



HYCROFT MINING HOLDING CORPORATION

Code of Business Conduct and Ethics

This Code of Business Conduct and Ethics (this “*Code*”) has been adopted by Hycroft Mining Holding Corporation (together with its affiliated entities, the “*Company*” or “*Hycroft*”) to promote the Company’s fundamental values of honesty, loyalty, fairness, forthrightness, and common sense. This Code applies to every director, officer, employee (which includes every individual on the Company payroll), consultant and advisor (“*Representatives*”) providing services to or on behalf of the Company.

1. Code of Business Conduct and Ethics Introduction

As an integral part of our policy to manage our Company with full transparency and in the best interest of our shareholders and other stakeholders, our Code strives to deter wrongdoing and promote the following objectives:

- i. Honest, ethical and moral conduct and fair dealing;
- ii. Ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- iii. Full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with, or submits to, the Securities and Exchange Commission (the “*SEC*”) and in other public communications made by the Company;
- iv. Compliance with the applicable government and self-regulatory organization laws, rules and regulations (“*Applicable Laws*”)
- v. Compliance with all Company Policies, including but not limited to: (i) Corporate Disclosure Policy; (ii) Insider Trading Policy; (iii) Anti-Bribery and Anti-Corruption Policy; and (iv) Whistleblower Policy in addition to those company policies provided to you and for which annual training has been provided by the Company to you (“*Company Policies*”).
- vi. Protection of Company assets, including corporate opportunities and confidential information;
- vii. Deterrence of wrongdoing;
- viii. Prompt internal reporting of Code violations; and
- ix. Accountability for compliance with the Code.

Below we discuss situations that require application of our fundamental principles and promotion of our objectives. If there is or appears to be a conflict between this Code and a specific procedure you should consult with our Chief Executive Officer (“**CEO**”), Chief Financial Officer (“**CFO**”) or General Counsel or another officer as may be designated from time to time (the CFO, the General Counsel or any such designated officer, the "**Designated Officer**"), for guidance.

2. Compliance with Laws, Rules and Regulations

The Company's goal and intention is to comply with the laws, rules, and regulations by which we are governed. In fact, we strive to comply not only with requirements of the law but also with recognized compliance practices. All illegal activities or illegal conduct are prohibited whether they are specifically set forth in this Code or not.

Where law does not govern a situation or where the law is unclear or conflicting, you should discuss the situation with your supervisor and management should seek advice from the Designated Officer who will consult with or refer you to the appropriate corporate legal representatives. Business should always be conducted in a fair and forthright manner. All Company Representatives are expected to act according to high ethical standards.

3. Amendments and Modifications of this Code

There shall be no amendment or modification to this Code except by a vote of the Board of Directors or a designated board committee that will ascertain whether an amendment or modification is appropriate.

In case of any amendment or modification of this Code that applies to an officer or director of the Company, the amendment or modification shall be posted on the Company's website within two days of the board vote or shall be otherwise disclosed as required by applicable law or rules of national securities exchange in which the Company's securities are registered (the "**Exchange**"). Notice posted on the website shall remain there for a period of 12 months and shall be retained in the Company's files as required by law or by the rules of the Exchange.

4. Accountability for Compliance with this Code

Each of the Company's Representatives are expected to:

- *Understand.* The Company expects YOU to understand the requirements of your position or engagement including Company expectations and governmental rules and regulations that apply to your position or engagement.
- *Comply.* The Company expects YOU to comply with this Code, all Applicable Laws, and all Company Policies.
- *Report.* The Company expects YOU to report any violation of this Code, Company Policies or applicable laws, rules and regulations of which you become aware.
- *Be Accountable.* The Company holds YOU accountable for complying with this Code.

5. Annual Training & Certification

All Representatives in discharging their duties to the Company, shall participate in annual training

on the terms and conditions of this Code including expectations for compliance with it, Applicable Laws and Company Policies.

In addition, all Representatives shall on or before January 31st of each year execute a certification form under this Code confirming and/or reporting any compliance or non-compliance with this Code, Applicable Laws and Company Policies. The form of such annual certification is attached as Appendix A hereto.

The Chief Executive Officer of the Company shall be responsible for ensuring that annual certifications are obtained on or before January 31st of every year. The CEO shall thereafter provide written confirmation to the Board that such certifications have been obtained and summarize the results of such annual certification process.

