



NASDAQ | HYMC

2025 ESG REPORT

Disclaimer

Cautionary Note Regarding Forward-Looking Information

This 2025 ESG Report contains “forward-looking statements” within the meaning of Section 27A of the United States Securities Act of 1933, as amended, Section 21E of the United States Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements regarding the feasibility, timing, and economics of transitioning the Hycroft Mine to commercial sulfide ore processing; future production, recoveries, and timelines referenced in the Hycroft Technical Report; exploration results and resource expansion; capital requirements and funding; and the Company’s environmental, social, and governance (ESG) performance, targets, and initiatives, including emissions reduction, water management, safety, biodiversity, and community engagement.

These statements are based on current expectations and assumptions that we believe are reasonable. However, they involve known and unknown risks, uncertainties, and other factors that may cause actual results to differ materially from those expressed or implied. Important factors include fluctuations in gold and silver prices; risks and uncertainties related to the development and operation of sulfide processing facilities; the uncertainty inherent in mineral resource and reserve estimates under S-K 1300; technical, geological, and metallurgical risks; permitting, regulatory, and infrastructure challenges (including water and power); environmental and reclamation liabilities; the ability to secure additional capital; labor, contractor, and operational risks; and risks associated with achieving ESG and sustainability goals and targets.

There can be no assurance that forward-looking statements will prove to be accurate. Readers should not place undue reliance on them. Actual results may differ materially from those anticipated. The Company undertakes no obligation to update or revise these statements, except as required by law. Projections and targets in this report are preliminary and subject to change. This cautionary note is qualified by the risk factors and disclosures in the Company’s SEC filings, including its most recent Form 10-K and 10-Q, and the Hycroft Technical Report.

About this report

Unless otherwise noted, all data contained in this report covers the period of 01-01-25 to 12-31-25

This is the 2025 ESG report for HYCROFT Mining Holding Corp. Hycroft is reporting on the following guidelines:

- **CDP** - Carbon Disclosure Project
- **GRI** - Global Reporting Initiative
- **GRI-MM** - Mining and Metals Supplement
- **ICMM** - The International Council on Mining and Metals
- **SASB** - IFRS Sustainability

This ESG report is connected to Hycroft Mining Holding Corp's financial reporting period.


The primary focus of this report is the **Hycroft Mine in northern Nevada, in the USA.**

Audit Status: Self-Declared

Affiliations: GRI 102-56 | SASB EM-MM-210b.1, Technical Protocols

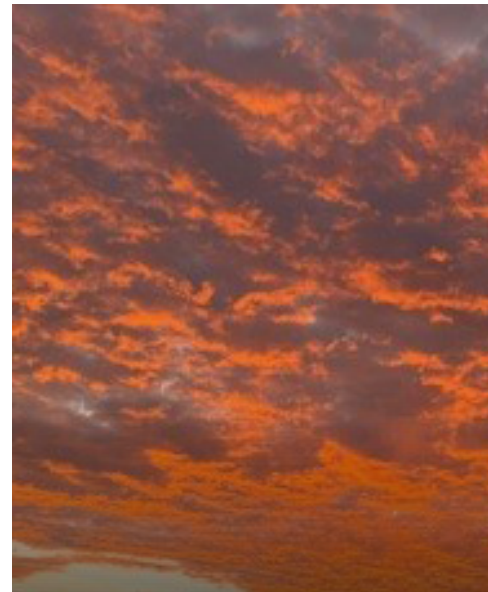


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About us

Hycroft Mining is a US-based gold and silver company exploring and developing the Hycroft Mine, one of the world's largest precious metals deposits located in northern Nevada, a Tier-1 mining jurisdiction.

After a long history of oxide heap leaching operations, the Company is focused on completing the technical studies to transition the Hycroft Mine into the next phase of commercial operations for processing the sulfide ore. In addition, the Company is engaged in a robust exploration drill program to unlock the full potential of our expansive +64,000-acre land package, of which less than 10% has been explored.

In 2023, Hycroft announced the discovery of a new high-grade silver system - a game changer for the Hycroft Mine.



