held more than 936 meetings



with local stakeholders, including with women associations, youth associations, local authorities and customary leaders, administrative authorities, religious leaders and project affected persons. Topics discussed were predominantly employment opportunities, local procurement, capacity building, livelihood restoration, community development projects. Updates were provided on the Company's activities, and grievances were addressed where appropriate.

We had planned to conduct a perception survey amongst our local stakeholders in Côte d'Ivoire, however this was delayed until Q1 2021 due to the COVID-19 pandemic. We aim to roll it out across our operations in both Côte d'Ivoire and Burkina Faso, including the former Teranga assets, during 2021.

Annual Consultations

	2018	2019	2020
Ity	719	111	212
Agbaou	188	160	12
Houndé	476	807	398
Karma	521	233	128
Mana	180	180	180
Boungou	0	5	6
Total	2,084	1,496	936

COMMUNITY ENGAGEMENT AND IMPACT ASSESSMENT

MINES			
ITY	AGBAOU	HOUNDÉ	KARMA
			
			
Côte d'Ivoire	Côte d'Ivoire	Burkina Faso	Burkina Faso
Social Impact Assessment (SIA) including Gender impact Assessment, based on participatory processes			
2013, updated in 2016 and in 2020 for the Le Plaque deposit.	2009	2013, 2015 and 2021 for the Kari Pump deposit.	2012
Environment impact assessment and ongoing monitoring			
Yes, by the National Environment Agency (ANDE).	Yes, by the National Environment Agency (ANDE).	Yes, by the National Environmental Assessment Office (BUNEE).	Yes, by the National Environmental Assessment Office (BUNEE).
Public disclosure of results of environmental and social impact assessment			
2013 and 2020	2009	2014 and 2020	2014
Stakeholder Engagement Plans based on Stakeholder mapping			
2018	Updated in 2019	2016	2015
Broad-based local community consultation committees and processes that include vulnerable groups			
Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities.	Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities.	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three sub-committees (Compensation and resettlement, Local Recruitment and Local Content).	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into three sub-committees (Compensation and resettlement, Local Recruitment and Local Procurement).
Works councils, health and safety committees and other worker representation bodies to deal with impacts			
Workers' reps and trade union committees. HSE Committee.	Workers' reps and trade union committees. HSE Committee.	Workers' reps and trade union committees. HSE Committee.	Workers' reps and trade union committees. HSE Committee.
Formal local community grievance processes			
Yes	Yes	Yes	Yes

	MINES		PROJECTS	
	BOUNGOU	MANA	KALANA	FETEKRO
				
	Burkina Faso	Burkina Faso	Mali	Côte d'Ivoire
	2016	2006, 2011, 2012 and 2013	2015	2020
	Yes, by National Environmental Assessment Office (BUNEE).	Yes, by the National Environmental Assessment Office (BUNEE).	Yes, inspections by the Environment Ministry and mining department are ongoing on regular basis.	The environmental impact assessment has been done as part of the pre-feasibility study published in Q1 2021.
	2016	2011, 2012 and 2013	2015	2020
	Planned for 2021	Planned for 2021	2018	2020
	There are three committees: <ul style="list-style-type: none"> Local information committee at village level. Consultation and monitoring committee at city level. Ad hoc committee at regional level. 	There are three consultation committees at municipal, provincial and regional level. Alongside this, there is the Local Consultative Committee and the Mana Dialogue committee. These two committees include representatives from local authorities, customary leaders, women and youth groups.	There are resettlement committees in place: the Steering committee is chaired by the Prefet, the Mediation committee and the Affected Peoples committee are chaired by the Sous-Prefet with the representative of vulnerable people. They also play a role in the wider consultation committee.	A consultation committee has been set up. It is composed of local authorities, local leaders, youth representatives, women representatives, religious and vulnerable people. It is chaired by the Prefet and has three main sub-committees: local employment, compensation and resettlement, community development.
	Workers' reps and trade union committees. HSE Committee.	Workers' reps and trade union committees. HSE Committee.	Workers' reps and trade union committees. HSE Committee.	Not yet as it is in pre-construction phase.
	Yes	Informal process currently in place, will be formalized during 2021.	Yes	Yes

COMMUNITY GRIEVANCES

An important part of our stakeholder engagement is our community grievance mechanism, which is in place at all our mines. This helps us to understand our impacts on our local communities and address any issues before they escalate. Grievances are tracked on a monthly basis and are reported to the Executive Management Committee. We aim to resolve each one in a timely manner.

In 2020, we received a total of 108 complaints and resolved 70% of them in a timely fashion, which is a significant improvement compared to 57% in 2019 (based on legacy Endeavour assets only). However, we believe we could improve on this further in 2022. The majority of complaints related to land compensation, property damage, water and dust.

	2018			2019			2020		
	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)
Ity	146	166	14	84	8	17	22	2	14
Agbaou	70	37	16	51	48	14	12	6	10
Houndé	107	9	48	25	10	47	34	1	8
Karma	96	11	53	23	12	37	18	3	43
Mana	36	3	7	31	3	7	22	5	7
Boungou	5	0	14	2	2	14	0	0	NA
Total	460	226	25	216	83	23	108	17	16

RESETTLEMENT AND COMPENSATION

CROP AND LAND COMPENSATION

In 2020, we paid \$9.6 million in crop and land compensation to 364 farmers and people across our mines and exploration sites. This was an increase compared to 2019, predominantly due to compensation paid to farmers at the Kari Pump deposit at our Houndé mine, prior to the commencement of mining activities in Q4 2020.

RESETTLEMENT AND LIVELIHOOD RESTORATION PROGRAMS

The development or expansion of a mine sometimes necessitates the relocation of local communities and people away from their homes, farms and land. We are sensitive to the fact that resettling a community is one of the most significant challenges a mining company can face and, if it is not planned well and carefully managed, it can harm relationships with local communities.

Our policy is to avoid the resettlement of communities or people as far as is practicably possible, in line with the International Finance Corporation (IFC) Performance Standard 5, which states that the first objective is to avoid resettlement.

Where resettlement is necessary, our aim is to ensure living conditions and livelihoods are at least restored, if not improved, and our approach is centered around putting the impacted people and community at the heart of the process.

We engage with affected parties early on to assess and mitigate the potential impact and ensure they are able to make informed decisions at every stage of the resettlement process, supported by local authorities and leaders who provide guidance and advice.

	2018		2019		2020	
	No. of households	No. of people (estimated)	No. of households	No. of people (estimated)	No. of households	No. of people (estimated)
Resettlement						
Ity	85	1,000	-	-	0	0
Houndé	26	130	31	186	142	694
Karma	101	717	195	1,800	0	0
Agbaou	-	-	-	-	2	7
Boungou	-	-	-	-	10	10
Total	212	1847	226	1986	154	711



We work with impacted parties and local stakeholders to develop a Resettlement Action Plan (RAP) for each location, which is drafted by external experts in line with both our own Resettlement and Compensation guidelines and IFC Performance Standards. The RAP is accompanied by a Livelihood Restoration Program (LRP).

We believe that through our resettlement activities, we can make a significant positive contribution to the community. Importantly, we provide the people impacted 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 impact associated and use local workers, businesses and suppliers to build resettlement houses and community facilities.

In 2020, we commenced a resettlement program at our Houndé mine of 694 people located on the Kari Pump deposit, which will be completed in Q1 2021. The new houses include electricity and the owners will be provided with security of tenure.

LIVELIHOOD RESTORATION PROGRAM

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

These activities have included agricultural projects, either intensifying production through assistance with fertilization, improved seeds or new types of crops, or diversification with other non-agricultural sources such as beekeeping, poultry farms, raising goats or fish farming.

In 2020, local women and youth associations received funding and support for the creation of income-generating activities such as fish farming, cassava processing, chicken farming and soap manufacturing.

For the resettlement of the Kari Pump village, which will be completed in 2021, we will implement a Livelihood Restoration Program.

1 NO POVERTY



SDG 1

No poverty

TARGET 1.4

By 2030, ensure that all men and women, in particular the poor and the vulnerable, have access to basic services

OUTCOMES

154 resettled households with access to improved basic services

HIGHLIGHTS FROM THE LIVELIHOOD RESTORATION PROGRAMS

HOUNDE			ITY	KARMA	
					
SUPPORT FOR IMPROVING FOOD SECURITY	MARKET GARDENING PROJECT	COMMUNITY MICROFINANCE	LITERACY PROJECT	SHEEP FATTENING	MICRO-CREDIT AS PART OF COVID-19 FIGHT
Donation of chemical fertilizers to help increase productivity	Development of 8 hectares and construction of a water tower equipped with a solar system for irrigation of the site.	Training of women's groups impacted by the Hounde mine.	Provided illiterate women the opportunity to acquire reading, writing, numeracy and life skills.	Training youth from the resettled community on sheep fattening techniques.	Granting micro-credits to affected people in the 3 impacted municipalities.
People benefited					
131	47 beneficiaries including 4 women's groups.	400 women.	375 people, 90% of whom were women.	100 youths.	123 youth and women.
Impact					
This support has helped to increase productivity and yields by at least 20%.	The market garden is growing mainly onions, tomatoes, cabbages, eggplants, rice.	This project enabled the beneficiaries to have access to credit without having recourse to a financial institution and they earned an average of 44,860 CFA during the year.	Successfully taught 375 people literacy skills, which has attracted further interest from the men in the community, who will be integrated in the next project.	Successful trained in sheep fattening and purchase of sheep flocks.	Received financial assistance to boost their activities which were impacted by COVID-19.

2 ZERO HUNGER



SDG 2

Zero hunger

TARGET 2.3

By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women



SOCIAL INVESTMENT

Our mines undertake a variety of community development programs, which range from income-generating activities, micro-finance, access to education, water and health, as well as financial and in-kind support for cultural, religious and sporting events. At the recently-acquired SEMAFO assets, the Boungou and Mana mines, community investment activities were undertaken by the SEMAFO charitable Foundation. Our community investment in 2020 totalled \$8.39 million.

In addition, 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. In 2020, this totalled \$16.15 million. 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.

2020 Community Support and Investments

	Agbaou	Ity	Houndé	Karma	Total
Women-led Projects Supported	2	8	1	2	13
Community Investments (\$)					
Health	81,800	13,200	12,400	25,800	134,000
Education	24,600	11,800	12,000	1,800	228,700
Arts, Culture and Sports	9,100	3,400	14,000	54,000	80,500
Environment	-	4,300	4,200	900	9,400
Economic Development	74,600	28,400	12,500	-	158,300
Infrastructure	-	51,000	-	9,300	60,300
Water Infrastructure	-	5,000	-	6,300	46,300
Community Engagement	-	-	28,600	-	46,000
Other	-	-	12,100	4,500	16,600
Sub Total	190,100	117,100	95,800	102,600	780,100
SEMAFO Foundation	-	-	-	-	980,000
ECODEV	-	-	-	-	630,000
COVID-19 Support	-	-	-	-	6,000,000
Total					8,390,100

Local Mining Development Funds

	2020
Agbaou	\$0.92m
Ity	\$1.88m
Boungou*	\$2.82m
Houndé	\$4.98m
Karma	\$1.81m
Mana*	\$3.74m
Total	\$16.15m

* For FY-2020



IN 2020, OUR COMMUNITY INVESTMENTS AND CONTRIBUTIONS TO THE LOCAL MINING DEVELOPMENT FUNDS WAS EQUIVALENT TO \$27/OZ



CASE STUDY

ENDEAVOUR'S COVID-19 RESPONSE DONATION HELPS FUND NEW ONLINE LEARNING PLATFORM

THREE BURKINA FASO UNIVERSITIES ARE NOW ABLE TO DELIVER COURSES REMOTELY

In response to the COVID-19 pandemic, Endeavour donated 60 million CFA (\$110,000) in 2020 to support online learning at three of Burkina Faso's leading universities.

The donation has helped deliver an ongoing e-learning program to 2,000 undergraduates at Université de Ouahigouya-UOHG and Université Catholique de l'Afrique de l'Ouest in Bobo Dioulasso and Université Frères LaSalle in Ouagadougou.

Endeavour's funding, which includes the purchase of multifunction scanners and Acrobat Pro software to deliver material to students remotely, means the institutions can now offer distance learning for the first time through a dedicated online platform.

The e-learning platform has enabled the universities to continue offering their course modules through an online format despite widespread shutdowns as a result of the pandemic. It also ensures that university staff can teach modules to students at a distance without the risk of infection and that students are able to access the online modules from a location of their choice.

This initiative illustrates the value that Endeavour places on supporting education and the innovative approach that can be taken to assist partners in responding to rapidly-changing needs.



CLIMATE RESILIENCE

We've undertaken several diverse, inventive projects in alignment with SDG 2, Zero hunger. Our intention is to support the development of community-based food projects and invest in skills training to build capacity among subsistence farmers and our local communities in order to meet their immediate needs and sell their surplus. At Houndé, boreholes with solar panels supply water reservoirs on the market gardening site to allow the farmers to grow off-season crops, such as cashew seedlings that are more resistant to drought. 5,000 seedlings have been distributed to 60 producers to cultivate 60 hectares. At Karma, we have drilled large diameter wells to allow the population to have water for their crops and livestock in all seasons and implemented an agricultural input support program (improved seeds).

At Boungou, agricultural input support programs have been put in place to improve seeds and fertilizers and to train farmers in composting techniques.





PROVIDING TRAINING AND EDUCATION FOR OUR LOCAL COMMUNITIES

Education forms a key part of our social investment.

To promote equity of access and opportunity, in accordance with SDG 4 Quality education & SDG 8 Decent work and economic growth, we promote learning and education within the communities where we operate, and foster and reward talent and application by providing adult literacy programs, providing scholarships and building schools.

In 2020, we awarded a total of 39 scholarships to students in both Côte d'Ivoire and Burkina Faso, including 24 to secondary students and 15 to university students. We also provided school supplies to the top 248 students in our host communities in Côte d'Ivoire. This was alongside the recruitment of 213 young interns to given them valuable work experience, 170 of whom were employed at our mines and 39 by our exploration department.

DONATION OF SCHOOL KITS

In October 2020, in order to allow students to be fully equipped to begin learning at the start of the school year, the SEMAFO Foundation distributed 17,089 school kits and 2,756 lamps in 56 schools in the region around the Boungou mine, Boucle du Mouhoun.

4 QUALITY EDUCATION



SDG 4

Quality education

TARGET 4.B

By 2020, substantially expand globally the number of scholarships available

OUTCOMES

Between 2017 and 2020, we have awarded 114 scholarships to students in Côte d'Ivoire and Burkina Faso



PROVIDING CLEAN WATER AND SANITATION

In alignment with SDG 6, we strive to improve access to water and sanitation for the communities surrounding our operations. We conduct regular meetings and consultation on water and sanitation with our local communities to ensure that we manage our shared water resource collaboratively.

IMPROVING ACCESS TO DRINKING WATER

During 2020, two drinking water fountains (in Boungou center and Koulmalgou) operated by SEMAFO were no longer functioning and were renovated in December 2020. In addition, a drinking water borehole was delivered in each of these two localities to improve access to drinking water.

DELIVERY OF A GARBAGE TRUCK AND SANITATION EQUIPMENT TO THE TOWN HALL OF ZOUAN-HOUNIEN

Garbage management is a permanent challenge for the department of Zouan-Hounien, a community close to our Ity mine. During the year, we donated a garbage truck and sanitation equipment (wheelbarrows, shovels, brooms, rakes, etc.) to support the Zouan-Hounien town hall in its fight against waste.

REHABILITATION OF VILLAGE WATER PUMPS IN BIÉTOUO AND FLOLEU

The populations of Biétouo and Floleu have been facing a shortage of drinking water due to dilapidated pumps so the Ity Mine rehabilitated the village pumps.

6 CLEAN WATER AND SANITATION



SDG 6

Clean water and sanitation

TARGET 6.4

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity



HEALTHCARE

REHABILITATION OF THE ZOUAN-HOUNIEN HOSPITAL'S CHILD NUTRITION CENTER AND CREATION OF A VEGETABLE GARDEN

The department of Zouan-Hounien, where our Ity Mine is located, faces a high rate of malnourished children. The nutrition department of the Zouan-Hounien hospital, which receives an average of 200 children per year, could not provide an efficient service due to its dilapidated state and the lack of food for patients. The objective of this project is to support the hospital of Zouan-Hounien in the fight against child malnutrition by:

- Planting a vegetable garden to provide fresh, quality and abundant food to patients and at the same time offer nutrition education and vegetable garden management skills to mothers.
- Improving the quality of medical services by rehabilitating the premises.

AWARENESS OF EARLY PREGNANCIES IN SCHOOL

Faced with the recurring phenomenon of early and unwanted pregnancies in schools, an awareness campaign was launched with the slogan "0 pregnancies in schools". It was rolled out to the municipalities of Bana, Kona, Pompoï and Yaho in November 2020.

More than 1,500 students were educated against early pregnancies, family planning opportunities and COVID-19.

3 GOOD HEALTH AND WELL-BEING



SDG 3

Good health and well-being

TARGET 3.2

By 2030, end preventable deaths of newborns and children under 5 years of age



MANAGING ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activities range from simple methods of exploration, extraction and processing, done largely by hand, to fully-mechanized operations. The process commonly lacks adequate health and safety safeguards, resulting in injury and fatality rates being much higher than large-scale mining activities. ASM activities also often have significant, negative environmental and health impacts, including land and water disturbance, pollution and mercury poisoning. ASM is organized, controlled and financed by a wide range of actors, from local landowners and officials to foreign financiers and is often informal, increasing the risk of tax evasion. Where large-scale mining companies cannot establish effective working relationships with local communities undertaking ASM, it can damage stakeholder relationships and lead to land access, permitting, operational disruption and conflict risks.