As set out further herein, you have the right at any time to report potential violations of this Code anonymously and there shall never be any retaliatory measures taken against any Representatives placing a good faith report concerning an allegation of non-compliance (*see Section 22 for further details*).

6. Accounting Policies

The Company and each of its subsidiaries will make and keep books, records and accounts, which in reasonable detail accurately and fairly present all transactions, including the disposition of assets of the Company.

All Representatives are prohibited from directly or indirectly: (i) falsifying or causing to be false or misleading any financial or accounting book, record or account; (ii) manipulating an audit, and (iii) destroying or tampering with any record, document or tangible object with the intent to obstruct a pending or contemplated audit, review or federal investigation. The commission of, or participation in, one of these prohibited activities or other illegal conduct will subject you to federal penalties, as well as punishment of up to and including termination of employment or other engagement.

No Representative of the Company may, directly or indirectly, either: (i) make or cause to be made a materially false or misleading statement; or (ii) omit, or cause another person to omit, any material fact that is necessary so that statements made will not be misleading, in connection with:

- i. an audit of financial statements by independent accountants;
- ii. the preparation of any required reports whether by independent or internal accountants; or
- iii. any other work which involves or relates to the filing of a document with the SEC or the Exchange.

7. Anonymous Reporting

If you wish to report a suspected violation of this Code anonymously, you may call or write the Chairman of the Audit Committee. You do not have to reveal your identity to make a report. If you do reveal your identity, it will not be disclosed by the Chairman of the Audit Committee unless disclosure is unavoidable during an investigation. See "Non-Retaliation for Reporting" below.

8. Anti-Boycott and U.S. Sanctions Laws



The Company must comply with anti-boycott laws, which prohibit it from participating in, and require us to report to the authorities any request to participate in, a boycott of a country or businesses within a country. If you receive such a request, report it to the Designated Officer. We will also not engage in business with any government, entity, organization or individual where doing so is prohibited by applicable laws. For more information on these laws contact the Designated Officer who will consult with or refer you to the appropriate corporate legal representatives.

9. Anti-Bribery; Foreign Corrupt Practices Act

You are strictly forbidden from offering, promising or giving money, gifts, loans, rewards, favors or anything of value to any governmental official, employee, agent or other intermediary (either inside or outside the United States) which is prohibited by law. Those paying a bribe may subject the Company and themselves to civil and criminal penalties. When dealing with government customers or officials, no improper payments will be tolerated. If you receive any offer of money or gifts that is intended to influence a business decision, it should be reported to your supervisor or the Designated Officer immediately.

The Company prohibits improper payments in all of its activities, whether these activities are with governments or in the private sector.

The United States Foreign Corrupt Practices Act prohibits giving anything of value, directly or indirectly, to foreign government officials or foreign political candidates in order to obtain, retain or direct business. Accordingly, corporate funds, property or anything of value may not be, directly or indirectly, offered or given by you or an agent acting on our behalf, to a foreign official, foreign political party or official thereof or any candidate for a foreign political office for the purpose of influencing any act or decision of such foreign person or inducing such person to use his influence or in order to assist in obtaining or retaining business for, or directing business to, any person.

The Foreign Corrupt Practices Act also contains significant internal accounting control and record-keeping requirements that apply to the Company's domestic and international operations.

The above terms are only a summary of the restrictions placed on Representatives of the Company when acting on its behalf. The Company has adopted an *Anti-Bribery and Anti-Corruption Policy* (available at www.hycroftmining.com/about/governance/) applicable to all Representatives, and under which all such Representatives must confirm their understanding and compliance on an annual basis. Should you have any questions or concerns regarding any of the following, please consult the *Anti-Bribery and Anti-Corruption Policy* and contact a Designated Officers for further guidance.

10. Computer and Information Systems

For business purposes, officers and employees are provided telephones and computer workstations and software, including network access to computing systems such as the Internet and e-mail, to improve personal productivity and to efficiently manage proprietary information in a secure and reliable manner. You must obtain the permission from the CFO to install any software on any Company computer or connect any personal laptop to the Company network. As with other equipment and assets of the Company, we are each responsible for the appropriate use of these assets. Except for limited personal use of the Company's telephones and computer/e-mail, such equipment may be used only for business purposes. Officers and employees should not expect a

right to privacy of their e-mail or Internet use. All e-mails or Internet use on Company equipment is subject to monitoring by the Company.