Photo: Hycroft Mine

Letter from the Executive Chairman and CEO



As we advance Hycroft through the development stage and towards production, we believe responsible day-to-day activities and mining are about far more than the resources we will produce. It is about protecting our people, respecting the environment, creating lasting value for our communities, and operating with integrity at every level and in everything we do. This year, I am proud to report that our commitment to these principles has remained strong and unwavering.

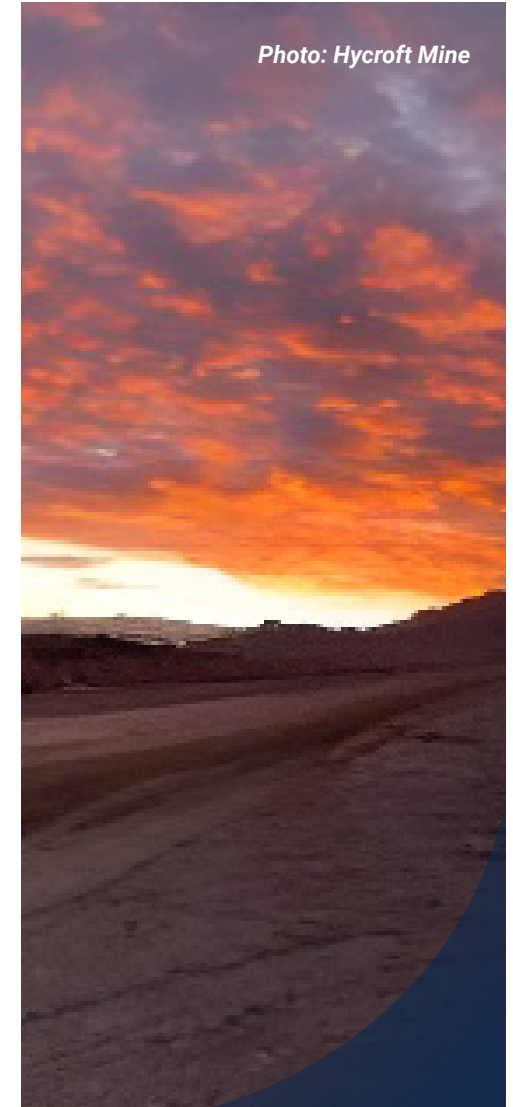
Safety continues to be the foundation of our business and our highest priority. Every employee, contractor, and partner deserves to return home safely each day, and we are proud of the strong safety performance achieved at the Hycroft Mine this year. Through continuous training, proactive risk management, operational discipline, and a culture built on accountability and care, we continue to strengthen our safety practices and embed them into every aspect of our work. The numbers tell the story best – we achieved over 1.4 million work hours while maintaining a 0.00 TRIFR (Total Reportable Injury Frequency Rate) for more than three years with no Lost Time Incidents.

2025 was a truly transformational year for the Company and that has continued into 2026. We eliminated our debt and attracted some of the largest institutional investors globally who today comprise approximately 85% of Hycroft's share registry. And with the largest drill program in over a decade we had exceptional results on our two

new high grade silver system discoveries. Utilizing multiple drill rigs with numerous contractors we continued to maintain our excellent safety record.

Equally important is our responsibility as stewards of the land and environment entrusted to us. Mining plays a critical role in supporting modern life and the global economy, but it must be done responsibly and sustainably. We remain committed to minimizing our environmental footprint through effective water management, responsible land stewardship, emissions reduction initiatives, biodiversity protection, and progressive reclamation efforts. Our teams work diligently to ensure that our operations not only meet regulatory requirements but strive to exceed them wherever possible.

Our commitment extends beyond our operations and into the communities where we live and work. We recognize that strong communities are essential to long-term success, and we are proud to be an active and engaged community partner.



Throughout the year, we supported local organizations, educational initiatives, workforce development programs, infrastructure projects, and charitable activities that help strengthen the regions we serve. Our employees continue to volunteer their time, expertise, and energy to make a meaningful difference, reinforcing our belief that community involvement is not simply a responsibility – it is part of who we are.

The progress highlighted in this report reflects the dedication and professionalism of our employees, contractors, Indigenous and community partners, customers, and shareholders. Their commitment enables us to continue operating responsibly while delivering value in a changing world.

