



COMMUNITIES POLICY

Hycroft Mining Holding Corporation and its subsidiaries (“Hycroft”) endeavor to maintain a positive standing in our community. Our reputation in the community in which we operate is integral to our development and sustainability. We work diligently to manage community relationships in an engaged, transparent, and meaningful way to sustain positive support through Life of Mine. We make every effort to contribute and support our community economically through Humanitarian, Academic, Cultural, Arts and Civic Initiatives. We desire to establish community partnerships that deliver meaningful and sustainable results.

Our commitment to community begins on site, our employees are our community as well. The value-based culture Hycroft has established recognizes the contribution and appreciation of every person working on site. Hycroft has established fair and equitable policies to ensure the Health, Safety & Wellbeing of each, and an appreciation for their families in our community.

The Hycroft Communities Policy is supported by our value-based culture and social performance principles:

- Recognition and appreciation for diversity and ensuring that all groups have open access to information and ability to communicate concerns.
- Respect for Cultural Heritage and traditional livelihoods in our community.
- Respect the community of which we employ and the community in which we operate through a transparent, collaborative and fully engaged process. We will listen to concerns in a conscientious manner.
- Recognizing and contributing to community partnerships through sharing of knowledge, appropriately investing in the community to ensure positive economic, environmental, and social results.
- Recognize, accept, and record all community inquiries of concern or complaint, with assigned action to adequately address and respond.

Hycroft ensures culturally appropriate and respectful behavior through effective training of our employees and contractors. As representatives of Hycroft, there is a greater expectation of appropriate and civil behavior. We endeavor to continuously improve our social performance to ensure Hycroft adjusts to changing industry best practices and societal changes.

THE HYCROFT ESG POLICY COMMITMENTS ARE INTEGRAL TO OUR VISION AND GOAL OF DEVELOPING AND SUSTAINING A WORLD CLASS PROJECT