In our areas of operations, ASM is one of the primary economic activities and is often a more attractive livelihood than local alternatives, given the ‘get rich quick’ opportunity it provides. There are clear laws and regulations governing ASM in our host countries. Where ASM is conducted on a large-scale mining permit without the permission of the mining company and the regulator, it is technically illegal. This applies to all of the ASM activities currently undertaken on Endeavour’s permits.

Despite its illegality, Endeavour recognizes the importance of ASM to local communities and seeks to balance the need for local people to provide for themselves with the need to secure our significant investments.

Endeavour’s approach to ASM relies on engagement, monitoring, security and support for alternative livelihoods. Regular engagement is conducted with ASM, local officials and national government stakeholders to ensure a shared understanding of Endeavour’s plans and activities. By engaging with regulators and tracking any environmental impacts from ASM, Endeavour is mitigating regulatory risk. Regular monitoring is conducted, and security action plans are in line with the Voluntary Principles Initiative (VPI) to minimize conflict risks.

Endeavour has invested in alternative livelihoods projects to support ASM miners with a view to developing a more diversified and sustainable local economy. One program which has had success in attracting local community members away from ASM is the rice plantation project at our Fetekro exploration permit in Côte d’Ivoire.

During 2020, we did not record any significant incidents with ASM on our permits.

SECURITY PRACTICES

Endeavour respects and upholds human rights, as outlined in our Human Rights Policy, whilst ensuring the safety and security of our people, assets and property. Our security practices are in line with the VPI and in 2021, we plan to start the process to become formal members of the VPI, which usually takes around three years.

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 with enough warning so that we can address the issues and put in place mitigation measures. The protection of our workers, mines and exploration sites is constantly reviewed in order to anticipate any possible threats or changes.

At the mine level, we share and communicate our security arrangements with our local communities, working alongside our social performance teams. Communities have access to a grievance mechanism to report any suspected breaches of human rights. At the country level, there is regular engagement and liaison with government which is conducted at the highest level, including with our President and CEO, our EVP for Public Affairs, Sustainability and Security and our SVP Security.

Alongside our security employees, we also use externally-vetted private security providers 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 VPI – behaving in accordance with these principles is also included in their contracts.

The Group’s security strategy and management is led by the Senior Vice President for Security, who reports to our EVP Public Affairs, Sustainability

“

IN 2021 WE PLAN TO START THE PROCESS TO BECOME FORMAL MEMBERS OF THE VOLUNTARY PRINCIPLES INITIATIVE”





and Security. Our site Security Managers, their teams, and the private security contractors at our mines are overseen by the mine's General Manager and the Country Security Manager, who liaises with national security authorities. 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 VPI. Endeavour ensures close coordination with public security through daily and weekly meetings.

In 2020 we reported no significant security-related incidents or received any grievances relating to security.

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 human rights. In 2020, our training was impacted by the restrictions imposed to fight the COVID-19 pandemic. While we were able to train 81% of

our security employees, we were only able to train 51% of our private security contractors. In 2021, we will aim to improve further on this performance, COVID-19 restrictions permitting, and will continue to provide and augment our human rights training for both our own personnel and third-party security personnel.

During 2020, our security team provided considerable assistance to the Group effort in fighting the COVID-19 pandemic and ensuring our protection protocol measures were followed. Alongside this, we also provided training on dog handling as well as medical care and assistance to 942 people.

We implemented a comprehensive security plan at the Boungou mine, including building an airstrip to transport workers to site. These were part of the preparations to restart mining operations, which commenced in the fourth quarter. We also restructured our mine-based security departments to ensure consistency across the Group and nationalized a variety of positions, including leadership roles, as part of our commitment to growing local talent.

Security Personnel Trained in Human Rights Policies or Procedures

	2018	2019	2020
Number of security personnel			
Number of Endeavour employees who act as security personnel	271	75	63
Number of employees of third-party security contractors providing services to Endeavour	631	863	1,129
Number of gendarmes and military providing security services to Endeavour	NA	NA	415
Percentage of security personnel who received training on Endeavour's human rights policies and procedures			
% of Endeavour security personnel	66%	81%	81%
% of third-party security contractors' personnel	71%	71%	51%

DEVELOPING LOCAL ECONOMIES

Our mining operations are powerful catalysts in the socio-economic development of our host countries and local communities and key contributors to our host countries' wealth. We seek to ensure that the benefits from our economic contributions are widespread amongst our local communities and host countries.

OUR ECONOMIC CONTRIBUTION

We contribute to the development of the national economies of our host countries through the transparent payment of our fair share of taxes, prioritizing in-country and regional procurement and investing in community development projects.

We support the work of EITI and its efforts to promote the good governance of extractive industry revenues. Our host countries are all members of EITI. We report annually on our tax and royalty payments to host governments on a country and project basis as required under the Extractive Sector Transparency Measures Act (ESTMA) and include this information on our website.

In 2020, we generated \$1.62 billion in revenue and paid \$262 million to host governments in the form of taxes and royalties and \$114 million in employee wages and benefits. In total, Endeavour distributed \$894 million in economic value.



Direct Economic Value Generated and Distributed

(\$ millions)	2018	2019	2020
Direct Economic Value Generated (A)	895	886	1,622
Gold revenue	895	886	1,608
Revenue from sale of assets	-	-	14
Economic Value Distributed (B)	589	538	894
Operating costs (excluding employee costs)	438	349	501
Employee wages and benefits	91	82	114
Payments to governments			
Côte d'Ivoire	20	39	118
Burkina Faso	35	61	144
Community investments and donations	0	1	8
Other (royalties paid to third parties)	5	6	9
Economic Value Retained (C) = (A) – (B)	306	348	728

Notes: 2018 includes the Tabakoto mine, sold in December 2018. 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. 2020 figures include the SEMAFO assets from July 1, 2020.

CASE STUDY

ENDEAVOUR INVESTS IN WEST AFRICA'S FIRST LARGE SCALE COMMERCIAL CATTLE FEEDLOT HELPING MAKE BURKINA FASO A REGIONAL LEADER IN BEEF PRODUCTION AND EXPORT

Established in 2019, Endeavour's regional economic development fund ECODEV co-invests in small and medium enterprises to create sustainable local businesses with a viable long-term future. Through the fund, which is managed by ClassM, specialists in economic development projects in Africa, Endeavour supports economic growth and the start-up of enterprises which have a positive impact on the countries in which they are established.

ECODEV's first seed-funding initiative took place in 2019 with an initial investment of \$1 million in Mali Shi, the first industrial shea butter processing factory in Mali. In 2020, ECODEV advanced on its second project, this time in Burkina Faso. ECODEV is looking to invest just over \$1 million to co-finance the development of Ranch du Tuy, West Africa's first commercial-scale, intensive cattle feedlot/fattening project with integrated refrigerated slaughterhouse and meat production facilities.

With meat exports commanding a higher value than live export, Ranch du Tuy has the potential to generate significant income for the Burkina Faso economy from niche markets in neighbouring Côte d'Ivoire and Ghana as well as markets in Central Africa.

The project will be located near our Houndé gold mine, 250km south-west of Burkina Faso's capital Ouagadougou, and will produce fresh, quality and traceable beef for local sale and export to neighbouring countries.

The Ranch du Tuy enterprise was incorporated in late 2019 with two Burkinabe industrial partners and co-investors identified. In July 2020, 40 hectares of land was acquired near the mine site and construction of the facility is expected to recommence



in June 2021, after a delay due to the COVID-19 pandemic. Once fully operational, Ranch du Tuy will process up to 4,000 head of cattle annually through the facility, producing 750 tons of carcass per year and spurring the development of a significant commercial beef production and export industry in Burkina Faso and the West African region of international standard.

It is hoped that Ranch du Tuy's creation will not only add economic value to Burkina Faso's local and wider economy but will also lead to the creation of direct and indirect jobs through the growth of related industries. These include the modernization and expansion of local agricultural practices in cattle and small livestock breeding and agricultural feed production (maize, cotton seeds and fodder).

The Ranch du Tuy initiative aligns with the following UN SDGs:



Le Ranch du Tuy
La filière viande, l'or rouge du Burkina

PRIORITIZING LOCAL PROCUREMENT

Our procurement and supply chains multiply our positive impact on the local, regional and national economies of our host countries, strengthening local businesses and creating indirect employment. In line with the Africa Mining Vision, we prioritize national and local suppliers of goods and services as well as the development of in-country manufacturing and supply chains.

Executive responsibility for our supply chain rests with our EVP for People, IT and Supply Chain, who is supported by the VP Supply Chain, a team at group level and mine-level procurement departments.

As the largest gold producer in West Africa, we interact with a large number of contractors, suppliers and specialized small and medium enterprises (SMEs).

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.

Our corporate and site Supply Chain departments work with suppliers and contractors based on the principles of long-term partnership, fair competition and ethical conduct. We apply pre-qualification and tendering processes and procedures, commercial terms and conditions and ongoing oversight to monitor the business practices of our suppliers and contractors.

In recognition of the important role our supply chain plays in supporting the economic development of our host countries and local communities, we are pleased to commence reporting this year in accordance with the Local Procurement Reporting Mechanism (LPRM). The LPRM is a set of disclosures that seeks to standardize how the global mining industry and host countries measure and report on local procurement. Further details can be found in the Indexes on page 130.

We expect our suppliers, as well as their subcontractors, to comply with our policies and standards, which are incorporated into our bilingual Supplier Code of Conduct. This Code outlines our expectations, particularly in the key areas of human rights, health and safety, ethical business conduct,

labour management and environmental stewardship.

Suppliers are assessed against this Code in order to successfully pass the Endeavour vendor due diligence program and it is included in our tendering processes and contract documentation. In 2020, we worked with GAN Integrity to design and implement a third-party due diligence program. Endeavour's third-party due diligence program aims to ensure that our third-party relationships are consistent with our values, including in relation to corruption, human rights, labour standards and environment. While our due diligence covers all our suppliers, we will be expanding our due diligence of local suppliers in 2021, in part to identify where we can better work with them to meet our standards.

We categorize our supplier database into local, national and international vendors and use the IFC categories to classify ownership in order to identify and tailor category-specific strategies. We classify 'local' in this context as being within a mine's catchment area. In addition, we support women-owned businesses when possible, and will be looking at how we can formalize and further expand procurement from women-owned businesses in 2021.

In 2019, we reviewed our supply chain to focus on sourcing the majority of our key supplies from either in-country or broader African countries.



8 DECENT WORK AND ECONOMIC GROWTH



SDG 8

Decent work and economic growth

TARGET 8.3

Promote development-oriented policies that support decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises

OUTCOMES

\$622m spent procuring goods and services from 2,031 suppliers

We successfully identified Ivorian, Burkinabe and Malian suppliers for the provision of products and services, ranging from reagents used in the processing facility, heavy-duty electrical cables, HDPE/PVC pipes, general lubricants and plastic sampling bags to earthmoving services, catering and transport services. This strategy assisted our business resilience and continuity planning during the COVID-19 pandemic in 2020.

At site level, our procurement policy on the purchase of goods and services encourages the mines to give priority to local and national suppliers, provided they are competitive and not at the expense of adhering to supplier due diligence standards, applicable laws and HSE commitments. 'Competitive' refers to the total cost, delivery and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.

When we consider a new contract, as well as looking at technical competence and commercial details, we also consider their proposals regarding local employment and procurement. We recognize the potential to amplify our social investment in our local communities via our suppliers.

In 2021, we will be expanding the content to include in our contracts to ensure that our contractors support

local businesses and are evaluated for their performance in this area.

We have ring-fenced some goods and services for the 'Local Vendors' category to be provided by suppliers within the mine's immediate area of operation. In addition, our on-site procurement and social performance teams support our local content policy and build capacity by way of training workshops to explain how to do business with Endeavour.

We have a partnership with the NGO 48° Nord to build the capacity of local suppliers at our Houndé mine. We have selected 10 SMEs to take part in this program. However due to the restrictions presented by COVID-19, the program has been extended into 2021. We aim to roll this program out across all our mines sites during 2021 and 2022.

We are also reviewing our procurement processes to identify how we might be able to adapt our practices to better support local businesses: one example is consideration of a preferential mechanism of payment which will facilitate smaller businesses collecting their receivables or receiving advance payment for their goods and services.

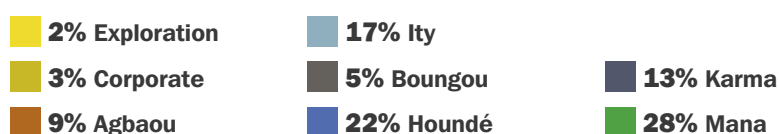
In 2020, our overall expenditure was \$838.5 million, an increase compared to 2019 due to the acquisition of the SEMAFO assets. The share of in-country

procurement was 74% or \$622 million, as a result of our continued strategy to increase national and regional suppliers. We supported 2,031 national and local business in Côte d'Ivoire and Burkina Faso. Procurement from local suppliers around our mine sites totalled \$11.6 million for the year, a decrease compared to 2019 due to the change in mining strategy at some of our mines.

2020 Procurement Spend

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
Operations	769.3	592	77%
Agbaou	86.9	55.8	64%
Ity	182.4	108.0	59%
Boungou	58.6	32.9	56%
Houndé	164.5	138.9	84%
Karma	89.9	82.1	91%
Mana	187.0	174.4	93%
Corporate	58.3	20.1	34%
Exploration	10.9	9.6	88%
Total	838.5	621.7	74%

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



OUR ENVIRONMENT





MATERIALITY

HIGH

- Hazardous chemical management.
- Water stewardship.
- Closure planning.

MEDIUM

- Environmental incidents.
- Tailings.
- Emergency response.
- Social closure.



2020 PERFORMANCE

- ✓ Zero significant environmental incidents.
- ✓ Improved CDP Climate Change score from D- to C.
- ✓ Completed CDP Water Security Questionnaire for the first time and scored C.
- ✓ Implemented a group mine Closure Standard and review all site closure plans.
- ✓ Completed TCFD Readiness Assessment in order to commence reporting in line with TCFD in the 2020 annual reporting cycle.



2021 TARGETS

- Zero major environmental incidents.
- Develop and implement an Emissions Reduction Strategy.
- Develop and implement biodiversity strategy.
- Review water management strategy with a view to defining water targets in 2022.

RESPONSIBILITY AND ACCOUNTABILITY

Overall accountability for our environmental management and performance resides with the Board. The Board is supported by the Board Technical, Health and Safety Committee and the ESG Committee, which meet at least quarterly.

The Board Technical, Health and Safety Committee oversees the development and implementation by management of HSE and environment-related policies, compliance system, and monitoring processes to ensure we comply with applicable legislation and regulations.

The Board ESG Committee is responsible for monitoring the Company's risk management processes related to environmental and social sustainability, and health and safety with particular attention to identifying, managing and minimizing risks related to climate change and water.

Our VP HSE is responsible for environment-related issues including climate change and water at a management level and ensuring that the relevant annual plans, targets and initiatives are implemented at site. The VP HSE is supported by our group-level environment management team,

who are in turn supported by our mine-level HSE Managers and dedicated HSE teams.

The VP HSE reports directly to our Chief Operating Officer, as well as to our management level ESG Committee on a monthly basis and to the Board Technical, Health and Safety Committee on a quarterly basis.

OUR APPROACH

Our business principles including our approach to environmental management are based on a 'Zero Harm' philosophy. This philosophy underpins our Environmental Policy, which compels us to:

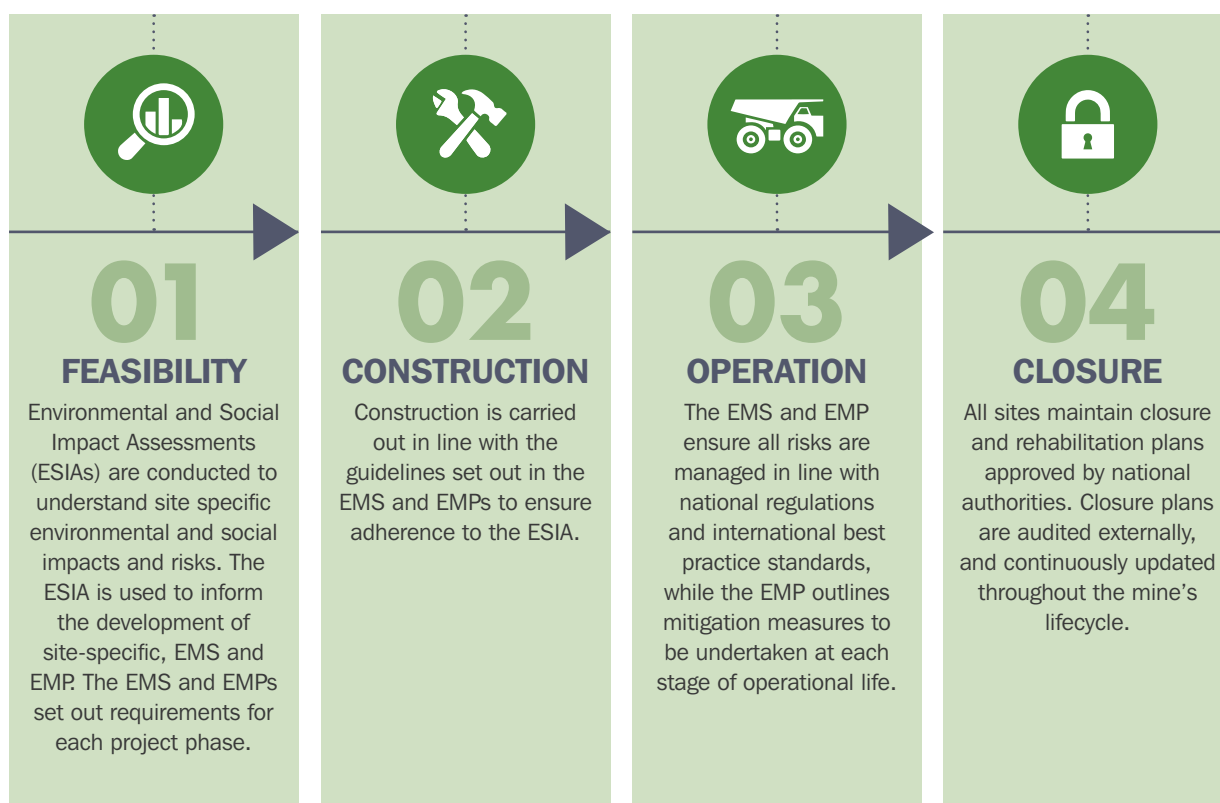
- Actively comply with all applicable environmental laws, regulations, and requirements.
- Align with relevant industry standards relating to the management of environmental risks, including IFC Performance Standards, IFC, and World Bank Environmental Health and Safety Guidelines, and the International Cyanide Management Code.
- Establish and maintain management systems to identify, monitor and control the environmental aspects of our activities.