11. Confidential Information Belonging to Others

You must respect the confidentiality of information, including, but not limited to, trade secrets and other information given in confidence by others, including but not limited to partners, suppliers, contractors, competitors or customers, just as we protect our own confidential information. However, certain restrictions about the information of others may place an unfair burden on the Company's future business. For that reason, directors, officers and employees should coordinate with the Designated Officer to ensure appropriate agreements are in place prior to receiving any confidential third-party information. These agreements must reflect a balance between the value of the information received on the one hand and the logistical and financial costs of maintaining confidentiality of the information and limiting the Company's business opportunities on the other. In addition, any confidential information that you may possess from an outside source, such as a previous employer, must not, so long as such information remains confidential, be disclosed to or used by the Company. Unsolicited confidential information submitted to the Company should be refused, returned to the sender where possible and deleted, if received via the Internet.

12. Confidential and Proprietary Information

It is the Company's policy to ensure that all operations, activities and business affairs of the Company and our business associates are kept confidential to the greatest extent possible. Confidential information includes all non-public information that might be of use to competitors, or that might be harmful to the Company or its customers if disclosed. Confidential and proprietary information about the Company or its business associates belongs to the Company, must be treated with strictest confidence and is not to be disclosed or discussed with others.

Unless otherwise agreed to in writing, confidential and proprietary information includes any and all methods, inventions, improvements or discoveries, whether or not patentable or copyrightable, and any other information of a similar nature disclosed to the directors, officers or employees of the Company or otherwise made known to the Company as a consequence of or through employment or association with the Company (including information originated by the director, officer or employee). This can include, but is not limited to, information regarding the Company's business, products, assets, processes, and services. It also can include information relating to research, development, drilling, exploration, inventions, trade secrets, intellectual property of any type or description, data, business plans, marketing strategies, engineering, contract negotiations and business methods or practices.

The following are examples of information that is not considered confidential:

- i. Information that is in the public domain to the extent it is readily available;
- ii. Information that becomes generally known to the public other than by disclosure by the Company or a director, officer or employee; or
- iii. Information you receive from a party that is under no legal obligation of confidentiality with the Company with respect to such information.

We have exclusive property rights to all confidential and proprietary information regarding the

Company or our business associates. The unauthorized disclosure of this information could destroy its value to the Company and give others an unfair advantage. You are responsible for safeguarding Company information and complying with established security controls and procedures. All documents, records, notebooks, notes, memoranda and similar repositories of information containing information of a secret, proprietary, confidential or generally undisclosed nature relating to the Company or our operations and activities made or compiled by the director, officer or employee or made available to you prior to or during the term of your association with the Company, including any copies thereof, unless otherwise agreed to in writing, belong to the Company and shall be held by you in trust solely for the benefit of the Company, and shall be delivered to the Company by you on the termination of your association with us or at any other time we request.

13. Conflicts of Interest

Conflicts of interest can arise in virtually every area of our operations. A "conflict of interest" exists whenever an individual's private interests interfere or conflict in any way (or even appear to interfere or conflict) with the interests of the Company. We must strive to handle any actual or apparent conflicts of interest in an ethical manner. We must each make decisions solely in the best interest of the Company. Any business, financial or other relationship with suppliers, customers or competitors that might impair or appear to impair the exercise of our judgment solely for the benefit of the Company is prohibited.

Here are some examples of conflicts of interest:

Family Members. Actions of family members may create a conflict of interest. For example, gifts to family members by a supplier of the Company are considered gifts to you and must be reported. Doing business for the Company with organizations where your family members are employed or that are partially or fully owned by your family members or close friends may create a conflict or the appearance of a conflict of interest. For purposes of the Code "family members" include any child, stepchild, grandchild, parent, stepparent, grandparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law, and adoptive relationships.

Gifts, Entertainment, Loans, or Other Favors. Directors, officers, employees, consultants, and advisors shall not seek or accept personal gain, directly or indirectly, from anyone soliciting business from, or doing business with the Company, or from any person or entity in competition with us. Examples of such personal gains are gifts, non-business-related trips, gratuities, favors, loans, and guarantees of loans, excessive entertainment, or rewards. However, you may accept gifts of a nominal value. Other than common business courtesies, directors, officers, employees, consultants and advisors must not offer or provide anything to any person or organization for the purpose of influencing the person or organization in their business relationship with us.

