



**ENCORE ENERGY CORP.**

**HUMAN RIGHTS POLICY**

**(As adopted by the Board on August 17, 2022)**

## **APPLICATION**

This Policy applies equally to: (a) enCore Energy Corp. and each of its subsidiaries and any joint ventures it manages (collectively, the “**Company**”), and (b) the Company’s directors, officers, employees, contractors and consultants, to the extent their activities relate to the Company and its businesses (collectively, “**Personnel**”). Respect for human rights is of fundamental importance to the Company. All Personnel, and all facilities owned or operated by the Company, regardless of geographic location, operational status or type of work performed, shall at all times be in full compliance with this Policy. All vendors, suppliers and partners working with the Company are expected to likewise comply with and uphold, to its fullest extent, the principles found in this Policy as they relate to the Company and its businesses and are encouraged to adopt similar policies within their own businesses.

## **PRIORITIES**

The Company strictly prohibits the use of child labor or forced labor in all steps of its supply chain. The Company shall ensure that in all of its business and contractual relationships: (a) any use of child labor or forced labor in any steps of the Company’s supply chain shall result in the immediate termination of employment or contractual agreement with the offending party, without liability to the Company; and (b) any alleged or actual use of child labor or forced labor shall constitute adequate grounds for the Company to provide notice to government officials and/or law enforcement for further investigation and prosecution, if appropriate.

The Company has identified the following human rights priorities, which are noted for their particular relevance to the uranium industry and the regions in which the Company operates:

- Protection of minority groups’ rights, with a policy of respect for varying ethnic, religious, national and linguistic identities and accommodation of those groups’ respective practices and traditions. The existing federal, state and local laws and licenses, permits, and applicable Plans of Operations, including associated U.S. National Environmental Policy Act and other environmental analyses, relating to the Company’s facilities ensure that the Company operates its facilities and carries on its business in a manner that:
  - avoids infringing on the human rights of others and that addresses any adverse human rights impacts;
  - avoids causing or contributing to adverse human rights impacts through the Company’s activities and addresses any such impacts if and when they occur; and
  - requires the Company to have in place policies and processes to identify, prevent, mitigate and remediate any adverse human rights impacts caused or contributed to by the Company or any of its facilities.

- Protection of women's rights, with a goal of diversifying job opportunities for women in the mining industry; and
- Economic inclusion for suppliers and vendors with equal opportunities for employing individuals and businesses from the rural communities in which we operate, as well as members of nearby tribes.

## **GRIEVANCES**

The Company has not suffered any controversy, major or otherwise, linked to human rights or corruption. This Policy is managed by enCore Energy Corp.'s Board of Directors (the "**Board**"), together with and including the Company's Chief Executive Officer (the "**CEO**"). Any person may file a good-faith complaint or concern to the Company relating to human rights by directing such complaint or concern to the following:

enCore Energy Corp.  
Attn: Chief Administrative Officer and General Counsel  
101 N. Shoreline Blvd., Suite 450  
Corpus Christi, TX 78401 USA  
Email: [gzerzan@encoreuranium.com](mailto:gzerzan@encoreuranium.com)  
Telephone: 361.239.5449

The Chief Administrative Officer and General Counsel will promptly provide any such complaint or concern to the Executive Chairman of the Board and to the CEO, who will together determine how best to address the complaint in light of all relevant facts and circumstances.