Our policy is implemented on the ground through Group-level Environmental Management Standards (EMS) and site-specific Environmental Monitoring Plans (EMPs). These Standards and Plans set out the specific steps we must take to meet our policy commitments.

We aim to continually improve our environmental performance by monitoring performance, setting targets, and thoroughly investigating incidents to understand the root cause and enable the development and implementation of corrective action plans.

Our EMS and monitoring plans are based on the requirements of ISO 14001: 2015, and we plan to have our EMS fully aligned to ISO 14001: 2015 by 2023. As part of our progress toward this goal, we conducted internal ISO 14001 audits at Houndé, Agbaou, Karma and Ity during 2020. The results of the audits showed broad conformance across the Group, with only minor gaps identified for amendment. During 2021, we plan to undertake external audits.

How we manage our environmental impact begins long before mining starts. This infographic shows how environmental considerations are embedded into our activities throughout the mine life cycle.



ENVIRONMENTAL INCIDENTS

One of the most fundamental ways we assess our environmental performance is by monitoring the number of environmental incidents linked to our operations each year. We classify each environmental incident using a severity of consequence matrix as follows:

5 CRITICAL	4 MAJOR	3 MODERATE	2 MINOR	1 INSIGNIFICANT	
<p>We consider an incident to be Critical if it:</p> <ul style="list-style-type: none"> Causes severe long-term damage to a large or critical aspect of the natural environment. Involves an uncontrolled unauthorized discharge offsite water body in a sensitive environment (large impact). 	<p>We consider an incident to be Major if it:</p> <ul style="list-style-type: none"> Causes major damage with medium term impact on the natural environment where remediation is expected to last six to twelve months. Involves an uncontrolled unauthorized discharge offsite water body in sensitive environment (minor impact). 	<p>We consider an incident to be Moderate if it:</p> <ul style="list-style-type: none"> Causes localized short-term controllable impact on the natural environment, where remediation is expected within one month. 	<p>We consider an incident to be Minor if it:</p> <ul style="list-style-type: none"> Causes localized impact on the natural environment, where remediation expected within one day. 	<p>We consider an incident to be Insignificant if it:</p> <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	8	5	Agbaou
0	0	0	10	0	Houndé
0	0	0	6	0	Karma
0	0	0	0	28	Ity
0	0	5	21	4	Boungou
0	0	0	2	30	Mana
0	0	5	47	67	Total

In 2020 no severe or major environmental incidents were recorded.

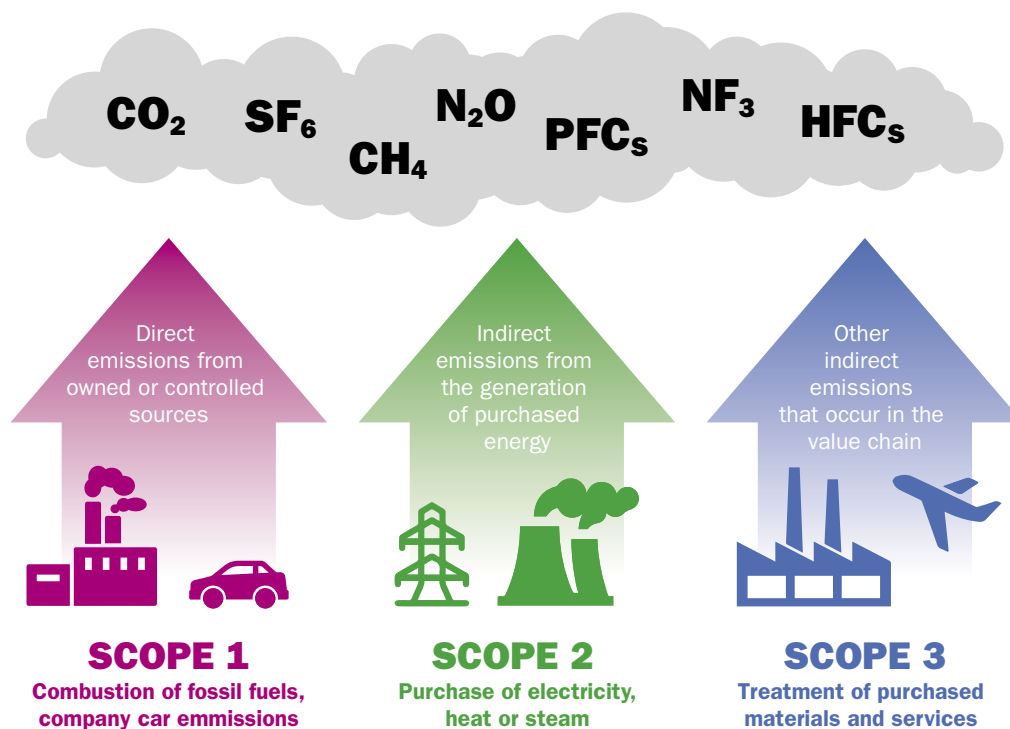
CASE STUDY

INTEGRATING THE SEMAFO ASSETS

Key to successful integration following a merger is a transfer of culture and values. Following the merger with the former SEMAFO in July 2020, we have been working to not only align the policies, standards, approach to sustainability at the Boungou and Mana mines with our group-level approach, but also the culture and values. To do this our teams have regularly engaged, worked with and run extensive training for former SEMAFO staff to introduce them to Endeavour's values and approach to sustainability. This has included:

- Reviewing the policies, standards and practices of both legacy companies, to identify best practice and learn from each other.
- Reviewing our consolidated performance data to understand what the environmental footprint for our new Company looks like.

This work will continue into 2021, as we work to integrate the assets of Teranga into our portfolio.



CLIMATE CHANGE

Energy is a critical input for mining operations. It is also a significant business cost and a major source of our GHG emissions. Working to improve the efficiency of our operations, reduce energy use and associated costs, and lower our emissions are key drivers for the long-term sustainability of our business.

We acknowledge the fundamental risks and impacts climate change poses to our business, including:

- More frequent severe weather examples affect the stability of infrastructure, impact operations and disrupt supply chains.

- Changes in climate-related regulation could impact the cost of water and energy supplies.
- Temperature changes could lead to an increase in vector-borne diseases impacting workforce productivity.

We recognize our responsibility to do our part to contribute to the realization of the Paris Agreement and we plan to announce our climate change strategy and emissions reduction target during 2021. We have also included our climate change strategy as part of our long-term executive incentive plan.

ACCOUNTABILITY

Accountability for Endeavour's response to climate change is regarded as a site, management and board-level issue. Our board level ESG and management level ESG Committees assess the climate-related risks and opportunities that affect our business. The Board reviews our climate-related risks once a year as part of the Annual Information Form (AIF) process. Our VP of HSE, who reports directly to the COO, is a member of the ESG Committee and is responsible for climate-related issues at a management level and ensuring that the relevant annual plans, targets, and initiatives are implemented on site.

SCOPE 3 EMISSIONS

Compared to other metals such as base metals, downstream Scope 3¹ emissions for gold production are marginal. The most significant source of downstream Scope 3 emissions are those linked to the refining of gold. Other Scope 3 downstream impacts associated with the end-use of gold are extremely small, making up less than 1% of gold's overall annual GHG emissions according to the World Gold Council. We measure our Scope 3 emissions associated with travel and the refining of our gold. Our Scope 3 emissions for 2020 were 3,008 tonnes of CO₂-e, a significant decrease compared to 2019 due to reduced travel.

During 2021 and 2022, we will continue to improve and expand our Scope 3 reporting to include our supply chain and we plan to engage with our 10 largest suppliers to better understand our upstream Scope 3 emissions².

¹ Downstream Scope 3 emissions activities include processing of sold products (refinery), use and end-of-life treatment of sold products, transport of sold products etc.

² Upstream Scope 3 emissions activities include emissions associated with extraction, processing and transport of fuel, transport of equipment, purchased goods and services, travel etc.

Climate issues are monitored by the HSE department, both at a corporate level as well as at each mine site and data is collected monthly.

We are currently developing a process to embed climate risks into business strategy and decision-making. We intend to disclose this process in our 2021 Sustainability Report.

CLIMATE RISK MANAGEMENT

We view climate change as a strategic business issue and seek to promote climate change resilience and adaptation across our operations. Climate-related risks are reviewed as part of our multi-disciplinary company-wide risk management process over both the short- and medium-term.

Acute physical risks are included in our climate change risk assessments, and appropriate management plans developed. For example, our mines located in tropical savannah climates experience prolonged wet seasons with significant rainfall. This means we must manage the risks associated with heavy seasonal rains such as flooding of pits, which can impact operations and result in discharge of sediment and negatively impact neighboring communities. All our mines have a wet season preparation

strategy in place and in 2020 we rolled out sediment control plans.

We have also started to note changes in rainfall patterns. For example our Houndé mine has experienced a high variability in precipitation patterns. In 2019, rainfall increased by 200mm but this was followed by a sharp decrease in rainfall of 450mm in 2020. At the Agbaou mine we have seen instances of rain during the dry season. While these observations are, at present, anecdotal, we are monitoring weather patterns closely and in response we have increased the number of pit flooding drills.

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 both the Ivorian and Burkinabe governments and disseminated across the business.

To gain a greater understanding of our long-term climate risks, we plan to undertake a climate change risk assessment across all our sites and to evaluate chronic physical climate-related risks during 2021 and 2022.

OPPORTUNITIES

Alongside the risks that climate change could pose to our business, we also recognize that adopting cleaner energy sources and improving efficiency present valuable opportunities for our business. At our Houndé mine, we are currently assessing the potential for installing a solar farm. The bulk of Houndé's energy is provided by the Burkinabe national grid, with back-up thermal generators on site. The Burkinabe national grid relies heavily on imports from Ghana and Côte d'Ivoire, which is produced using hydropower and natural gas, as well as thermal-fossil fuel power generation. At our Mana mine, we are investigating the feasibility and cost of connecting to the national grid, which would also reduce our emissions as we would no longer need onsite generators.

During 2020, we compiled a group GHG reduction plan which outlines a set of practical measures to be implemented on site, during both the construction and operating phases, and at the corporate level to avoid, mitigate and offset our GHG emissions.

Our Power Generation Footprint*



* Map reflects Endeavour's current operating assets, as at June 1, 2021.

OTHER EMISSIONS SOURCES

The fuel we use for on-site vehicles and hauling ore is another significant source of emissions for Endeavour. We monitor fuel consumption on a monthly basis. To help drive energy efficiency we conduct energy saving awareness campaigns and education sessions on site. Site teams diligently ensure that all heavy equipment is regularly maintained to maximize fuel efficiency. We also consider fuel efficiency when making equipment purchasing decisions.

OUR TARGETS

We currently track and report on our absolute Scope 1 (direct) and Scope 2 (indirect) emissions, and our emissions intensity, both in our annual Sustainability Report, and via the annual CDP Climate Change questionnaire. In 2020 we earned a C grade for the CDP Climate Change Questionnaire, which places us in the ‘Awareness’ band, a substantial improvement over our 2019 score of D-. During 2020, we also had an external assessment of our current climate change reporting and in this report, we begin disclosing in line with the requirements of the TCFD. We will continue to progress this each year.

During 2021, we will work with our operations to develop an absolute emissions target informed by climate science.

2020 PERFORMANCE

We track our energy data at all sites to understand our total energy consumption and the source. In Burkina

Faso, our Boungou, Mana, and Karma mines are not connected to the national grid and rely on energy produced by thermal generators burning diesel and heavy fuel oil (HFO).

By analyzing our energy mix and our carbon emissions, we can understand our contribution to global emissions and identify potential opportunities to reduce our emissions – for example through the introduction of renewable energy sources, cleaner technologies, and implementing fuel management strategy for mine fleets and optimizing land clearings.

In 2020, our total energy consumption was 7 million gigajoules (GJ). This is an increase in our overall energy consumption compared to 2019, which is largely attributable to the increased number of mines in our portfolio, following our merger with SEMAFO and the acquisition of the Boungou and Mana mines in Burkina Faso. These two assets accounted for 35% of our energy consumption in 2020, with the Mana mine alone accounting for 22%. The significant increase in our HFO use is directly attributable to the addition of the two SEMAFO assets to our portfolio during the year as they are not connected to the Burkinabe national grid and rely on energy provided by HFO-burning onsite generators.

Looking at the performance of our legacy Endeavour assets, energy use increased year-on-year by approximately 30% with 4.5 million GJ of energy consumed in 2020. This increased

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



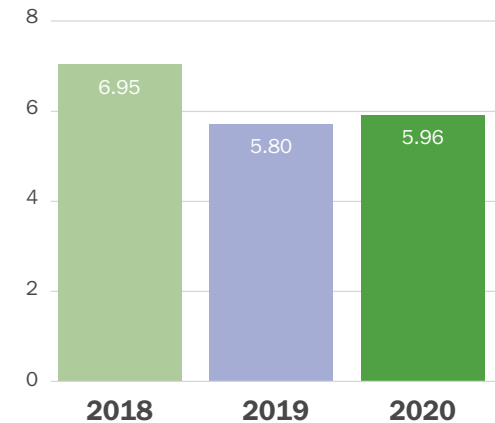
SDG 9

Industry, innovation and infrastructure

TARGET 9.4
By 2030, upgrade industries to make them sustainable, with increased resource-use efficiency

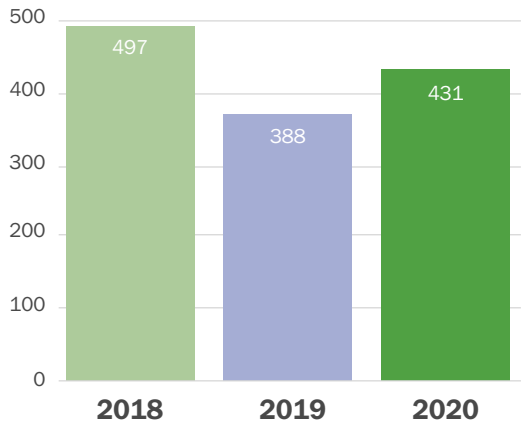
OUTCOMES
13% improvement in emission intensity since 2018 despite our operations portfolio expanding.

Energy intensity
(GJ/oz of gold produced)



Note: Intensities were calculated using 2020 full year production data for Boungou and Mana. Restatement: Data for 2018 and 2019 is restated in GJ/oz produced from KWh/oz produced previously.

GHG emission intensity
(kgCO₂e/oz of gold produced)



Note: Intensities were calculated using 2020 full year production data for Boungou and Mana.

energy use, and the resulting increase in emissions, is attributable to the following factors:

- At Agbaou and Ity, we mined various satellite pits located further away from the process plants. This translated into higher diesel use as trucks had to travel longer distances.
- At Agbaou and Houndé, lower grades meant we had to use more energy in processing.
- At Ity, the CIL plant was only fully commissioned and operational from April 2019 while it was fully operational for the whole of 2020. Energy use and emissions at Ity in 2020 are therefore not comparable to 2019 levels.

Added together, all of these changes had a negative impact on our emissions and energy intensities.

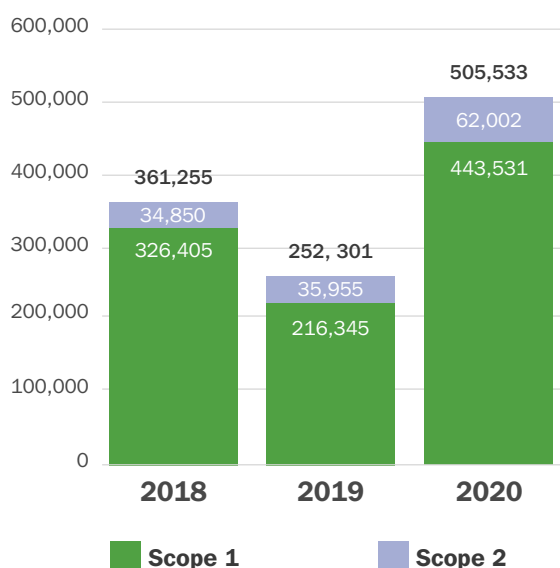
Our total emissions in 2020 were 506,533t of CO₂-e, which is almost double our emissions compared to 2019. Alongside the increase in total emissions, our emissions intensity in 2020 increased by 11% from 388kgCO₂-e in 2019 to 431kgCO₂-e per ounce of gold produced in 2020. This increase is attributable to the factors noted above relating to energy use. It is worth noting however that our emissions intensity is 13% lower than in 2018.

It is also important to note that the emissions reported for 2020 include the full year data for the assets we acquired on July 1, 2020 as part of the SEMAFO transaction, which account for approximately 35% of our total CO₂ emissions. Our reported 2020 emissions are thus not directly comparable to our emissions in 2019 or 2018.