Directors, officers, employees, consultants, and advisors are expected to deal with advisors or suppliers who best serve the needs of the Company as to price, quality and service in making decisions concerning the use or purchase of materials, equipment, property or services. Upon prior approval of the Designated Officer, directors, officers, and employees may use the company's advisors, suppliers or contractors in a personal capacity and they are expected to pay market value for materials and services provided.

Outside Employment. Officers and employees may not participate in outside employment, self-employment, or serve as officers, directors, partners or consultants for outside organizations, if

such activity:

- iv. reduces work efficiency;
- v. interferes with your ability to act conscientiously in our best interest; or
- vi. requires you to utilize our proprietary or confidential procedures, plans or techniques.

You must inform your supervisor of any outside employment, including the employer's name and expected work hours.

Reporting Conflicts of Interest or Potential Conflicts of Interest. You should report any actual or potential conflict of interest involving yourself or others of which you become aware to your supervisor or the Designated Officer. Officers should report any actual or potential conflict of interest involving yourself or others of which you become aware to the Designated Officer or to the Chairman of the Audit Committee of the Board of Directors. Directors should report any actual or potential conflict of interest involving yourself or others of which you become aware to the Chairman of the Audit Committee of the Board of Directors.

14. Corporate Communications

See Investor Relations and Public Affairs.

15. Discipline for Noncompliance with this Code

You are prohibited from:

- i. taking for yourself, personally, opportunities that are discovered through the use of Company property, information or position;
- ii. using Company property, information, or position for personal gain; or
- iii. competing with the Company.

You have a duty to the Company to advance its legitimate interests when the opportunity to do so arises.

You are personally responsible and accountable for the proper expenditure of Company funds, including money spent for travel expenses or for business entertainment. You are also responsible for the proper use of property over which you have control, including both Company property and funds and property that has been entrusted to your custody. Company assets must be used only for proper purposes.

Company property should not be misused. Company property may not be sold, loaned or given away regardless of condition or value, without proper authorization. Each director, officer, employee, consultants, and advisors should protect our assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on the Company's profitability. Company assets should be used only for legitimate business purposes.

Disciplinary actions for violations of this Code of Business Conduct and Ethics can include oral or written reprimands, suspension or termination of employment or other engagement or a potential

civil lawsuit against you.

The violation of laws, rules or regulations, which can subject the Company to fines and other penalties, may result in your criminal prosecution.

16. Disclosure Policies and Controls

The continuing excellence of the Company's reputation depends upon our full and complete disclosure of important information about the Company that is used in the securities marketplace. Our financial and non-financial disclosures and filings with the SEC must be transparent, accurate and timely. Proper reporting of reliable, truthful, and accurate information is a complex process involving cooperation among many of us. We must all work together to ensure that reliable, truthful and accurate information is disclosed to the public.

The Company must disclose to the SEC, current security holders and the investing public information that is required, and any additional information that may be necessary to ensure the required disclosures are not misleading or inaccurate. The Company requires you to participate in the disclosure process, which is overseen by the Disclosure Committee and the CEO and CFO. The disclosure process is designed to record, process, summarize and report material information as required by all applicable laws, rules and regulations. Participation in the disclosure process is a requirement of a public company, and full cooperation and participation by members of the Disclosure Committee, CEO, CFO and, upon request, other employees in the disclosure process is a requirement of this Code.

Officers and employees must fully comply with their disclosure responsibilities in an accurate and timely manner or be subject to discipline of up to and including termination of employment.

17. Environment, Health and Safety

The Company is committed to managing and operating our worldwide assets in a manner that is protective of human health and safety and the environment. It is our policy to comply, in all material respects, with applicable health, safety and environmental laws and regulations. Each employee, consultant and advisor is also expected to comply with our policies, programs, standards and procedures.

18. Fair Dealing with Others

No director, officer, employee, consultant or advisor should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice.

19. Filing of Government Reports

Any reports or information provided, on our behalf, to federal, state, local or foreign governments should be true, complete, and accurate. Any omission, misstatement, or lack of attention to detail could result in a violation of the reporting laws, rules and regulations.

20. Insider Trading or Tipping

Directors, officers, employees, consultants and advisors who are aware of material, non-public information from or about the Company (an "insider"), are not permitted, directly or through family

members or other persons or entities, to:

- i. Buy or sell securities (or derivatives relating to such securities) of the Company (other than pursuant to a pre-approved trading plan that complies with the SEC Rule 10b5-1), or
- ii. Pass on, tip or disclose material, nonpublic information to others outside the Company including family and friends.

