



Environmental, Social & Governance Policy

1. Purpose

- 1.1 This Environmental, Social & Governance Policy sets out Endurance's key commitments and values, and the behaviours that it expects from its employees, officers, contractors, suppliers and consultants in accordance with this Policy.
- 1.2 In this Policy, "**Endurance**" means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the Environment Protection and Biodiversity Conservation Act 1999 (Cth), National Greenhouse and Energy Reporting (NGER) Act 2007 (Cth), Water Act 2007 (Cth), UN Declaration on the Rights of Indigenous Peoples and Aboriginal Cultural Heritage Act 2021 (WA), and having regard to other laws and regulations that concern environment, social and governance matters.

2. Key Principles

- 2.1 Endurance is committed to ensuring responsible environmental management in all its business activities, including exploration, project development, mining operations and closure. In addition, Endurance actively considers the social significance of its presence in the local area and community.
- 2.2 Endurance strives to deliver its commitment to responsible environmental management by:
 - complying with the relevant environmental laws, regulations, tenement and permit conditions, and aiming to perform above the minimum requirements;
 - ensuring that environmental issues are integrated into the decision making process of its exploration and mining activities;
 - identifying and assessing the potential environmental effects of all activities;
 - setting environmental performance objectives and providing the necessary resources to meet those objectives;
 - managing impacts on water quality and use of freshwater resources;
 - ensuring efficient and effective use of natural resources needed to undertake mining activities;
 - safely and responsibly managing of tailings storage facilities;
 - working with environmental and community stakeholders for the conservation of biodiversity;
 - integrating environmental and rehabilitation processes into its exploration, mining and metallurgical activities; and
 - active use of appropriate consultants in the event that it is considered there are specialist matters requiring external assistance.
- 2.3 Endurance recognises its performance in managing environmental impacts to the land, water and air around its operations impacts local communities and indigenous peoples. In this aspect, Endurance strives to:
 - communicate and cooperate with government bodies, statutory authorities, local communities and indigenous groups in regard to environmental and community issues;

- identify and address social or heritage issues and impacts;
- operate responsibly on or near traditional lands and cultural heritage sites; and
- respect the collective rights of indigenous peoples and 'free, prior and informed consent' (FPIC).

3. Traditional Owners

- 3.1 Endurance acknowledges the connection with country held by the traditional owners of the land on which it operates, being the Nharnuwangga, Wajarri and Ngarlawangga peoples, and commits to:
- working closely with the traditional owners to attain a deeper understanding of their heritage and cultural values;
 - respecting the traditional owners' right to consultation and ensuring that cultural and heritage consideration are integrated into Endurance's decision making processes; and
 - actively involving the Jidi Jidi Aboriginal Corporation, as trustee of the Native Title for the traditional owners, in identifying and assessing the potential impacts of exploration and mining activities.

Reporting

- 3.2 Endurance aims to address and review its environmental, social and heritage reporting and performance on an ongoing basis, including by applying the mitigation hierarchy of avoidance, minimising and mitigating when managing environmental and social impact and risk.
- 3.3 Endurance will continually improve the integrity of its operations by developing and adopting policies and procedures that apply to all employees, contractors and suppliers, and regularly reviewing, monitoring and auditing those practices and procedures.
- 3.4 Any alleged breach of this Policy should be reported promptly to Endurance's Company Secretary. Alternatively, any individual who wishes to raise a concern anonymously can do so in line with the Endurance's Whistleblower Code.
- 3.5 Environmental, community and heritage issues and feedback will be notified to the Chief Executive Officer and the Endurance Board.

Responsibilities of individuals

- 3.6 Environmentally and socially sound management practices are an important ethical, legal and corporate responsibility. For Endurance, it means ensuring that our practices uphold the required standards of environmental, social and corporate governance.
- 3.7 All Endurance's employees, officers, contractors, suppliers and consultants are responsible for being aware of their roles and responsibilities in respect of this Policy.

4. Further information

- 4.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.
- 4.2 If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.
- 4.3 This Policy is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer

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