HUMAN RIGHTS POLICY

I. PURPOSE

NexGen Energy Ltd. ("NexGen" or the "Company") is driven by the vision of sustainably delivering the uranium required to provide clean energy fuel for the future. Guided by its core values of honesty, respect, accountability, and resilience, NexGen believes that all individuals deserve to be treated with respect and dignity. Upholding human rights across NexGen's operations is fundamental to this approach. NexGen respects all human rights as recognized by the Universal Declaration of Human Rights and follows a strategy informed by the United Nations Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development Guidelines for Responsible Business Conduct, and other relevant guidance as they evolve over time. This framework ensures that the Company's actions today contribute to a brighter and more equitable future for generations to come.

The purpose of this policy is to outline NexGen's guiding principles, standards, and expectations with respect to human rights.

II. APPROACH AND COMMITMENTS

NexGen will:

- Comply with all applicable human rights laws, regulations, and reporting requirements in the countries where the Company operates.
- Avoid infringing on the human rights of employees, contractors, consultants, supply chain workers, and the communities where the Company operates.
- Respect the Rights and interests of Indigenous Peoples where the Company operates and does business.
- Meaningfully engage with all rights-holders, including vulnerable groups, on an ongoing basis.
- Maintain a workplace free from discrimination and ensure safe and healthy working conditions.
- Conduct ongoing, risk-based due diligence and monitoring across the mining life cycle to identify and assess actual and potential human rights impacts within the Company's operations.
- Set clear expectations for suppliers by requiring adherence to ethical conduct and human rights standards, including prohibiting all forms of modern slavery (forced and child labour).
- Implement accessible grievance mechanisms and incident investigation procedures that support and strengthen the Company's existing feedback systems – including an operational grievance mechanism for community and project-related issues and a Whistleblower hotline for internal misconduct or compliance matters.
- Facilitate access to operational remedies for substantiated grievances.
- Provide human rights training to all employees.
- Communicate this Policy to personnel and external stakeholders.

III. POLICY APPLICATION

This Policy applies to NexGen's directors, officers, and employees. Additionally, the Company communicates its human rights expectations to suppliers and contractors through internal processes and contractual mechanisms. Any violation of this Policy will be grounds for disciplinary action, up to and including termination of employment. No retaliation will be taken against a person for bringing forward a human rights complaint in good faith.

Related policies that complement the Company's human rights approach include:

- Code of Ethics
- Respectful Workplace Policy
- Whistleblower Policy
- Diversity Policy
- Sustainability Policy
- Other policies adopted by NexGen's Board of Directors from time to time.

This Policy will be reviewed and updated by the Board of Directors, working with the Chief Executive Officer, when there is a material change that affects its effectiveness in preventing violations of human rights.

Implementation of this Policy is overseen by senior management.

This Policy was last **approved by the Board of Directors**, upon recommendation by the Sustainability Committee of the Board of Directors, on March 3, 2026.