Such buying, selling or trading of securities may be punished by discipline of up to and including termination of employment; civil actions, resulting in penalties of up to three times the amount of profit gained, or loss avoided by the inside trade or stock tip; or criminal actions, resulting in fines and jail time.

The above terms are only a summary of the restrictions placed on Representatives when buying or selling Hycroft securities or communicating (in any form) material, non-public information about the Company. The Company has adopted an *Insider Trading Policy* (available at www.hycroftmining.com/about/governance/) applicable to all Representatives, and under which all such Representatives must confirm their understanding and compliance on an annual basis.

21. Investor Relations and Public Affairs

It is very important that the information disseminated about the Company be both accurate and consistent. For this reason, the CEO is responsible for the Company's internal and external communications, as well as for public communications with stockholders, analysts, and other interested members of the financial community. The CEO is responsible for communication with spokespersons in both routine and crisis situations.

22. Non-Retaliation for Reporting

In no event will the Company take or threaten any action against you as a reprisal or retaliation for making a complaint or disclosing or reporting information in good faith. However, if a reporting individual was involved in improper activity the individual may be appropriately disciplined even if he or she was the one who disclosed the matter to the Company. In these circumstances, we may consider the conduct of the reporting individual in reporting the information as a mitigating factor in any disciplinary decision.

We will not allow retaliation against any employee for reporting a possible violation of this Code in good faith. Retaliation for reporting a federal offense is illegal under federal law and prohibited under this Code. Retaliation for reporting any violation of a law, rule or regulation or a provision of this Code is prohibited. Retaliation will result in discipline up to and including termination of employment and may also result in criminal prosecution.

23. Political Contributions

You must refrain from making any use of Company, personal or other funds or resources on behalf of the Company for political or other purposes which are improper or prohibited by the applicable federal, state, local or foreign laws, rules or regulations. Company contributions or expenditures in connection with election campaigns will be permitted only to the extent allowed by federal, state, local or foreign election laws, rules and regulations.

You are encouraged to participate actively in the political process. We believe that individual

participation is a continuing responsibility of those who live in a free country.

24. Prohibited Substances

We have policies prohibiting the use of alcohol, illegal drugs or other prohibited items, including legal drugs which affect the ability to perform one's work duties, while on Company premises. We also prohibit the possession or use of alcoholic beverages, firearms, weapons or explosives on our property unless authorized by an Executive Officer of the Company. You are also prohibited from reporting to work while under the influence of alcohol or illegal drugs.

25. Public Affairs

See *Investor Relations and Public Affairs*.

26. Record Retention

We have document retention policies to establish retention periods for records created or received in the normal course of business. A record is any information, regardless of physical format, which has been created or received in the transaction of the Company's business. Physical format of a record includes hard copy, electronic, magnetic tape, disk, audio, video, optical image, etc. Each corporate department is responsible for the maintenance, retrieval, transfer, and destruction of its records in accordance with the established filing procedures, records retention schedules and procedures.

The alteration, destruction or falsification of corporate documents or records may constitute a criminal act. Destroying or altering documents with the intent to obstruct a pending or anticipated official government proceeding is a criminal act and could result in large fines and a prison sentence of up to 20 years. Document destruction or falsification in other contexts can result in a violation of the federal securities laws or the obstruction of justice laws.

Before any destruction of any documents or records, you must consult the Company's document retention procedures. You are required to review, follow and abide by the terms of those procedures. If the procedure is not clear, questions arise, or there is a pending or anticipated official proceeding, then the CFO must approve any document destruction.

27. Relations among Employees: Respect and Contribution

We function as a team. Your success as part of this team depends on your contribution and ability to inspire the trust and confidence of your coworkers and supervisors. Respect for the rights and dignity of others and a dedication to the good of our Company are essential.

A cornerstone of our success is the teamwork of our directors, officers and employees. We must each respect the rights of others while working as a team to fulfill our objectives. To best function as part of a team, you must be trustworthy and dedicated to high standards of performance. The relationships between business groups also require teamwork.