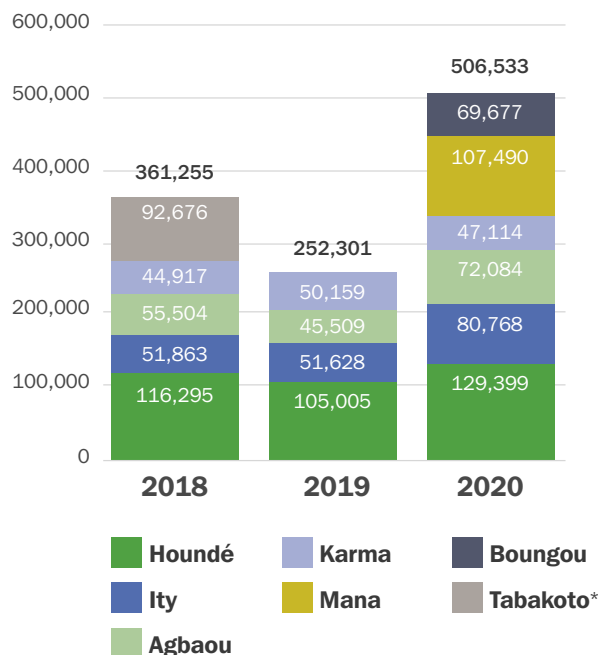
Scope 1 emissions, which are direct emissions from our activities, such as fuel used in our mining equipment or the burning of fuel at our own power plants, account for 88% of our total emissions. We have included the 2020 emissions data for the Teranga assets for reference in the appendix to this report.

Our Scope 1 and 2 emissions

(tonnes CO₂e)



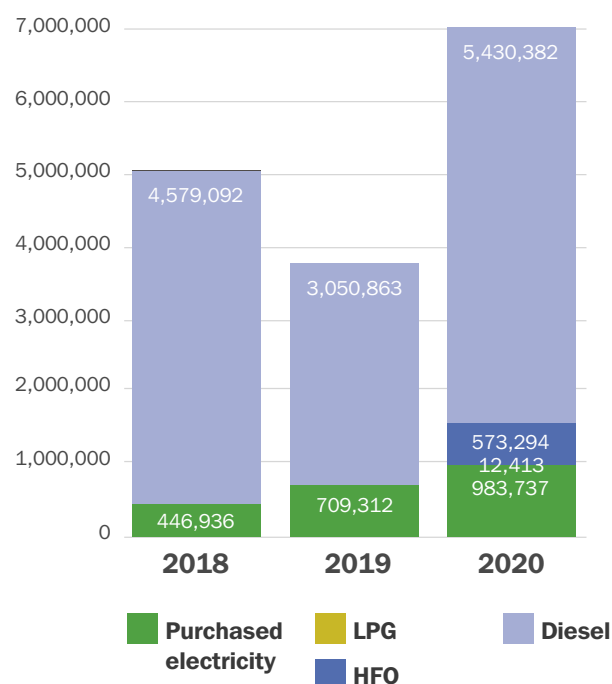
Our emissions by site (tonnes CO₂-e)



Note: Total may not sum due to rounding. Scope 2 emissions were calculated using the market-based methodology. Differences in the Agbaou emissions from 2019 to 2020 are due to the switch from hydropower to natural gas.

* Tabakoto mine was divested in December 2018.

Energy Consumption (GJ)



Note: Total may not sum due to rounding. Restatement: Data for 2018 and 2019 is restated in GJ from MWh. Small volumes of gasoline are also used.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

INDEXES

CASE STUDY

INTEGRATING SUSTAINABILITY FROM THE BEGINNING AT OUR FETEKRO PROJECT

One example of how we integrate sustainability consideration from the start of the mine lifecycle is our Fetekro Project in Côte d'Ivoire, which is currently at the feasibility study stage.

Trade-off studies indicate that by implementing a more expensive but less energy-intensive crushing circuit utilizing primary and secondary crushers, a high-pressure grinding ball and a ball mill would reduce energy needs for the project by 20-25%.

Other considerations include identifying:

ENERGY SOURCES

The team have conducted different trade-off studies to identify the most effective way of powering any potential mine at Fetekro. The studies have shown a cost effective solution would be to develop a hybrid system – drawing from Côte d'Ivoire's national grid (the bulk of which is powered by natural gas and hydropower), installing an on-site solar farm (approx. 5MW), and the using battery storage technology to help stabilize the system.

WATER SOURCES

Any mine at Fetekro will be designed to be as water-efficient as possible, and the plan is to eliminate the need for groundwater abstraction by harvesting water from a specially-constructed rainwater dam. Like our other mines, our intention is that any mine at Fetekro would operate as much as possible in a closed-circuit configuration.



MANAGING WATER RISK

Water is an essential input into the mining process. It is also a shared and vital resource, and access to clean water is a fundamental human right. Our water stewardship strategy aims to balance our operational needs while at the same protecting the quality and quantity of water available to our host communities.

OUR KEY RISKS

Our water risks are linked to our climate risks, and as set out in the climate section above, one of the most material risks we have identified for our operations is changes in rainfall patterns. For example, longer than usual wet seasons and out of season rains can result in the need to dewater our open pits for longer, which increases our energy use and our operational costs. To better understand our other water and climate related risks, we plan to evaluate chronic, physical climate-related risks during 2021 and 2022.

MANAGEMENT APPROACH

Our commitment to responsible water management is set out in our group Environment Policy, which commits us to:

- Constantly improve our water management systems and their efficiency, and
- Monitoring our usage of water resources in our areas of operation.

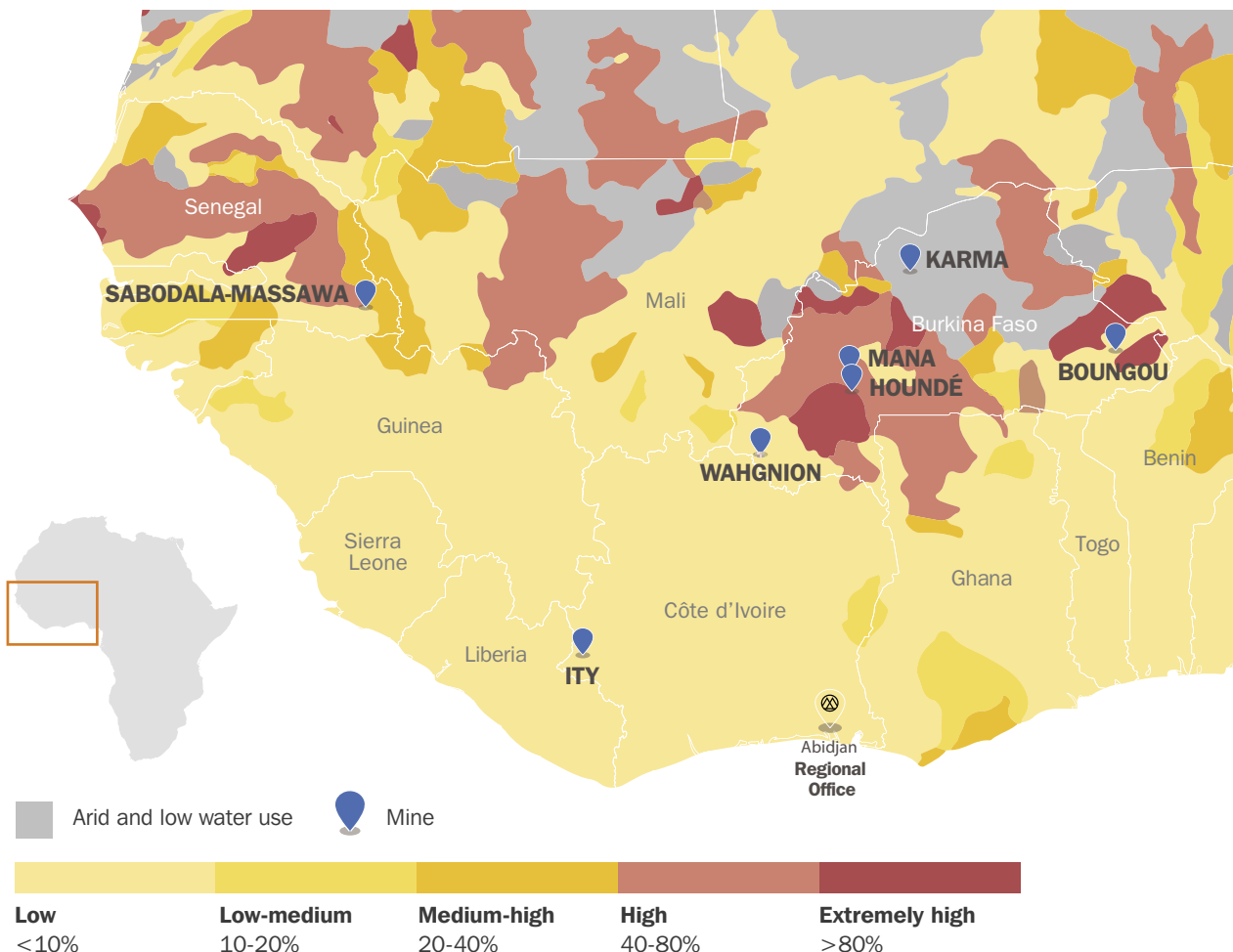
We also understand the role that a changing climate plays in heightening water risks and the potential impact on our license to operate. We assess and identify water risks as part of an enterprise risk management framework. Our mines are located across a range of geographies and climate zones.

All sites have exposure to different but potentially significant water risks, and how we manage these risks is informed by the site-specific operating context, including assessment of potential impacts on other water shed users, particularly our local communities.

Local communities are considered in our water risk assessments and are consulted in the development of the Environment and Social Impact Assessments for all sites. As part of our approach to water management, we also work to improve community access to water through the provision of community boreholes and access to water dams.

Our Mana and Houndé mines are located in areas with high and extremely high water stress respectively. Our approach to water management across all our sites is to use water as efficiently as possible, and to recycle and reuse as much water from our processes as possible.

Map of Baseline Water Stress*



* Map reflects Endeavour's current operating assets, as at June 1, 2021.
According to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.

Our two mines in Côte d'Ivoire and our Houndé mine in Burkina Faso are in tropical savannah climate zones. This means we must manage large volumes of rainwater, particularly during the rainy season when the pits must be drained, and significant volumes of run-off water must be managed either by diverting it or storing it for discharge back into the environment. Any rainwater that comes into contact with process areas of the mine (for example the carbon- in-leach processes), is collected and used as process water. All water discharged from our operations is diverted into settlement ponds and discharged back into the environment if it meets national standards.

A FOCUS ON REUSE

Mindful of the watersheds we operate in, our ultimate aim is not to use more water than we need to effectively run our operations. To do this, we strive to maximize our water reuse and recycling through the use of closed-circuit configurations, which help to reduce our overall consumption.

At each site on a monthly basis, we track by source how much water we withdraw or abstract, how much we consume or use, and how much we discharge. This helps us to stay within our permitted limits and delivers operational efficiencies by reducing

pumping costs. We also track how much we reuse or recycle and our water use efficiency per ounce of gold produced which helps us to identify ways we can withdraw less from external sources.

In 2020, we revised our water accounting and reporting methodology to better align with the guidelines of the International Council of Mining and Metals (ICMM) Water Accounting Framework. This included updating our definitions and reporting for water consumption and withdrawal, and changing how we calculate our water recycled and reused rate. We now express our volume of water recycled and reused as a percentage of total withdrawals, rather than total consumption.

The updated definitions for these aspects are set out in the notes to the table showing our 2020 Water Performance. We recalculated our 2019 water performance data to allow for comparability with 2020.

In 2020, our water reuse and recycling rate was 48%, a slight increase from 43% in 2019. At our Mana and Houndé mines, which are located in areas with high baseline water stress, our water recycling and reuse rate was 57%. We will be looking at ways to improve our recycling rates.



2020 PERFORMANCE

We track the quality of the water on and near our sites to make sure our operations do not negatively impact quality for other watershed users. Community water sources around the mine are regularly monitored using community boreholes samples and samples from local rivers against national water standards. We conduct upstream and downstream monitoring to ensure no contamination is caused through surface run-off. Monitoring results to date indicate that our operations do not impact water quality for other users.

Our total water withdrawal in 2020 was 18,764 megalitres (ML) which translates to ~16,000 litres of water per ounce of gold produced. During 2020, we also drew down significant

volumes of water stored in our tailing storage facilities (TSFs).

During the year, we discharged 663ML in total to surface water such as rivers and streams. The bulk of the water we discharged was at our Agbaou site (subsequently sold in March 2021) where heavy rainfalls during the rainy season meant we needed to manage and divert significant volumes of run-off.

In 2020, following the acquisition of the SEMAFO assets, our water management efforts focused on understanding the water footprint and profile of the expanded Group. This will continue in 2021 with the integration of the Teranga assets into our portfolio. Once we understand the baseline and water footprint for our expanded Company, we will work to set water reuse and recycling targets.

2020 Water Performance (ML)

	Ity		Agbaou		Houndé		Karma*		Boungou	Mana*	Total	
	2019	2020	2019	2020	2019	2020	2019	2020	2020	2020	2019	2020
Total Withdrawals	7,161	8,472	4,325	4,700	2,307	2,215	302	525	454	2,397	14,094	18,764
Surface water withdrawal	1,638	1,560	3,870	3,990	1,887	1,728	216	278	454	1,333	7,611	9,344
Ground water withdrawal	5,522	6,912	228	710	420	487	14	29	0	574	6,185	8,930
Pit dewatering	0	0	227	0	0	0	71	218	0	490	298	708
Water discharged	5,406	6,687	0	0	0	0	0	0	0	2,397	5,406	663
Water diverted	4,307	6,699	NA	710	NA	7	NA	0	0	0	4,307	7,416
Water consumed	1,755	1,839	NA	NA	420	487	334	425	NA	2,352	2,509	7,517
Water reused and recycled	3,703	7,437	NA	2,700	3,713	4,503	NA	380	903	1,677	10,610	17,600
Water reused and recycled as % of withdrawal	34%	47%	NA	36%	62%	67%	52%	42%	67%	41%	43%	48%

Note: Water reused and recycled was not disclosed before 2019. 2020 figures includes the SEMAFO assets for the full year 2020.

- Withdrawal is water received or extracted that is used for operation or stored.
- Discharge is water removed from the facility and discharged to the water environment or third party.
- Consumption is water used by the facility and not returned to the water environment or third party e.g. water used for dust suppression or human consumption, water lost to evaporation and entrainment in tailings.
- Water recycled is used in operations, treated and then used again.
- Water reused is used in operation and used again without treatment.
- Water diverted is water which enters a site and is released into the environment without being used.

RESPECTING BIODIVERSITY

Biodiversity is the rich variety of plant and animal life, is crucial for many of the natural services our mines and surrounding communities rely on, from purifying water to regulating the climate. If irresponsibly undertaken, mining can negatively affect the biodiversity and critical ecosystem services around our mines. Potential negative impacts include damage and reductions to available water quality or quantity, as well as loss of protected species and habitats. We are committed to protecting and conserving biodiversity wherever we operate.

MANAGEMENT APPROACH

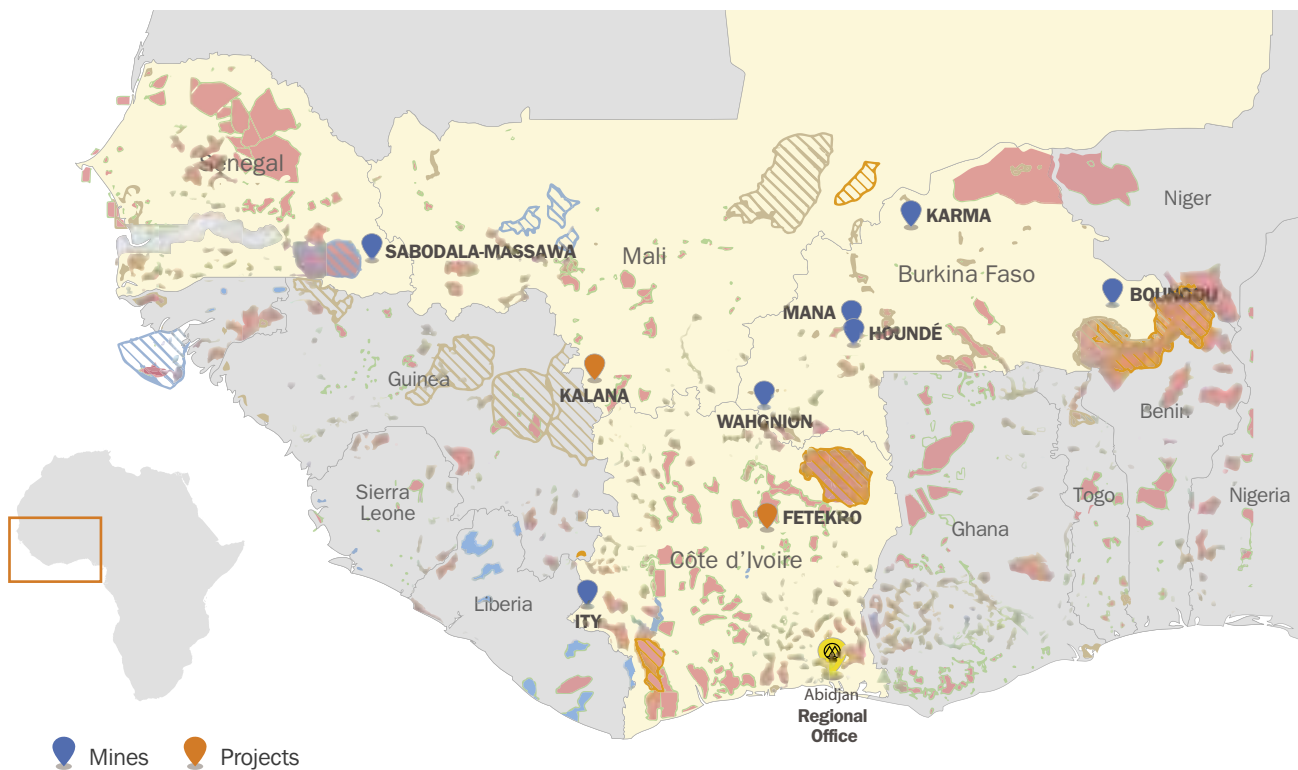
Our aim is to minimize and eliminate our negative biodiversity impacts by the end of the mine's life. Where we cannot eliminate negative impacts, we aim to mitigate our impacts through conservation and reforestation. We do not conduct exploration or mining activities on natural World Heritage sites and strive not to impact the habitats of endangered, protected or International Union for Conservation of Nature (IUCN) red list species. We undertake baseline

biodiversity studies as part of the ESIA process at the feasibility stage of any project or expansion. These baseline studies consider and document the full spectrum of flora and fauna.

