

## Sustainability Policy

Nordic Mining is committed to sustainable exploration, development, and extraction of minerals. Metals and minerals are essential to enable the green transition, improve standards of living, and a basis for economic growth. Our goal is to operate resources in a way that contribute positively to developing modern, sustainable societies.

Our Sustainability Policy is based on the United Nations Sustainable Development Goals to drive economic, environmental, and social performance. Sustainability is implemented at all stages of project development from exploration, construction, production, and closure. We base our operations on international good industry practice and aim to reach an A-level performance standard for all our operations according to the Towards Sustainable Mining Initiative.

Nordic Mining's Chief Executive Officer and Board are responsible for the Group's compliance to the Sustainability Policy. The Sustainability Policy is implemented for all operations across the group by the CEO and the management teams.

### OUR COMMITMENTS

#### Environmental responsibility



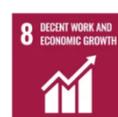
- Conduct comprehensive environmental impact assessments and utilize state of the art environmental monitoring technology to identify environmental risk
- Implement management systems to assess, avoid, reduce, and monitor negative impact on environment and biodiversity throughout the project cycle
- Restore and compensate loss of biodiversity with the long-term goal of net biodiversity gain
- Support conservation of ecosystem services
- Promote development of innovative solutions to alleviate environmental impact
- Minimize footprint of extractive waste
- Contribute to innovation to develop use of waste rock and tailings as raw materials for existing or new value chains
- Use Best Available Techniques for waste management to promote safety and reduce environmental risk

#### Energy efficiency and climate action



- Be energy efficient by implementing management practices and routines for reducing energy consumption and encourage innovative solutions for energy saving
- Work towards zero emission for our operations, and contribute to reducing value chain emissions by collaboration with suppliers and customers
- Publicly disclose greenhouse gas emissions from Group's operation and provide benchmarking data on emissions for products when possible

#### Social responsibility



- Establish relations based on transparency, trust, and respect with communities and stakeholders in the areas where we operate
- Form platforms for meaningful information sharing, interaction, and engagement with communities and stakeholders
- Respect the cultural, political, and social diversity of communities and value local knowledge and capabilities in building joint solutions

- Identify, analyze, and mitigate negative impact on communities' health and well-being
- Promote initiatives to strengthen economic diversification and positive impact on communities which contributes to their development and resilience
- Recognize the right of access to land and water for Indigenous peoples, and respect their cultures, customs, heritage, and livelihood
- Promote open and timely consultation with Indigenous peoples

### Healthy and Safe Work Environment



- Build operations with safety embedded in the culture and mindset of the way we work and conduct business
- Map and analyze hazards and risks associated with our activities and products
- Employ measures necessary to eliminate, reduce or control the risks of injuries and health issues related to work environment
- Promote well-being and mental health of employees
- Promote mutual respect among employees regardless of an individual's ancestry, race, gender, religious beliefs, or sexual orientation
- Create inclusive workplaces, in which employees feel valued and are enabled to reach their full potential
- No tolerance for harassment or discrimination

*This Policy statement applies to the whole of Nordic Mining ASA and is available to all employees on our intranet. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis, with its next review due on or before March 2027.*

*Signed for and on behalf of Nordic Mining ASA:*

A handwritten signature in black ink, appearing to read 'F. I. Marum'.

**Finn Ivar Marum**  
Chief Executive Officer  
Nordic Mining ASA

Reviewed: March 2026