To facilitate respect and contribution among employees, we have implemented the following employment policies:

- i. To hire, pay and assign work on the basis of qualifications and performance;

- ii. Not to discriminate on the basis of race, religion, ethnicity, national origin, color, gender, sexual orientation, gender identity, age, citizenship, veteran's status, marital status or disability;
- iii. To attract and retain a highly talented workforce;
- iv. To encourage skill growth through training and education and promotional opportunities;
- v. To encourage an open discussion between all levels of employees and to provide an opportunity for feedback from the top to the bottom and from the bottom to the top;
- vi. To prohibit any sexual, physical, verbal or any other kind of harassment by others while an employee is on the job;
- vii. To make the safety and security of our employees while at Company facilities a priority;
- viii. To recognize and reward additional efforts that go beyond our expectations; and
- ix. To respect all workers' rights to dignity and personal privacy by not disclosing employee information, including protected health information, unnecessarily.

28. Reporting of Code Violations

You should be alert and sensitive to situations that could result in actions that might violate federal, state, or local laws or the standards of conduct set forth in this Code. If you believe your own conduct or that of a fellow employee may have violated any such laws or this Code, you have an obligation to report the matter.

Generally, you should raise such matters first with an immediate supervisor. However, if you are not comfortable bringing the matter up with your immediate supervisor, or do not believe the supervisor has dealt with the matter properly, then you should raise the matter with the Designated Officer. If a law, rule or regulation is in question, then consult with the Designated Officer who will consult with or refer you to the appropriate Corporate legal representatives. The most important point is that possible violations should be reported and we support all means of reporting them.

Directors and officers should report any potential violations of this Code to the Corporate Governance Committee of the Board of Directors.

29. Waivers

There shall be no waiver of any part of this Code for any director or officer except by a vote of the Board of Directors or a designated board committee that will ascertain whether a waiver is appropriate under all the circumstances. In case a waiver of this Code is granted to a director or officer, the notice of such waiver shall be posted on our website within five days of the Board of Directors' vote or shall be otherwise disclosed as required by applicable law or Exchange rules. Notices posted on our website shall remain there for a period of 12 months and shall be retained in our files as required by law.

A waiver for a specific event arising under the "Conflicts of Interest" section of this Code may be granted to an employee that is not a director or officer on the approval of the following: the CFO

and one of the Board of Directors. No other waivers of this Code are permitted.

30. Conclusion

This Code is an attempt to point all of us at the Company in the right direction, but no document can achieve the level of principled compliance that we are seeking. In reality, each of us must strive every day to maintain our awareness of these issues and to comply with this Code's principles to the best of our abilities. Before we take an action, we must always ask ourselves:

- i. Does it feel right?
- ii. Does it make sense?
- iii. Is this action ethical in every way?
- iv. Is this action in compliance with the law?
- v. Could my action create an appearance of impropriety?
- vi. Am I trying to fool anyone, including myself, about the propriety of this action?

If an action would elicit the wrong answer to any of these questions, do not take it. We cannot expect perfection, but we do expect good faith. If you act in bad faith or fail to report illegal or unethical behavior, then you will be subject to disciplinary procedures. We hope that you agree that the best course of action is to be honest, forthright and loyal at all times.

APPENDIX A

ANNUAL CERTIFICATION FORM

This will certify that I have received, recently read and understand the following policies provided by Hycroft Holding Mining Corporation (the “Company”), each as last approved by the Board of Directors in February of 2023:

- Code of Business Conduct and Ethics;
- Regulation FD Policy;
- Insider Trading Policy;
- Whistleblower Policy; and
- Anti-Bribery & Anti-Corruption Policy (together the “**Policies**”).

I hereby declare that I am responsible for understanding, complying with and implementing the Policies as they apply to my position and area of responsibility. I understand that I must also comply with the policies and rules governing my individual workplace or job function.

I hereby accept and assume such liability as a continuing condition of my employment (in the case of employees and consultants) and acknowledge that any breach of the Policies may result in the termination of my employment or consulting arrangement with the Company.

Subject to any additional reporting below, I confirm that I have been and am currently in compliance with the Policies, as well as the laws, regulation and rules of the jurisdiction where I carry out my business duties to the Company and all jurisdictions where the Company conducts its business activities, except as noted below or as has been already properly reported to the Company representatives.

Describe any existing circumstances, ownership or affiliation with a company, association, partnership, business activity or relationship with an individual(s) that may conflict with the Code of Conduct. Please include as much detail as possible including business name and purpose of the business or activity.

Reporting of Potential or actual violations of the Policies:

NAME (PRINT)

SIGNATURE

DATE