Our approach to biodiversity management is to minimize biodiversity impacts through careful planning including building, pipeline and tailings placement, restore and rehabilitate impacts to the extent possible.

Examples of concrete steps we take to protect biodiversity include:

- **SPECIES RELOCATION** – Should wildlife enter the mine site our team work to carefully capture and relocate them to a safe area away from the mine. Members of our environment team are trained in safe handling techniques.
- **USE OF DETERRENTS** to prevent wildlife from entering operational or hazardous areas. For example, at Boungou we use scarer canons to scare birds away from cyanide water.
- **EMPLOYEE AWARENESS** at our Karma mine we run a program which provides awards to employees for fauna protection.



Map reflects Endeavour's current operating assets, as at June 1, 2021.



During the construction and operation of mines we need to clear trees. As part of our efforts to protect biodiversity, we work to reduce our impacts on forests. Part of this involves the establishment of onsite nurseries, as well as partnerships to create and preserve forests on site.

At our Ity mine, we have a partnership with Université Jean Lorougnon Guede of Daloa for the creation and preservation of a forest within the mine site. Since 2017, at Houndé, we have planted more than 29,400 trees. All the trees planted at Houndé have been sourced from a local nursery. At Karma the onsite trial for a nursery was successfully conducted in 2020 and fruit trees from that nursery were planted on site with promising results. The next step of the project is to engage with the community for a large-scale nursery project to be used for rehabilitation needs.

Another important part of our approach to biodiversity management is concurrent rehabilitation. By progressively restoring and rehabilitating sites throughout the life of a mine we are able to restore the environment faster which helps to minimize any biodiversity impact or loss. It also helps to reduce our long-term closure costs.

AIR QUALITY AND DUST

Minimizing dust is a constant challenge in mining, particularly in West Africa in the dry season when the Harmattan winds blow dust from the Sahara. Dust is generated on site through a variety of activities including drilling, blasting, crushing and the constant movement of heavy vehicles. Dust from these processes includes particulate matter (such as fine and coarse dust that can include minerals and metals) and gases. Over-exposure to dust can cause serious health issues. We recognize the need to further enhance our air quality monitoring, and reporting.

We monitor air quality on and near our sites via a network of dust monitoring stations and control points. We aim to ensure airborne particulate levels remain within permitted limits. One of the most significant sources of dust is from vehicles moving around the mine. To minimize this, we implement reduced speed limits and use water trucks to spray water on high-use roads. A number of these water trucks are community-owned and operated, to facilitate a prompt response and further support the host community. We also plant vegetation in exposed areas and on waste dumps, and conduct speed awareness in the community to further limit dust generated by vehicles. During 2021 we will look to expand upon and further improve our air quality monitoring.

“

AT OUR ITY MINE, WE HAVE A PARTNERSHIP WITH UNIVERSITÉ JEAN LOROUGNON GUEDE OF DALOA FOR THE CREATION AND PRESERVATION OF A FOREST WITHIN THE MINE SITE”

RESPONSIBLE TAILINGS MANAGEMENT

Tailings are the waste materials left after metals and minerals have been extracted from ore. Tailings are usually in the form of slurry and contain remnants of chemical reagents, such as cyanide. Tailings represent our most significant source of hazardous waste and require safe storage in tailings storage facilities (TSFs).

If not carefully designed, constructed, managed and regularly monitored, TSFs can become unstable or fail, causing significant environmental harm and fatalities.

At Endeavour we have always been aware of the potentially significant risks linked to TSFs, and our approach to tailings management is set out in our Tailings and Heap Leach Standard, which defines our commitment to the highest standards of safety in the design, construction, management, and decommissioning of TSFs.

We monitor our TSFs daily to ensure that they are operated in accordance with the design intent and report quarterly on our TSF management to our COO and the Technical Committee of the Board. Monitoring data are collected at least on a monthly basis to determine potential changes to wall stability and potential changes to water quality around the TSF. Annual auditing of our TSFs is conducted by the Engineer of Record.

All but one of our TSFs conform to Australian (ANCOLD, 2012) and national guidelines. The non-conforming TSF at Mana is currently undergoing embankment raises with buttressing and other remedial actions in order to conform with the ANCOLD 2019 Guidelines. We evaluate the consequences of TSF failure to human health and ecosystems according to the classification systems of the ANCOLD or Canadian Dam Association (CDA). All our TSFs are designed to hold tailings, even under severe stress,

and we continually monitor and review our facilities and procedures. The TSFs at our Houndé and Ity mines are also monitored in the case of extreme weather conditions. How we close our TSFs is just as important as how we operate them, and each TSF has a closure plan to ensure ongoing stability and no negative impacts on the environment or people.

We disclose information on our TSFs and their management to the Church of England-led Investor Mining and Tailings Safety Initiative, which is available on our website.

Tailings deposited

(Mt)	2018	2019	2020
Total tailings deposited	13.8	10.6	29.8

Note: 2020 figure includes the SEMAFO assets for the full year 2020.

Tailings storage facilities (TSFs)

Mine	Initial operation	Construction Method	Lining	Underdrainage	Most recent independent expert review	Tailings stored (tonnes)
Houndé	November 2017	Downstream	Clay lining and HDPE liner	Underdrainage and leakage collection and recovery system in place	August 2019	4,228,409
Ity	April 2018	Downstream	Clay lined	Underdrainage and leakage collection and recovery system in place	November 2020	15,550,630
Boungou	August 2019	Downstream	HDPE-lined		March 2020	2,052,476
Mana	2008	Upstream	Unlined		March 2020	5,395,345

Note: The Agbaou Mine was sold in March 2021 and the Karma Mine is a heap leach operation.

WASTE MANAGEMENT

HAZARDOUS WASTE

As well as tailings, other hazardous waste from our operations includes fluorescent lights, waste oils, solvents, laboratory and assay wastes and some electronic waste. The total amount of our other hazardous waste is relatively small. We strive to recycle and reuse as much as possible and follow best practices and country legislation for disposal. In accordance with the Basel Convention, we do not transport, export, import, treat or internationally-ship any hazardous waste.

(tonnes)	2018	2019	2020
Reuse	42	14	20
Recycling	439	704	975
Recovery (including energy recovery)	0	1	0
Incineration	1,218	844	1,033
On-Site Storage	46	98	269
Other	40	0	0
Total Weight of Hazardous Waste	1,785	1,661	2,297

Note: 2020 figures includes the SEMAFO assets for the full year 2020.

GENERAL WASTE

Alongside tailings and hazardous waste, our mines all generate significant volumes of general waste. Our approach to waste management is underpinned by three goals:

- Minimizing the amount of waste we produce.
- Maximizing the proportion of waste we reuse or recycle.
- Safely disposing of any waste that cannot be reused or recycled in accordance with the highest standards of safety.



Our largest waste product by volume is waste rock and overburden which are sent to carefully engineered waste rock dumps. Other non-hazardous wastes we produce include general and organic wastes from administration buildings, kitchens, and on-site accommodation, as well as scrap metals, wood and used tires.

We seek to reuse or recycle as much as possible before sending to landfill or incineration. Recycling on site is done whenever possible. Our greatest challenge remains the lack of national infrastructure. Sites distribute appropriate and safe scrap metals and wood to communities and return waste oils, batteries, and tires to contractors for repurposing or recycling. Operating in remote areas means we rely on single-use plastic and packaging for many essential items. We are working to eliminate single-use plastic drinking bottles at our sites and offices. In 2020, we significantly improved our reuse and recycling of non-hazardous waste, with a 65% increase in reuse and a 68% increase in recycling.

(tonnes)	2018	2019	2020
Reuse	399	647	1,072
Recycling	1,377	736	1,241
Incineration	426	234	206
Composted	0	0	3
On-Site Storage	0	7,023	205
Landfill	2,031	2,620	2,444
Total Weight of Non-Hazardous Waste	4,233	11,260	5,171

Note: Waste figures for 2018 restated following review. 2020 figures includes the SEMAFO assets for full year 2020.

Waste Rock and Overburden

(Mt)	2018	2019	2020
Total Waste Rock and Overburden	82.1	82.4	121.3

CYANIDE

Cyanide is an essential part of the gold mining process we use and we do not use mercury at our operations. However, if spilled, it can seriously damage the environment and result in significant health issues or even death. We follow the practices set out in the International Cyanide Management Code (ICMC) for the transportation, storage, use and disposal of cyanide. We are audited against the Code on a regular basis by an accredited third party. All employees and contractors who handle cyanide undergo specialized training on the safe management of cyanide. All on-site emergency response teams also receive specialist training and equipment so that any incidents can be safely and decisively dealt with. We recorded zero cyanide-related health or significant environmental issues in 2020 and we completed an ICMC compliance audit (remotely) at all six of our mines.

CLOSURE PLANNING

At Endeavour, we know that our responsibility to our host communities and countries is to minimize our environmental impacts and anticipate the successful social closure of our mines. We aim to restore the land we have occupied to an economically-usable state and ensure that local water quantity and quality are safeguarded for future generations. We strive to eliminate any health and safety concerns that communities could be exposed to.

Closure plans are integrated from the very start during the permitting process and constantly revised and enhanced throughout the mine life cycle and operational phase. All legacy Endeavour sites have closure plans which are regularly reviewed and updated. Progressive restoration of disturbed areas helps contribute to a reduction in our financial liabilities. Rehabilitation work undertaken at our mines includes topsoil placement, erosion control and revegetation with indigenous species. We also consider the impact of climate change in our selection of species.



In 2020, we revised our Group Mine Closure Standard. The updated Standard sets out a standardized process for mine rehabilitation, including guidelines and minimum requirements as well as rehabilitation schedules. During 2021 we will roll out our Group Standard across the acquired SEMAFO assets, the Boungou and Mana mines.

Endeavour has environmental rehabilitation provisions for all our operating mines. Rehabilitation activities include backfilling, soil-shaping, re-vegetation, water treatment, plant and building decommissioning, administration, closure and monitoring activities.

Endeavour's total liability for reclamation and closure cost obligation, as at December 31, 2020, was approximately \$80 million and the Group's reclamation expenses for 2020 was \$0.6 million. In Burkina Faso and Côte d'Ivoire, the regulatory authorities require security to be provided to cover the estimated rehabilitation provisions. As at December 31, 2020, the restricted cash deposited met regulatory requirements. The majority of rehabilitation expenses are expected to occur between 2022 and 2033.

Our Footprint

	Agbaou		Ity		Houndé		Karma		Boungou	Mana	Total	
(hectares)	2019	2020	2019	2020	2019	2020	2019	2020	2020	2020	2019	2020
Total land disturbed at start of reporting period	695	637	506	617	1,038	1,002	946	1,691	50	1,695	3,185	5,692
Land rehabilitated during reporting period	85	24	16	14	42	169	4	749	0	0	147	931
Land newly disturbed	27	8	127	0	6	1.5	749	0	0	0	909	9
Total land disturbed minus land rehabilitated at end of reporting period	637	621	617	603	1,002	835	1,691	942	50	1,695	3,947	4,770

Note: Total land disturbed at start of reporting period (2020) does not match Total land disturbed minus land rehabilitated at end of reporting period (2019) because of the addition of the Boungou and Mana mines, acquired on July 1, 2020.

INDEPENDENT ASSURANCE STATEMENT

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 2020 Sustainability Report (SR), covering the period 1 January to 31 December 2020. 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 and/or the Responsible Gold Mining Principles):
 - Direct economic value generated and distributed
 - Proportion of spending on local suppliers
 - Communication and training about anti-corruption policies and procedures
 - Description of the management system for prevention of corruption and bribery throughout the value chain
 - Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index
 - Energy consumption within the organisation
 - Energy intensity
 - Direct (Scope 1) GHG emissions
 - Energy indirect (Scope 2) GHG emissions
 - 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
 - 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
 - Production of metal ores
 - Total number of employees and contractors
 - Total weight of tailings waste
 - Number of tailings impoundments
 - Percentage of proved and probable reserves in or near areas of conflict
 - Percentage of proved and probable reserves in or near indigenous land
 - Dumber and duration of non-technical delays
 - Percentage of workforce covered by collective bargaining agreements
 - Number and duration of strikes and lockouts
 - Political contributions (RGMP 1.4)
 - Transparency (RGMP 1.5)
 - Taxes and transfer pricing (RGMP 1.6)
 - Accountabilities and reporting (RGMP 1.7)
 - Indigenous people (RGMP 7.6)
 - Use of mercury (RGMP 8.4)
 - World Heritage Sites (RGMP 9.2)

The scope of the engagement also included expressing an opinion (not assurance) on the following:

- Reporting on progress regarding the implementation of all the Responsible Gold Mining Principles (RGMPs)
- 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.

In addition, the Assurance Framework for the Responsible Gold Mining Principles and the associated Guidance on implementing and assuring the RGMPs were used to assure the RGMPs included in the assurance engagement and review the reporting on progress with the implementation of the RGMPs. 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:

- Online interviews with management (both at corporate and mine level) in respect of their approach to stakeholder engagement and determining material issues
- Extensive online interviews with relevant subject matter experts in the company 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 draft SR

LIMITATIONS

Usually, a site visit to one of the mines is included as part of our assurance process. Due to Covid-pandemic restrictions a site visit was not possible. More intensive online interviews were conducted with all relevant staff to mitigate the impact of this limitation.

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. 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 confident that the 2020 Sustainability Report presents 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 reporting on progress with the implementation of the RGMPs in the SR fairly reflects the current situation in the company, and its 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
28 May 2021



AA1000
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INDEXES

PERFORMANCE TABLES

This section presents a complete set of Endeavour's 2020 ESG performance tables, as per the GRI and SASB reporting frameworks, for completeness and to facilitate analysis. The performance tables are based on the same assumptions, methodologies and scope as the 2020 Sustainability Report.

ETHICAL BUSINESS

GRI 205-2 Communication and training about anti-corruption policies and procedures

Number of employees that have received training on anti-corruption	Count	64%
Hours of Training on Anti-Corruption Received for the year	Count	
Number of employees that the organization's anti-corruption policies have been communicated to	Count	78%
Total number of business partners that the organization's anti-corruption policies and procedures have been communicated to	Count	55

GRI 205-3 Confirmed incidents of corruption and actions taken

Total number of confirmed incidents of corruption	Count	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Count	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Count	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	Count	0

HEALTH AND SAFETY

GRI 403-9 Work-related injuries

SASB EM-MM-320a.1. (1) MSHA all-incidence rate

Mine	AIFR			LTIFR			MTIFR		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Agbaou	3.74	4.93	3.19	0	0	0	1.14	0.58	0.64
Ity	9.21	3.61	5.70	0	0.45	0.57	1.35	0	0.95
Karma	5.59	4.65	3.05	0	0	0	0.66	0	0
Houndé	3.19	2.42	1.88	0	0	0	1.37	0.97	0.42
Boungou	NA	NA	5.50	NA	NA	0	NA	NA	2.75
Mana	NA	NA	8.02	NA	NA	0	NA	NA	2.81
Total Operations	5.19	3.78	3.94	0.16	0.14	0.14	1.13	0.41	0.87
Total Endeavour	5.74	3.99	3.68	0.18	0.10	0.12	0.87	0.52	0.74

Note: All safety data reported covers both Endeavour employees and contractors. RWI were not recorded before 2019. Total Endeavour data includes projects and exploration. Boungou and Mana included from July 1, 2020 on completion of the SEMAFO acquisition. Total Operations for 2018 include the Tabakoto mine, which was sold in December 2018.

Malaria Cases and Incidence Rates

	2018	2019	2020	2019 Malaria Incidence Rate	2020 Malaria Incidence Rate
Agbaou	262	245	195	71	62.2
Ity	859	1,634	1,662	360	315.8
Houndé	912	552	183	133.5	38.2
Karma	214	270	270	96.5	82.2
Boungou	NA	NA	500	NA	458.5
Mana	NA	NA	266	NA	106.7
Exploration	103	98	91	525.5	49.5
Projects	1,094	1,340	171	61	120.7
Total	4,361	4,135	3,338	216.2	138.7

Note: Malaria incidence rate calculated per one million person hours. 2019 data for Boungou and Mana was not available and 2020 data from July 1, 2020 on completion of the SEMAFO acquisition. The decrease in numbers for Projects between 2018-2019 and 2020 is due to the completion of the Ity CIL Project in April 2019.

