

Business Ethics Policy

Fair play, honesty, and openness are important values for Nordic Mining. Our ability to create value is dependent on applying high ethical standards in relation to the market, owners, employees, partners, stakeholders, customers, and suppliers.

Chief Executive Officer and Board are responsible for the Group's compliancy to the Business Ethics Policy.

OUR COMMITMENTS



- Promote honest and ethical conduct of all employees, officers, directors, and persons acting on behalf of the Group
- Compliance with all applicable government, regulatory and stock exchange laws, rules, and regulations
- Promote transparency through fair, accurate, understandable, and timely disclosure of information internally and in public communication
- Ensure ethical interactions with government officials and local communities
- Zero tolerance of any form of bribery, corruption, and facilitation payments
- Ensure that employees endeavor to deal fairly and responsibly with the Group's customers, suppliers, and competitors
- No person may use, or contribute to others using, insider information about Group or other companies to subscribe for or trade in securities, either privately or on Group's behalf
- Any person receiving confidential information entrusted to them by the Group shall keep such information confidential also after the person leaves the Group
- Promptly manage conflicts of interest between personal and professional relationships
- No acceptance for any form of discrimination of employees or others involved in the Group's activities
- Ensure that Policy commitments are made known to all employees, contractors, consultants, officers, and directors of the Group
- Promote accountability for adherence to the Policy
- Provide mechanisms to report unethical conduct

If a person is uncertain as to the application and understanding of Nordic Mining's ethical guidelines or becomes aware of breaches of these guidelines, the person should immediately contact his or her supervisor. Where the person feels unable to report the matter to line management, the concern may be addressed to the Chief Executive Officer or the Chairman of the Board.

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:



Finn Ivar Marum
Chief Executive Officer
Nordic Mining ASA

Reviewed: March 2026