Artificial Intelligence (AI) Policy

1. Purpose

1.1 This Policy sets out Endurance's commitment to the safe and responsible use of artificial intelligence and the principles governing how AI is used and how Company Data is protected when AI is used.

1.2 In this Policy, **"Endurance"** or **"the Company"** means Endurance Mining Pty Ltd (ABN 73 686 341 471), its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance; **"AI"** means generative artificial intelligence applications such as ChatGPT, Gemini, Claude and Microsoft Copilot; **"Company Data"** means all Company business information, Personal Data, proprietary information and intellectual property, in any form; and **"Personal Data"** means information about an identified or reasonably identifiable individual, including employee details and remuneration.

1.3 This Policy applies to all Endurance activities, to all forms of AI, and to all employees, officers, contractors, suppliers and consultants acting on the Company's behalf or with access to Company Data.

1.4 This Policy is designed to comply with applicable laws, including privacy, intellectual property, anti-discrimination and continuous disclosure laws.

2. Key Principles

2.1 Endurance recognises that AI can be useful and time saving but is known to produce inaccurate information and can create data leakage, intellectual property and legal risks. Endurance is committed to capturing the benefits of AI while managing these risks.

2.2 To deliver this commitment, everyone using AI for Company business must:

- Use AI responsibly and ethically, and never harm others, breach privacy of the Company, its employees or stakeholders, discriminate, impersonate others or facilitate malicious activity.
- Comply with all applicable laws, regulations and ethical guidelines governing the use of AI.
- Be transparent about their use of AI and take responsibility for all AI-assisted content as if they were its author.
- Use AI to complement, not replace, human judgement, and not as the basis of written work (including emails).
- Review all AI output for accuracy, completeness and infringement of third-party rights before use, and obtain human approval for AI-assisted decisions.
- Identify and mitigate bias in AI output, and ensure their use of AI is fair, inclusive and non-discriminatory.
- Protect Company Data in accordance with this Policy.

How Endurance protects its data when using AI

2.3 **Sensitive or Confidential Information** means any Company Data, other than Personal Data, that is not publicly available, including (but not necessarily limited to) daily production data; exploration results, drill assays and resource or reserve information not released to the market; cost, financial and commercial information, including contract terms; internal procedures, policies and strategy;

and information identifying the Company's projects, ore bodies, tenements, customers, suppliers, joint venture partners and other stakeholders.

2.4 Subject to paragraph 2.7, Microsoft Copilot, accessed through the user's Company Microsoft 365 account, and any other approved AI tool for that purpose, may be used with Sensitive or Confidential Information.

2.5 Any other AI tool may only be used for Company business with prior approval.

2.6 Third-party AI tools such as ChatGPT, Claude and Gemini may only be used with Sensitive or Confidential Information that has first been anonymised, including by removing the Company's name, project and ore body names, and associated parties and stakeholders.

2.7 AI tools (including Microsoft Copilot) must not be used with Personal Data, other than business contact details (such as names, roles and work email addresses) used incidentally in Microsoft Copilot in the course of Company business.

2.8 AI tools may only be used for Company business where the tool has been opted out of using inputs to train its AI models and only on Company devices. Personal AI accounts may only be used for Company business with Public Data and properly anonymised data. Sensitive or Confidential Information that has not been anonymised must only be used with Microsoft Copilot.

2.9 Data may only be used with AI where it has been legally obtained and the user has the necessary permissions to use it, meaning the use is authorised by their role, is not restricted by any contract, licence or confidentiality obligation, and complies with paragraphs 2.4 to 2.7.

Who is accountable for the use of AI

2.10 The Company Executive approves this Policy and is accountable for its implementation across the Company.

2.11 All employees, officers, contractors, suppliers and consultants must understand their responsibilities under this Policy, apply them in their work, and comply with the Company's Code of Conduct and Privacy Policy.

How Endurance reports and reviews the use of AI

2.12 Any security incident, suspected breach of this Policy, or ethical, legal or regulatory concern relating to AI must be reported immediately to the relevant manager, the Company Secretary or in accordance with the Whistleblower Policy.

2.13 The Company may monitor and review AI use to ensure compliance with this Policy. Breaches may result in disciplinary action, up to and including termination of employment, in accordance with the Company's disciplinary policies and procedures. Alleged criminal activity will be reported to the relevant authority or government body, as required by applicable law.

2.14 This Policy is reviewed periodically by the Company Executive, and changes will be communicated to all employees, officers, contractors, suppliers and consultants.

3. Further information

3.1 This Policy is not a contractual commitment and does not form part of, or affect, any contract of employment or services. It may be amended at any time.

3.2 Enquiries: Company Secretary. This Policy is published at www.endurancemining.com.au

Matthew Hine
Chief Executive Officer

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