GRI 403-5 Training on occupational health and safety

SASB EM-MM-320a.1. (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees

	2020
Hours of Health, Safety, and Emergency Response Training for Employees	894
Hours of Health, Safety, and Emergency Response Training for Contractors	1,332

OUR EMPLOYEES

GRI 102-8 Information on employees and other workers

SASB EM-MM-000.B: Total number of employees, percentage of contractors

	2018	2019	2020
Employees			
Men	4,673	3,412	4,450
Women	371	314	400
Contractors			
Men			5,771
Women			597
Percentage of contractors in total workforce (%)			
Contractors			57%

GRI 401-1 – New employee hires and employee turnover

Headcount	Operations	Total
Employee Turnover – Women	45	68
Employee Turnover – Men	679	793
Employee Turnover – 21 – 30 Years Old	131	148
Employee Turnover – 30 – 50 Years Old	497	595
Employee Turnover – Over 50 Years Old	109	118
Total Employee Turnover	724	861
Total Number of New Employee Hires – Male	442	660
Total Number of New Employee Hires – Female	50	82
Total Number of New Employee Hires – 21 – 30 Years Old	200	280
Total Number of New Employee Hires – 30 – 50 Years Old	266	417
Total Number of New Employee Hires – Over 50 Years Old	23	42
Total Number of New Employee Hires	492	742
Percentage		
Total Employee Turnover	8%	8%
Employee Turnover – Women	16%	17%
Employee Turnover – Men	18%	18%
Employee Turnover – 21 – 30 Years Old	17%	18%
Employee Turnover – 30 – 50 Years Old	17%	17%
Employee Turnover – Over 50 Years Old	31%	23%
Total New Employee Hires	5%	7%
Total Number of New Employee Hires – Male	12%	15%
Total Number of New Employee Hires – Female	18%	21%
Total Number of New Employee Hires – 21 – 30 Years Old	27%	33%
Total Number of New Employee Hires – 30 – 50 Years Old	9%	12%
Total Number of New Employee Hires – Over 50 Years Old	6%	8%

GRI 202–2 Proportion of senior management hired from host communities and countries

Nationals, Regionals and Other Expatriates in Senior Management (%)	Offices & Corporate	Exploration & Project	Operations	Total
Number of Persons in Senior Management	75	32	285	392
Local Communities Senior Managers	0%	13%	3%	2%
Regional Expatriates Managers from West Africa	8%	34%	15%	15%
National Senior Managers	87%	31%	39%	47%
Foreign Senior Managers	5%	22%	43%	34%
Locals, Nationals, and Other Expatriates in Total Workforce (%)				
Local Communities	3%	69%	37%	31%
National	74%	38%	67%	64%
Foreign	23%	4%	6%	5%

GRI 405-1 Diversity of governance bodies and employees

Diversity in Management (%)	2018	2019	2020
Women – Management	8	9	10
Men – Management	92	91	90
Under 30 Years Old – Management	4	7	7
30 – 50 Years Old – Management	76	70	69
Over 50 Years Old – Management	20	23	23
Diversity in Other Employee Categories (%)			
Technical/Supervisors			
Women – Technical Roles/Supervisors	6	11	9
Men – Technical Roles/Supervisors	94	89	91
Under 30 Years Old – Technical Roles/Supervisors	15	13	13
30 – 50 Years Old – Technical Roles/Supervisors	78	77	74
Over 50 Years Old – Technical Roles/Supervisors	8	10	12
Skilled			
Women – Skilled Employees	6	8	7
Men – Skilled Employees	94	92	93
Under 30 Years Old – Skilled Employees	23	18	18
30 – 50 Years Old – Skilled Employees	70	76	75
Over 50 Years Old – Skilled Employees	7	6	7
Semi-Skilled/Unskilled			
Women – Semi-Skilled/Unskilled Employees	7	6	10
Men – Semi-Skilled/Unskilled Employees	93	92	90
Under 30 Years Old – Semi-Skilled/Unskilled Employees	23	18	27
30 – 50 Years Old – Semi-Skilled/Unskilled Employees	71	74	64
Over 50 Years Old – Semi-Skilled/Unskilled Employees	7	8	9
Diversity in Total Workforce			
Total Number of Women	7	8	9
Total Number of Men	93	92	91
Total Number of Employees – 21 – 30 Years Old	18	16	17
Total Number of Employee – 30 – 50 Years Old	72	75	72
Total Number of Employees – Over 50 Years Old	9	9	10

OVERVIEW

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GRI 102-41 collective bargaining agreements**SASB EM-MM-310a.1. Percentage of active workforce covered under collective bargaining agreements**

Houndé	Karma	Ity	Agbaou	Boungou	Mana	Exploration & Project	Corporate	Total	% of total employees
Employees Covered by a Collective Bargaining Agreement									
1,287	0	967	275	0	0	326	49	2,904	61

GRI 404-1 Average hours of training per employee category

	2018	2019	2020
Total Hours of Training for All Employees	NA	NA	164,113
Female Employees	NA	NA	11
Male Employees	14	14	36
Manager/'Cadres'	11	14	4
Technical Roles/Supervisors	6	12	3
Skilled Employees	62	13	6
Semi-Skilled Employees/Unskilled Employees	7	5	32
All employees	NA	NA	34

OUR COMMUNITIES

Annual Consultations

	2018	2019	2020
Ity	719	111	212
Agbaou	188	160	12
Houndé	476	807	398
Karma	521	233	128
Mana	180	180	180
Boungou	0	5	6
Total	2,084	1,496	936

Grievances

	2018			2019			2020		
	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)	Grievances received	Grievances Open	Close-out Average (days)
Ity	146	166	14	84	8	17	22	2	14
Agbaou	70	37	16	51	48	14	12	6	10
Houndé	107	9	48	25	10	47	34	1	8
Karma	96	11	53	23	12	37	18	3	43
Mana	36	3	7	31	3	7	22	5	7
Boungou	5	0	14	2	2	14	0	0	NA
Total	460	226	25	216	83	23	108	17	16

GRI-G4 MM9 Number of households resettled

Resettlement	2018		2019		2020	
	No. of households	No. of people (estimated)	No. of households	No. of people (estimated)	No. of households	No. of people (estimated)
Ity	85	1,000	-	-	0	0
Houndé	26	130	31	186	142	694
Karma	101	717	195	1,800	0	0
Agbaou	-	-	-	-	2	7
Boungou	-	-	-	-	10	10
Total	212	1847	226	1986	154	711

GRI 203-1 Infrastructure investments and services supported

	Agbaou	Ity	Houndé	Karma	Total
Women-led Projects Supported	2	8	1	2	13
Community Investments (\$)					
Health	81,800	13,200	12,400	25,800	134,000
Education	24,600	11,800	12,000	1,800	228,700
Arts, Culture and Sports	9,100	3,400	14,000	54,000	80,500
Environment	-	4,300	4,200	900	9,400
Economic Development	74,600	28,400	12,500	-	158,300
Infrastructure	-	51,000	-	9,300	60,300
Water Infrastructure	-	5,000	-	6,300	46,300
Community Engagement	-	-	28,600	-	46,000
Other	-	-	12,100	4,500	16,600
Sub Total	190,100	117,100	95,800	102,600	780,100
SEMAFO Foundation	-	-	-	-	980,000
ECODEV	-	-	-	-	630,000
COVID-19 Support	-	-	-	-	6,000,000
Total					8,390,100

GRI 203-1 Infrastructure investments and services supported

Local Mining Development Funds

	2020
Agbaou	\$0.92m
Ity	\$1.88m
Boungou*	\$2.82m
Houndé	\$4.98m
Karma	\$1.81m
Mana*	\$3.74m
Total	\$16.15m

*For FY-2020

GRI 204-1 Portion of spending on local suppliers

	Total (\$m)	Spend on national and local suppliers (\$m)	Percentage spend on national and local suppliers
Operations	769.3	592	77%
Agbaou	86.9	55.8	64%
Ity	182.4	108.0	59%
Boungou	58.6	32.9	56%
Houndé	164.5	138.9	84%
Karma	89.9	82.1	91%
Mana	187.0	174.4	93%
Corporate	58.3	20.1	34%
Exploration	10.9	9.6	88%
Total	838.5	621.7	74%

Notes: Corporate includes [x] and Exploration[SA1] excludes [y]

GRI 410-1 Security personnel trained in human rights policies or procedures

	2018	2019	2020
Number of security personnel			
Number of Endeavour employees who act as security personnel	271	75	63
Number of employees of third-party security contractors providing services to Endeavour	631	863	1,129
Number of gendarmes and military providing security services to Endeavour	NA	NA	415
Percentage of security personnel who received training on Endeavour's human rights policies and procedures			
% of Endeavour security personnel	66%	81%	81%
% of third-party security contractors' personnel	71%	71%	51%

GRI 201-1 Direct economic value generated and distributed

(\$ millions)	2018	2019	2020
Direct Economic Value Generated (A)	895	886	1,622
Gold revenue	895	886	1,608
Revenue from sale of assets	-	-	14
Economic Value Distributed (B)	589	538	894
Operating costs (excluding employee costs)	438	349	501
Employee wages and benefits	91	82	114
Payments to governments			
Côte d'Ivoire	20	39	118
Burkina Faso	35	61	144
Senegal	-	-	-
Community investments and donations	0	1	8
Other (royalties paid to third parties)	5	6	9
Economic Value Retained (C) = (A) – (B)	306	348	728

Notes: 2018 includes the Tabakoto mine, sold in December 2018. 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. 2020 figures include the SEMAFO assets from July 1, 2020.

OUR ENVIRONMENT

GRI 305-4 GHG emissions intensity

(kgCO ₂ e/oz of gold produced)	2018	2019	2020
GHG intensity	497	388	431

GRI 305-1 Direct (Scope 1) GHG emissions, and GRI 305-2 indirect (Scope 2)

GHG emissions

SASB EM-MM-110a.1: Gross global Scope 1 emissions

(tonnes CO ₂ -e)	2018	2019	2020
Houndé	84,462	70,030	86,220
Ity	49,279	51,111	79,764
Agbaou	55,071	45,046	53,265
Karma	44,917	50,159	47,114
Tabakoto	92,676	NA	NA
Scope 1 – legacy Endeavour	326,405	216,345	266,363
Mana	NA	NA	107,490
Boungou	NA	NA	69,677
Scope 1 – Endeavour	326,405	216,345	443,531
Houndé	31,833	34,975	43,179
Ity	2,584	517	1,004
Agbaou	433	463	18,819
Scope 2	34,850	35,955	62,002
Total	361,255	252,300	506,533

Note: Total may not sum due to rounding. Scope 2 emissions were calculated using the market-based methodology. Differences in the Agbaou emissions from 2019 to 2020 due to the switch from hydropower to natural gas. Tabakoto divested in December 2018.

GRI 302-1 Energy consumption within the organization

SASB EM-MM-130a.1 (1) Total energy consumed

(GJ)	2018	2019	2020
Purchased electricity	446,936	709,312	983,737
LPG	3,787	1,688	12,413
HFO	0	0	573,294
Diesel	4,579,092	3,050,863	5,430,382
Gasoline	644	101	124
Total	5,038,513	3,761,964	6,999,950

Note: Total may not sum due to rounding. Restatement: Data for 2018 and 2019 is restated in GJ from MWh.

GRI 302-3 Energy intensity

(GJ/oz of gold produced)	2018	2019	2020
Energy intensity	6.95	5.80	5.96

Restatement: Data for 2018 and 2019 is restated in GJ/oz produced from KWh/oz produced previously.

GRI 303-3 Water withdrawal, 303-4 Water discharge, and 303-5 Water consumption
SASB EM-MM-140a.1 (1) Total fresh water withdrawn, and (2) total fresh water consumed

	Ity		Agbaou		Houndé		Karma*		Boungou	Mana*	Total	
	2019	2020	2019	2020	2019	2020	2019	2020	2020	2020	2019	2020
Total Withdrawals	7,161	8,472	4,325	4,700	2,307	2,215	302	525	454	2,397	14,094	18,764
Surface water withdrawal	1,638	1,560	3,870	3,990	1,887	1,728	216	278	454	1,333	7,611	9,344
Ground water withdrawal	5,522	6,912	228	710	420	487	14	29	0	574	6,185	8,930
Pit dewatering	0	0	227	0	0	0	71	218	0	490	298	708
Water discharged	5,406	6,687	0	0	0	0	0	0	0	2,397	5,406	663
Water diverted	4,307	6,699	NA	710	NA	7	NA	0	0	0	4,307	7,416
Water consumed	1,755	1,839	NA	NA	420	487	334	425	NA	2,352	2,509	7,517
Water reused and recycled	3,703	7,437	NA	2,700	3,713	4,503	NA	380	903	1,677	10,610	17,600
Water reused and recycled as % of withdrawal	34%	47%	NA	36%	62%	67%	52%	42%	67%	41%	43%	48%

Note: Water reused and recycled was not disclosed before 2019. 2020 figures includes the SEMAFO assets for the full year 2020.

- Withdrawal is water received or extracted that is used for operation or stored.
- Discharge is water removed from the facility and discharged to the water environment or third party.
- Consumption is water used by the facility and not returned to the water environment or third party e.g. water used for dust suppression or human consumption, water lost to evaporation and entrainment in tailings.
- Water recycled is used in operations, treated and then used again.
- Water reused is used in operation and used again without treatment.
- Water diverted is water which enters a site and is released into the environment without being used.

WASTE AND TAILINGS

GRI-G4 MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks

SASB EM-MM-150a.1 Total weight of tailings waste, percentage recycled

(Mt)	2018	2019	2020
Total Tailings deposited	13.8	10.6	29.8
Total Waste Rock and Overburden	82.1	82.4	121.3

GRI 306-1 Waste generation and significant waste-related impacts.

306-4 Waste diverted from disposal, and 306-5 Waste directed to disposal

(tonnes)	2018	2019	2020
Total Weight of Hazardous Waste	1,788	1,661	2,297
Reuse	42	14	20
Recycling	439	704	975
Recovery (including energy recovery)	0	1	0
Incineration	1,218	844	1,033
On-Site Storage	46	98	269
Other	40	0	0
Total Weight of Non- Hazardous Waste	4,191	11,293	5,171
Reuse	399	647	1,072
Recycling	1,377	736	1,241
Incineration	426	234	206
Composted	0	0	3
On-Site Storage	0	7,023	205
Landfill	2,031	2,620	2,444

Note: Waste figures for 2018 restated following review. 2020 includes the SEMAFO assets for the full year 2020

GRI-G4 MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated

	Agbaou		Ity		Houndé		Karma		Boungou	Mana	Total	
(hectares)	2019	2020	2019	2020	2019	2020	2019	2020	2020	2020	2019	2020
Total land disturbed at start of reporting period	695	637	506	617	1,038	1,002	946	1,691	50	1,695	3,185	5,692
Land rehabilitated during reporting period	85	24	16	14	42	169	4	749	0	0	147	931
Land newly disturbed	27	8	127	0	6	1.5	749	0	0	0	909	9
Total land disturbed minus land rehabilitated at end of reporting period	637	621	617	603	1,002	835	1,691	942	50	1,695	3,947	4,770

Note: Total land disturbed at start of reporting period (2020) does not match Total land disturbed minus land rehabilitated at end of reporting period (2019) because of the addition of the Boungou and Mana mines, acquired on July 1, 2020.

GRI, SASB, TCFD INDEX

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
GOVERNANCE					
GENERAL					
102-1	Name of the organization		Endeavour Mining Corporation	Yes	
102-2	Activities, brands, products, and services	SASB EM-MM-000.A: Production of (1) metal ores and (2) finished metal products	Gold Producer Page 1	Yes	
102-3	Location of headquarters		Page 142	Yes	
102-4	Location of operations		Operations in Burkina Faso, Côte d'Ivoire and Senegal. Development and exploration projects in Mali, Guinea and Niger.	Yes	
102-5	Ownership and legal form		Endeavour's shares are listed on the Toronto Stock Exchange under the trading symbol EDV and trade over-the-counter on the New York Stock Exchange under the symbol EDVMF. Its corporate office is located in London, UK with a regional office in Abidjan, Côte d'Ivoire.	Yes	
102-6	Markets served		Page 37	Yes	
102-7	Scale of the organization		Pages 1-2, 27, 106	Yes	
102-8	Information on employees and other workers	SASB EM-MM-000.B: Total number of employees, percentage of contractors	Page 106	Yes	
102-9	Supply chain		Page 80	Yes	
102-10	Significant changes to the organization and its supply chain		During 2020 Endeavour merged with SEMAFO and took operational control of the Boungou and Mana mines in Burkina Faso on July 1, 2020.	Yes	
102-11	Precautionary Principle or approach		We apply the precautionary principle by conducting full environmental and social impact assessments (ESIAs) before any project commences, through our risk assessments and frequent environmental monitoring on site.	Yes	

GOVERNANCE > GENERAL CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
102-12 External initiatives			Endeavour is committed to the World Gold Council's Responsible Gold Mining Principles Framework. Endeavour also participates in CDP's annual Climate Change, Water and Forests questionnaires	Yes	
102-13 Membership of associations			We are members of the national Chamber of Mines in the countries we operate in. Houndé and Karma are members of the Burkina CSR Forum	Yes	
102-14 Statement from senior decision-maker			Pages 8-11	Yes	
102-16 Values, principles, standards, and norms of behavior			Pages 20-21, 33-36, 55	Yes	16.3
102-17 Mechanisms for advice and concerns about ethics			Page 35		
102-18 Governance structure			Pages 20-21	Yes	
102-20 Executive-level responsibility for economic, environmental, and social topics			Pages 20-21		
102-22 Composition of the highest governance body and its committees			Visit the leadership page on Endeavour's website: endeavourmining.com		
102-23 Is the chair of the highest governance body also an executive officer? If so, why, and what is their function?			No		
102-26 Role of highest governance body in setting the organization's purpose, values, and strategy related to economic, environmental and social impacts			Pages 20-21		
102-32 Highest governance body's role in reviewing/approving sustainability reporting			Pages 20 -21		
REPORTING					
102-40 List of stakeholder groups			Pages 24-25	Yes	
102-41 Collective bargaining agreements	SASB EM-MM-310a.1. Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees		Pages 62, 108	Yes	8.8
	SASB EM-MM-310a.2 Number and duration of strikes and lockouts		Zero	Yes	16.7

GOVERNANCE > REPORTING CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
102-42	Identifying and selecting stakeholders		Pages 24-25, 28	Yes	16.7
102-43	Approach to stakeholder engagement		Pages 24-25, 28	Yes	16.7
102-44	Key topics and concerns raised		Pages 24-25, 28-29	Yes	
102-45	Entities included in the consolidated financial statements		Page 27	Yes	
102-46	Defining report content and topic Boundaries		Page 27	Yes	
102-47	List of material topics		Page 28	Yes	
102-48	Restatements of information		Where necessary restatements are explained in footnotes to the respective graphics.	Yes	
102-49	Changes in reporting		None	Yes	
102-50	Reporting period		Jan 01- Dec 31 2020	Yes	
102-51	Date of most recent report		The last report was published in May 2020	Yes	
102-52	Reporting cycle		Annual	Yes	
102-53	Contact point for questions regarding the report		Page 27	Yes	
102-54	Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Sustainability Reporting Standards: Core Option.	Yes	
102-55	GRI content index		Included in the standalone Sustainability Report.	Yes	
102-56	External assurance		Page 102-103	Yes	

ECONOMICS

ECONOMIC VALUE (GRI 201)

103-1	Explanation of the material topic and its Boundary	Page 80	
103-2	The management approach and its components	Page 80	
103-3	Evaluation of the management approach	Page 80	
201-1	Direct economic value generated and distributed – revenues – operating costs, – employee wages and benefits – donations and other community investments – retained earnings, – payments to capital providers – payments to governments	Page 80	Yes

ECONOMICS CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
MARKET PRESENCE (GRI 202)					
103-1	Explanation of the material topic and its Boundary		Page 59		
103-2	The management approach and its components		Page 59		
103-3	Evaluation of the management approach		Page 59		
201-2	Financial implications and other risks and opportunities due to climate change	TCFD-Strategy (TCFD-S): a) Climate related risks and opportunities the organization has identified over the short, medium and long term	Page 59 & MD&A		
202-2	Proportion of senior management hired from the local community		Pages 59, 107		8.5
INDIRECT ECONOMIC IMPACTS (GRI 203)					
103-1	Explanation of the material topic and its Boundary		Pages 71-77		
103-2	The management approach and its components		Pages 71-77		
103-3	Evaluation of the management approach		Pages 71-77		
203-1	Infrastructure investments and services supported		Pages 71-77		SDG 2 3.3 4.3 5.4 6.4
PROCUREMENT PRACTICES (GRI 204)					
103-1	Explanation of the material topic and its Boundary		Pages 82-83		
103-2	The management approach and its components		Pages 82-83		
103-3	Evaluation of the management approach		Pages 82-83		
204-1	Portion of spending on local suppliers		74%	Yes	8.3

ECONOMICS CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
ANTI-CORRUPTION (GRI 205)					
103-1	Explanation of the material topic and its Boundary		Pages 33-37		
103-2	The management approach and its components		Pages 33-37		
103-3	Evaluation of the management approach		Pages 33-37		
205-1	Operations assessed for risks related to corruption			Pages 33-37	
205-2	Communication and training about anti-corruption policies and procedures		64% of employees in sensitive positions completed training on corruption No in-person training was conducted due to COVID-19 restrictions	Yes	16.5
205-3	Confirmed incidents of corruption and actions taken		Zero		
	SASB EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain		Pages 33-37	Yes	
	SASB EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index		Not applicable. Production in Burkina Faso (86) and Côte d'Ivoire (104)	Yes	
ANTI-COMPETITIVE BEHAVIOUR (GRI 206)					
103-1	Explanation of the material topic and its Boundary		Pages 33-37		
103-2	The management approach and its components		Pages 33-37		
103-3	Evaluation of the management approach		Pages 33-37		
206-1	Number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		Zero		

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
ENVIRONMENT					
ENERGY (302) AND EMISSIONS (305)					
103-1	Explanation of material topics and their boundaries The management approach and its components	SASB EM-MM-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Pages 86, 88-92		
103-2	Explanation of material topics and their boundaries The management approach and its components	TCFD-Governance (TCFD-G): a) role of the board of the organization in overseeing climate related issues TCFD-G: b) Role of management in assessing and managing climate related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate related risks	Pages 86, 88-92		
103-3	Evaluation of the management approach		Pages 86, 88-92		
		TCFD-Strategy (TCFD-S): a) Climate related risks and opportunities the organization has identified over the short, medium and long term	Pages 86,88-92		
		TCFD-S: b) Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Pages 86, 88-92		
302-1	Energy consumption within the organization	SASB EM-MM-130a.1: (1) Total energy consumed; (2) percentage grid electricity (3) percentage renewable	TCFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes (1) 6,999,950 GJ (2) 14% (3) 9%	Yes	
302-3	Energy intensity	TCFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes	Page 90	Yes	7.3 12.2 13.1

ENVIRONMENT > ENERGY AND EMISSIONS CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
302-4 Initiatives to reduce energy consumption (through energy-efficiency or renewable energy) and resultant reductions		CFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes	Pages 88-92		
305-1 Direct (Scope 1) GHG emissions		TCFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Pages 91, 111	Yes	3.9 12.4 13.1 14.3 15.2
305-2 Indirect (Scope 2) GHG emissions			Pages 91-111	Yes	3.9 12.4 13.1 14.3 15.2
305-3 Other indirect (Scope 3) GHG emissions		TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Page 91		13.1 14.3 15.2
305-4 GHG emissions intensity		TCFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks TCFD-M: c) Targets used by the organization to manage climate related risks and opportunities and performance against targets	Page 90	Yes	
305-5 Reduction of GHG emissions		TCFD-M: a) Metrics used to assess climate related risks and opportunities in line with its strategy and risk management processes TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks	Pages 88-92		
	SASB EM-MM-110a.1: Gross global Scope 1 emissions percentage covered under emissions-limiting regulations		Scope 1 Emissions: 506,533 tonnes of CO ₂ -e None of our emissions are covered under emissions-limiting regulations.		

ENVIRONMENT > ENERGY AND EMISSIONS CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SASB EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)		The significant air emissions which we measure are dust emissions (PM 2.5, PM 10 and suspended particulates).		
WATER AND EFFLUENTS 2018 (GRI 303)					
103-1	Explanation of material topics and their boundaries		Pages 93-95		
103-2	The management approach and its components	TCFD-Governance (TCFD-G): a) role of the board of the organization in overseeing climate related issues TCFD-G: b) Role of management in assessing and managing climate related issues TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate related risks	Pages 93-95		
103-3	Evaluation of the management approach		Pages 93-95		
303-1	Interactions with water as a shared resource	TCFD-R: b) Processes for managing climate-related risks	Pages 93-95		
303-2	Management of water discharge-related impacts		Pages 93-95		
303-3	Water withdrawal	SASB EM-MM-140a.1: (1) Total fresh water withdrawn	11,381 ML Fresh water withdrawn in areas with high baseline water stress as % of total withdrawal: 25%		
303-4	Water discharge		Breakdown by freshwater or other water is not possible as the data is not available for all sites.		6.3
303-5	Water consumption	SASB EM-MM-140a.1. (2) total fresh water consumed	Page 95		6.4

ENVIRONMENT > WATER AND EFFLUENTS CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
	SASB EM-MM-140a.1. (3) percentage of each in regions with High or Extremely High Baseline Water Stress		According to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, our Karma mine is located in an arid area with low water use, the Ity, Boungou and Agbaou mines are located in areas with low water stress, and Our Mana and Houndé are located in areas with high and extremely high water stress respectively		
	SASB EM-MM-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations		Pages 93-95		

WASTE 2020 (306)

103-1	Explanation of the material topic and its boundary		Pages 99-100		
103-2	The management approach and its components		Pages 99-100		
103-3	Evaluation of the management approach		Pages 99-100		
306-1	Waste generation and significant waste-related impacts		Pages 99-100		3.9 11.6 12.5 12.6
306-2	Management of significant waste-related impacts		Pages 99-100		
306-4	Waste diverted from disposal		Pages 99-100		3.9 11.6 12.5 12.6
306-5	Waste directed to disposal		Pages 99-100		3.9 11.6 12.5 12.6
	SASB EM-MM-150a.2: Total weight of mineral processing waste		Not applicable		

BIODIVERSITY (GRI 304)

103-1	Explanation of the material topic and its boundary		Page 96		
103-2	The management approach and its components		Page 96		

ENVIRONMENT > BIODIVERSITY CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
103-3	Evaluation of the management approach				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SASB EM-MM-160a.1: Description of environmental management policies and practices for active sites	Page 96		6.6 14.2 15.1 15.5
304-2	Significant impacts on protected areas and areas of high biodiversity value	SASB EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Page 96		6.6 14.2 15.1 15.5
		SASB EM-MM-160a.2 Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Acid rock drainage is not predicted to occur at any of our sites. We collect samples for analysis on yearly basis at every site.		

ENVIRONMENTAL COMPLIANCE (307)

103-1	Explanation of the material topic and its Boundary		Pages 86-87		
103-2	The management approach and its components		Pages 86-87		
103-3	Evaluation of the management approach		Pages 86-87		
307-1	Non-compliance with environmental laws and regulations		None		16.3

PEOPLE

EMPLOYMENT (GRI 401)

401-1	New employee hires and employee turnover by age group, gender and region		Page 106		
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OCCUPATIONAL HEALTH AND SAFETY (GRI 403)

103-1	Explanation of the material topic and its Boundary		Pages 41-47		
103-2	The management approach and its components		Pages 41-47		
103-3	Evaluation of the management approach		Pages 41-47		

PEOPLE > OCCUPATIONAL HEALTH AND SAFETY CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
403-1 Occupational health and safety management system			Pages 41-47	Yes	8.8
403-2 Hazard identification, risk assessment and incident investigation	SASB EM-MM-320a.1. (1) MSHA all-incidence rate SASB EM-MM-320a.1. (3) near miss frequency rate (NMFR)		Our AIFR was 3.68 per million hours worked in 2020. (3) We currently record near misses and hazard identifications in the same indicator. We will look to report these two aspects differently and disclose a near miss frequency rate in the future. Pages 43-44		Yes
403-3 Occupational health services			Page 49	Yes	3.3 3.7 3.8
403-4 Worker participation, consultation and communication on occupational health and safety			Page 42, 44	Yes	8.8 16.7
403-5 Worker training on occupational health and safety	SASB EM-MM-320a.1. (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees		Page 105		8.8
403-6 Promotion of worker health			Page 49	Yes	3.3 3.7 3.8
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			Our site procurement policies currently do not specifically address health and safety aspects of our suppliers' employees.	Yes	3.3 3.7 3.8
403-8 Workers covered by an occupational health and safety management system			100% of on-site employees and contractors are covered by an OSH management system. OHS management system is audited internally, but not externally by a third-party.	Yes	3.3 3.7 3.8

PEOPLE > OCCUPATIONAL HEALTH AND SAFETY CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
403-9	Work-related injuries: numbers and rates of injuries and fatalities and total hours worked	SASB EM-MM-320a.1. (2) fatality rate	Rates have been calculated based on one million hours worked, including hours worked and incidents of subcontractor's workers. The data on work-related injuries includes employees and workers of subcontractors, however it is currently not possible to report the breakdown of incidents by employees and other workers. We are working on improving our data collection systems in order to close this gap. (2) We recorded one fatality in 2020 Fatality Rate: 0.04 per million hours worked	Yes	3.5 3.6 3.9 8.8 16.1
TRAINING AND EDUCATION (GRI 404)					
103-1	Explanation of the material topic and its Boundary		Pages 57-58, 63		
103-2	The management approach and its components		Pages 57-58, 63		
103-3	Evaluation of the management approach		Pages 57-58, 63		
404-1	Average hours of training per year per employee		Page 108		4.3 4.4 4.5 5.1 8.2 8.5 10.3
404-2	Programs for upgrading employee skills and transition assistance programs		Page 57-58, 63		4.3 4.4 4.5 5.1 8.2 8.5 10.3

PEOPLE CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
DIVERSITY AND EQUAL OPPORTUNITY (GRI 405)					
103-1	Explanation of the material topic and its Boundary		Pages 56-58		
103-2	The management approach and its components		Pages 56-58		
103-3	Evaluation of the management approach		Pages 56-58		
	405-1 Diversity of governance Bodies and employees		Pages 57-58, 63		5.5
NON-DISCRIMINATION (GRI 406)					
103-1	Explanation of the material topic and its Boundary		Pages 32-35		
103-2	The management approach and its components		Pages 32-35		
103-3	Evaluation of the management approach		Pages 32-35		
406-1	Incidents of discrimination and corrective actions taken		Zero		
SECURITY PRACTICES (GRI 410)					
103-1	Explanation of the material topic and its Boundary		Pages 78-79		
103-2	The management approach and its components		Pages 78-79		
103-3	Evaluation of the management approach		Pages 78-79		
410-1	Security personnel trained in human rights policies or procedures		Pages 78-79		
	SASB EM-MM-210a.3 Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict		Pages 78-79		

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
ETHICS AND COMMUNITIES					
HUMAN RIGHTS (GRI 412)					
103-1	Explanation of the material topic and its Boundary		Pages 78-79, 82		
103-2	The management approach and its components		Pages 78-79, 82		
103-3	Evaluation of the management approach		Pages 78-79, 82		
412-2	Employee training on human rights policies or procedures		Pages 78-79, 82		
LOCAL COMMUNITIES (GRI 413)					
103-1	Explanation of the material topic and its Boundary		Pages 66-70		
103-2	The management approach and its components		Pages 66-70		
103-3	Evaluation of the management approach		Pages 66-70		
413-1	Operations with local community engagement, impact assessments, and development programs		67%		16.7
PUBLIC POLICY (GRI 415)					
103-1	Explanation of the material topic and its Boundary		We have a blanket policy of no financial contributions to any political party in any of the countries in which we operate.		
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
415-1	Value of political contributions by country and recipient/ beneficiary				
SOCIOECONOMIC COMPLIANCE (GRI 419)					
103-1	Explanation of the material topic and its Boundary		Pages 66-70		
103-2	The management approach and its components		Pages 66-70		
103-3	Evaluation of the management approach		Pages 66-70		
419-1	Fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area		Zero		

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
GRI MINING & METALS SUPPLEMENT					
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		Page 113		3.5 3.9 6.3 6.3 6.4 6.6 12.4 14.1 14.2 15.1 15.2 15.3 15.4 15.5
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	SASB EM-MM-150a.1 Total weight of tailings waste, percentage recycled	29,752,651 Metric tonnes	Yes	3.9 6.3 6.6 12.4 12.5
		SASB EM-MM-150a.3 Number of tailings impoundments, broken down by MSHA hazard potential	Hazard categorization for our Houndé, Boungou and Ity tailings storage facilities is High based on the classification system of the Australian National Committee on Large Dams (ANCOLD 2012) Guidelines. Hazard potential of our tailings storage facility at Mana is high based on the classification system of the Canadian Dam Association (CDA).	Yes	
MM4	Number of strikes and lockouts exceeding one week's duration by country		Zero		3.5 8.8

GRI MINING & METALS SUPPLEMENT CONTINUED

GRI Standards	Alignment with SASB Metals & Mining	Alignment with TCFD Guidelines	Commentary / Page Number	External Assurance (GRI and SASB)	Alignment with the UN SDGs
	SASB EM-MM-210a.1. Percentage of (1) proved and (2) probable reserves in or near areas of conflict		Our Boungou mine is our only site with proved and probable reserves located in an area of conflict. The area is classified as Level 3 Violent Crisis according to the index from the Heidelberg Institute for International Conflict Research. 20.5% of proved reserves 9% of probable reserves (as of December 31, 2019, including the Boungou and Mana mines) We use the Heidelberg index as it provides regional-level information and is recommended by the World Gold Council Conflict-Free Gold Standard®.	Yes	
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	SASB EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land	Zero	Yes	1.4 2.3 3.5
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples		Zero		1.4 2.3
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes		Pages 70-71		1.4 2.3
	SASB EM-MM-210b.2. Number and duration of non-technical delays		During 2020, Endeavour experienced zero non-technical delays.	Yes	
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site and the associated risks and the actions taken to manage and mitigate these risks		There are active ASM sites within or in the vicinity of five (5) of our six (6) operating mines – 83%		1.4 2.3 3.9 6.3 6.6 8.8 12.4
MM9	Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process		Resettlement took place at our Houndé Mine, and to a very limited extent, at our Agbaou Mine.		1.4 2.3
MM10	Number and percentage of operations with closure plans		All operations have closure plans in place.		

LOCAL PROCUREMENT REPORTING MECHANISM

Indicator	Description/location
LPRM 100: CONTEXT FOR LOCAL PROCUREMENT DISCLOSURE	
Mining company name	Endeavour Mining Corporation
Mine site name	Ity, Agbaou, Hounde, Karma, Mana and Boungou
Reporting Period	1 January – 31 December 2020
Stage of assets	Operational
Estimated mine life	Refer to individual asset pages on the Endeavour website: endeavourmining.com
Average number of workers	2020 Sustainability Report, page 58
LPRM 200: PROCUREMENT SYSTEMS	
201: Policy and local suppliers	2020 Sustainability Report, page 82 - 83
202: Accountability on local suppliers	2020 Sustainability Report, page 82 - 83
203: Major contractors and local suppliers	2020 Sustainability Report, page 82 - 83
204: Procurement process	2020 Sustainability Report, page 82 - 83
LPRM DISCLOSURE 300: LOCAL PROCUREMENT SPENDING BY CATEGORY	
301: Categorizing suppliers	2020 Sustainability Report, page 82 - 83
302: Breakdown of procurement spend	2020 Sustainability Report, page 82 - 83
LPRM DISCLOSURE 400: LOCAL PROCUREMENT DUE DILIGENCE	
401: Due diligence process	2020 Sustainability Report, page 82 - 83
402: Anti-corruption policy	Refer to the “Operating with Integrity” page that lists all Endeavour’s policies at: endeavourmining.com
403: Training and guidance of suppliers	2020 Sustainability Report, page 82 - 83
LPRM 500: METHOD TO INCENTIVIZE LOCAL PROCUREMENT	
501: Commitments	2020 Sustainability Report, page 82 - 83
502: Preference in scoring of bids	2020 Sustainability Report, page 82 - 83
503: Preference in scoring of bids for significant local contributions	2020 Sustainability Report, page 82 - 83
504: Non-scoring methods to incentivize local purchasing	2020 Sustainability Report, page 82 - 83
505: Supporting suppliers to understand the tender process	2020 Sustainability Report, page 82 - 83
506: Special payment procedures for local suppliers	2020 Sustainability Report, page 82 - 83
507: Encouraging procurement from particular groups	2020 Sustainability Report, page 82 - 83
LPRM DISCLOSURE 600: EXTERNAL COMMITMENTS & OBLIGATIONS	
601: Regulations	2020 Sustainability Report, page 82 - 83
602: Other agreements and contracts	2020 Sustainability Report, page 82 - 83

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

All figures in US dollars

National economic contributions				2018	2019	2020
Senegal				193,246,000	202,603,028	246,243,192
Burkina Faso				63,339,000	95,662,339	198,056,970

	2019			2020		
	Senegal	Burkina Faso	Côte d'Ivoire	Senegal	Burkina Faso	Côte d'Ivoire

ECONOMIC CONTRIBUTIONS						
Total economic contributions	202,603,028	95,661,843	1,419,727	246,243,192	198,056,970	2,204,952
Payments to government	58,218,786	14,302,659	913,627	69,115,219	41,179,139	1,284,223
Local payroll	10,616,169	5,928,858	382,489	16,993,004	10,799,221	884,968
Local procurement	132,688,312	75,154,504	NA	158,504,394	143,534,890	NA
Community investment	1,079,762	275,823	123,612	1,630,575	2,543,721	35,761
Direct taxes						
Income tax	22,789,715	135,792	0	16,037,901	10,776	78,956
Withholding tax	5,280,784	4,639,052	491,701	6,935,247	6,343,473	327,782
Business tax	1,188,186	1,456,923	286,021	1,281,097	1,660,800	504,774
Registration fees	0	3,452	NA	2,179,124	-	12,344
Indirect taxes						
Non-recoverable VAT	2,327,738	728,645	NA	1,551,167	1,122,776	6,788
Customs duties	4,406,851	2,437,960	NA	2,694,569	5,449,841	94,828
Fuel taxes	4,498,813	3,379,289	NA	4,847,730	5,250,179	NA
Other payments						
Mining royalties	16,251,963	419,331	NA	16,591,842	14,777,317	NA
Water and forestry	172,860	15,970	NA	727,883	59,834	NA
Social security and pension	528,955	827,909	52,572	703,363	1,345,767	123,007
Rehabilitation fund	0	1,954,940	NA	-	1,954,940	NA
Advance royalties						
OJVG advance royalty	146,705	NA	NA	-	NA	NA
Massawa Waiver	15,000,000	0	0	15,000,000	NA	NA
Institutional support						
Local institutional support	27,844	216,403	83,333	537,423	456,647	135,744
Directorate of Mines and Geology support fund	248,275	41,933	NA	27,873	-	-
Ministry of Environment support fund	350,095	NA	NA	NA	2,746,788	NA
Mining fund of local development	NA	2,746,788	NA			

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

	2017	2018	2019			2020		
	Total	Total	Senegal	Burkina Faso	Total	Senegal	Burkina Faso	Total
LABOUR								
Employee demographics								
Local			366	366		487	440	
Regional			252	46		298	51	
National (rest of country)			670	600		750	534	
Expatriate			74	73		86	76	
Total	1,373	2,204	1,362	1,085	2,541	1,621	1,214	3,260
Diversity (%)								
National employees	94%	94%	95%	93%		95%	93%	
National employees in senior management	NA	NA	45.0%	40.0%		50.8%	32.7%	
Female employees	9.0%	8.2%	7.7%	7.9%	8.5%	7.9%	6.8%	8.0%
Diversity in governance bodies	25%	35%			42%			45%
Female, governance bodies	13%	24%			32%			35%
Visible minority, governance bodies	19%	24%			26%			30%
Labour-mgmt relations, turnover, training, reviews								
Employees covered by a collective bargaining agreement	0%	0%	0%	0%	0%	0%	0%	0%
Employee turnover rate	NA	NA	13.2%	81.0%		1.5%	20.0%	
Internships	NA	NA	20	9		63	8	
Average # hours training by employee	3	8	4.5	3	3.7	28.5	1.2	14.85
% of employees receiving performance reviews	100%	100%	100%	53%	75%	99%	52%	75.5%

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

OHS Indicators	2017	2018	2019			2020		
	Total	Total	Senegal	Burkina Faso	Total	Senegal	Burkina Faso	Total
OPERATIONAL HEALTH AND SAFETY (OHS)								
Fatalities	1	0	0	0	0	0	0	0
MTI (medical treatment injuries)	12	5	7	5	12	8	6	14
LTI (lost-time injuries)	4	2	2	0	2	1	1	2
LTIR (lost-time injury rate) per million hours worked	1.32	0.53	0.50	0	0.31	0.24	0.23	0.23
TRIFR (total recordable injury frequency rate – fatalities, LTI, MTI) per million hours worked	5.63	1.84	2.25	2.07	2.18	2.14	1.61	1.87
Occupational illness	NA	1	0	NA	NA	0	0	0

Notes: Data includes employees and contractors. 2018 data is for Sabodala only.

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

	2017	2018	2019			2020		
	Total	Total	Sabodala	Wahgnion	Total	Sabodala	Wahgnion	Total
ENVIRONMENT								
Environmental compliance								
Significant incidents	0	0	1	0	1	0	0	0
Fines	0	0	0	0	0	0	0	0
Energy consumption (Gigajoules)								
Heavy fuel oil	1,377,144	1,378,797	1,367,522	185,095	1,552,616	1,410,108	706,988	1,552,616
Diesel	1,041,245	857,461	880,303	442,503	1,322,805	942,297	672,792	1,322,805
Emissions (Scope 1)								
Total greenhouse gas emissions, CO ₂	NA	NA	165,570	50,321	215,891	166,517	103,485	270,003
GHG emissions intensity, tonnes CO ₂ e/oz	NA	NA	0.69	1.06	0.75	0.73	0.59	0.67
NOx, tonnes	NA	NA	323	NA	NA	NA	NA	NA
SOx, tonnes	NA	NA	24	NA	NA	NA	NA	NA
Volatile organic compounds, tonnes	NA	NA	19	NA	NA	NA	NA	NA
Particulate matter, tonnes	NA	NA	80	NA	NA	NA	NA	NA
Material use								
Sodium cyanide, tonnes	1,265	1,108	1,192	25	1,217	1,077	804	1,881
Hydrochloric acid, tonnes	140	156	223	17	240	215	167	382
Lime quick calcium oxide, tonnes	5,902	5,326	5,348	306	5,654	4,378	3,446	7,825
Lubricants, kL	928	904	917	140	1,057	5,569	187	5,756
Grease, tonnes	72	103	73	14	87	3	305	308

TERANGA'S 2020 ESG PERFORMANCE INDICATORS > ENVIRONMENT CONTINUED

	2017	2018	2019			2020		
	Total	Total	Sabodala	Wahgnion	Total	Sabodala	Wahgnion	Total
Water management (Megalitres)								
Total water withdrawal	1,903.0	NA	1,928	709	2,637	1,294	723	2,017
Surface source	NA	NA	1,928	521	2,449	1,294	388	1,682
Underground source	0	0	0	188	188	0	335	335
Total water discharged	0	NA	0	0	0	0	0	0
Total water recycled	2,769.5	NA	3,096	289	3,385	2,147	2,514	4,661
Total water used (withdrawn – discharged + recycled)	4,672.5	NA	3,933	998	6,021	3,441	3,237	6,678
Water recycling rate (water recycled/water used, %)	59%	NA	79%	29%	56%	62%	78%	70%
Water intensity (ML used/oz)	0.020	NA	0.021	0.023	0.021	0.015	0.018	0.017
Land disturbed and rehabilitated (hectares)								
Area disturbed during operational year	139	54	29	166	195	240	156	396
Total area disturbed – Since inception	1,435	1,489	1,518	260	1,778	2,485	457	2,941
Area restored during operational year	44	13	15	0	15	28	0	28
Total area restored – Since inception	64	77	92	0	92	120	0	120
Total unrestored area	1,371	1,412	1,425	260	1,686	2,365	457	2,821
Tailings (tonnes)								
Tailings generated	4,221,482	4,068,523	4,161,457	815,431	4,976,888	2,720,508	3,606,373	6,326,881

2017 and 2018 data is for Sabodala only.

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

All figures in US dollars	2017	2018		2019			2020		
	Senegal	Senegal	Burkina Faso	Senegal	Burkina Faso	Côte d'Ivoire	Senegal	Burkina Faso	Côte d'Ivoire
COMMUNITY									
Community investment									
Total community investment	363,353	243,107	26,139	1,079,762	275,823	123,612	1,842,701	957,470	138,201
Social Fund contributions	257,943	9,087	9,734	1,000,168	203,093		1,618,632	281,799	
- Health	116,270	219,349	70,511	195,396	4,831		1,227,239	170,003	
- Education	302,206	241,432	51,469	299,283	33,358		235,987	12,645	
- Sport and culture	53,417	256,550	4,548	223,479	1,812		81,677	-	
- Environment							-	-	
- Income generation	73,708	74,786	0	108,501	40,901		30,648	-	
- Water and sanitation	75,502	106,470	0	58,100	32,133		2,795	54,538	
- Other	257,943	9,087	9,734	115,409	90,057		40,286	44,613	34,375
Donations	33,411	26,764	16,405	34,833	42,580		41,860	10,669	66,368
Infrastructure							154,599	575,226	37,458
Gora Fund contributions	71,999	207,256	NA	44,761	NA		27,610	NA	
Exploration community investment	NA	NA	NA	0	30,150		NA	89,776	
Community grievances									
Resettlement	NA	248	NA	60	30		6	81	
Environmental	1	0	NA	0	3		2	77	
Damages	2	1	NA	1	184		6	94	
Other	0	0	NA	4	26		23	12	
Total	3	249	NA	65	243		37	264	11

TERANGA'S 2020 ESG PERFORMANCE INDICATORS

All figures in US dollars	2017	2018		2019		2020	
	Senegal	Senegal	Burkina Faso	Senegal	Burkina Faso	Senegal	Burkina Faso
PROCUREMENT							
Procurement by Origin							
Local	NA	NA	NA	441,432 0.2%	911,814 0.7%	858,381 0.4%	3,285,519 1.8%
Regional	NA	NA	NA	1,522,707 0.8%	1,244,961 1.0%	4,026,240 1.8%	2,653,929 1.5%
Nationally owned	38,675,000 21.4%	40,932,000 22.7%	15,074,000 8.3%	48,074,115 25.0%	21,166,546 17.1%	72,545,263 31.9%	55,395,614 30.7%
National subsidiaries	97,619,000 54.1%	98,756,000 54.7%	32,732,000 18.1%	82,650,058 42.9%	51,831,183 41.9%	81,074,510 35.6%	82,199,827 45.5%
Total national	136,294,000 75.5%	139,688,000 77.4%	47,806,000 26.5%	132,688,312 68.9%	75,154,504 60.8%	158,504,394 69.7%	143,534,889 79.5%
Total procurement	164,238,000	180,574,000	121,119,000	216,624,264	123,703,160	227,563,913	180,494,547
	2017	2018		2019		2020	
	Senegal	Senegal	Burkina Faso	Senegal	Burkina Faso	Senegal	Burkina Faso
Procurement by Category							
Construction	2,985,000	1,030,000	26,564,000	3,610,353	37,347,869	14,476,055	16,775,701
Industrial equipment, spare parts and maintenance	8,240,000	10,158,000	188,000	575,029	4,065,278	56,562,739	50,878,683
Mining services and mining equipment	53,978,000	49,640,000	275,000	39,457,706	4,331,850	1,218,998	7,396,969
Staffing	8,120,000	7,779,000	4,106,000	17,197,029	3,536,053	3,057,675	5,093,340
Transport and logistics	7,482,000	7,996,000	3,444,000	6,666,083	7,017,594	31,472,540	13,016,583
Utilities	39,671,000	45,431,000	0	1,906,634	10,636	20,044,520	38,011,673
Other B2B services	5,002,000	7,106,000	6,652,000	12,929,943	10,385,429	20,626,930	8,176,853
Vehicles: rental, spare parts and maintenance	526,000	576,000	352,000	1,834,599	1,011,398	7,506,529	4,164,572
General goods and supplies	9,479,000	9,971,000	6,224,000	48,510,935	7,448,399	3,538,408	20,516
Total national procurement	135,483,000	139,687,000	47,805,000	132,688,311	75,154,504	158,504,394	143,534,890

GLOSSARY OF TERMS

AIFR	All Injury Frequency Rate
AISC	All-in Sustaining Costs
ASM	Artisanal and Small-Scale Mining
CFO	Chief Financial Officer
CIL	Carbon-In-Leach
COO	Chief Operating Officer
CSR	Corporate Social Responsibility
EGF	Equipment General du Faso
EITI	Extractive Industries Transparency Initiative
EMS	Environmental Management Systems
ESG	Environmental, Social and Governance
ESIA	Environmental and Social Impact Assessments
ESTMA	Extractive Sector Transparency Measures Act
EVP	Executive Vice President
FAIFR	First Aid Injury Frequency Rate
GDP	Gross Domestic Product
GHG	Greenhouse Gas
HDPE	High-Density Polyethylene
HFO	Heavy Fuel Oil
HID	Hazard Identification
HPI	High Potential Incidents
HSE	Health, Safety and Environment
IFRS	International Financial Reporting Standards
IT	Information Technology
KPI	Key Performance Indicator
LRP	Livelihood Restoration Program
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
MA	Masters of Education
MBA	Masters of Business Administration
MTIRF	Medical Treatment Injury Frequency Rate
NASDAQ	National Association of Securities Dealers Automated Quotations System
NGO	Non Governmental Organization
PM	Particulate Matter
PPE	Personal Protective Equipment
PRI	Principles of Responsible Investment
PVC	Polyvinyl Chloride
RAP	Resettlement Action Plan
RGMPs	Responsible Gold Mining Principles (World Gold Council)
RWI	Restricted Work Injuries
SD	Sustainable Development
SDGs	Sustainable Development Goals (United Nations)
SIA	Social Impact Assessment
TRIFR	Total Recordable Injury Frequency Rate
TSF	Tailings Storage Facility
VP	Vice President
VPI	Voluntary Principles on Security and Human Rights
WIM	Women in Mining

ABBREVIATIONS

Bn	Billion
CO ₂ e	Carbon Dioxide Equivalent
ESG	Environmental, Social and Governance
kWh	Kilo-Watt Hour
m	Metre
m ³	Cubic Metre
MI	Mega Litres
Mtpa	Million Tonnes Per Annum
mWh	Megawatt Hour
NOX	Nitrogen Oxides
t	Tonnes
SOX	Sulphur Oxides
US\$	US Dollars

ORGANIZATIONS

ANDE	Aspen Network of Development Entrepreneurs
BUNEE	Bureau National des Evaluations Environnementales
CIA	Central Intelligence Agency
DEFRA	Department for Environment, Food and Rural Affairs
EITI	Extractive Industries Transparency Initiative
ESC Rennes	Rennes School of Business Formerly École Supérieure de Commerce de Rennes
ESS	Environmental and Sustainability Solutions
GRI	Global Reporting Initiative
ICMC	International Cyanide Management Institute Code
IFC	International Finance Corporation
ISO	International Organization for Standardization
IPCC	Intergovernmental Panel on Climate Change
SONABEL	Société Nationale d'Électricité du Burkina Faso (National Electricity Company of Burkina Faso)
TCFD	Task force on Climate-Related Financial Disclosures
TSX	Toronto Stock Exchange

CALCULATIONS

Frequency Rates	Calculation
All Injury Frequency Rate (AIFR)	No. of (LTI+RWI+MTI+FAI) x 1,000,000 / rolling 12 month man-hours
Total Recordable Injury Frequency Rate (TRIFR)	No. of (LTI+RWI+MTI) x 1,000,000 / rolling 12 month man-hours
Lost Time Injury Frequency Rate (LTIFR)	No. of LTIs x 1,000,000 / rolling 12 month man-hours
Medical Treatment Injury Frequency Rate (MTIFR)	No. of MTI x 1,000,000 / rolling 12 month man-hours
First Aid Injury Frequency Rate (FAIFR)	No. of FAIs x 1,000,000 / rolling 12 month man-hours



ENDEAVOUR MINING – THE WEST AFRICAN GOLD CHAMPION



CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS

This Report contains “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 and the success of exploration activities. Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as “expects”, “expected”, “budgeted”, “forecasts” and “anticipates”.

Forward-looking statements, while based on management’s best estimates and assumptions, 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; risks related to international operations; risks related to general economic conditions and credit availability, actual results of current exploration activities, 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; accidents, 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 regulation of mining operations, tax rules and regulations and political and economic developments in countries in which Endeavour operates. Although Endeavour has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements will prove to be accurate, as actual results and future events could differ materially from those anticipated

in such statements. Accordingly, readers should not place undue reliance on forward-looking statements. Please refer to Endeavour’s most recent Annual Information Form filed under its profile at sedar.com for further information respecting the risks affecting Endeavour and its business.

This Report may include certain terms or performance measures commonly used in the mining industry that are not defined under International Financial Reporting Standards (“IFRS”), including “cash operating costs”, “all-in sustaining costs” (or “AISC”) and “adjusted cash operating costs”. Non-IFRS measures do not have any standardized meaning prescribed under IFRS and therefore they may not be comparable to similar measures employed by other companies. The data presented is intended to provide additional information and should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS and should be read in conjunction with Endeavour’s consolidated financial statements, available on our website.



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