As we look ahead, we remain focused on continuous improvement, operational excellence, and sustainable growth. We understand that expectations for environmental, social, and governance performance continue to evolve, and we welcome the opportunity to lead with transparency, accountability, and innovation.

Thank you for your continued trust and support. Together, we are building a safer, more sustainable future for our industry, our communities, and generations to come.

Diane R. Garrett

Executive Chairman and CEO
June 2026

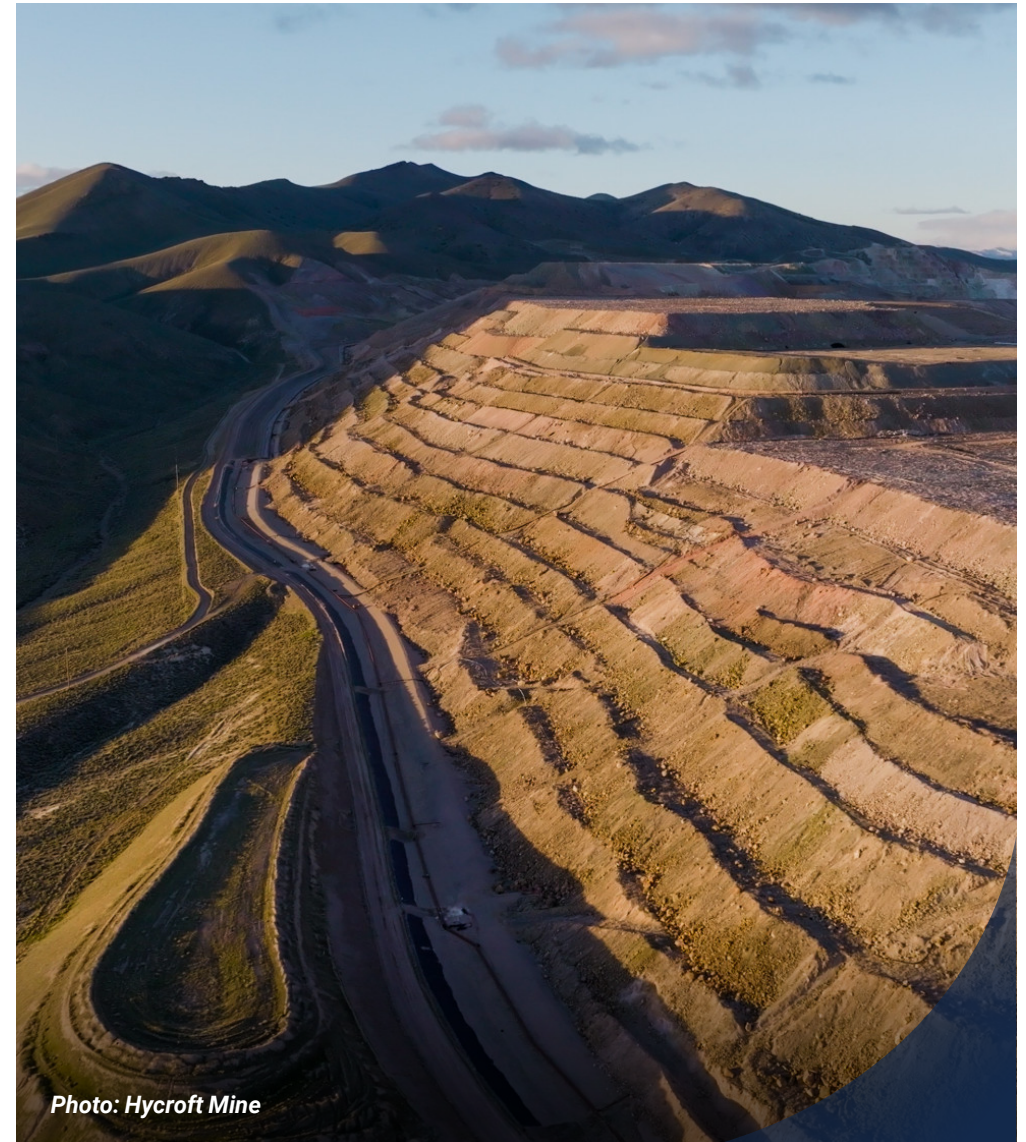
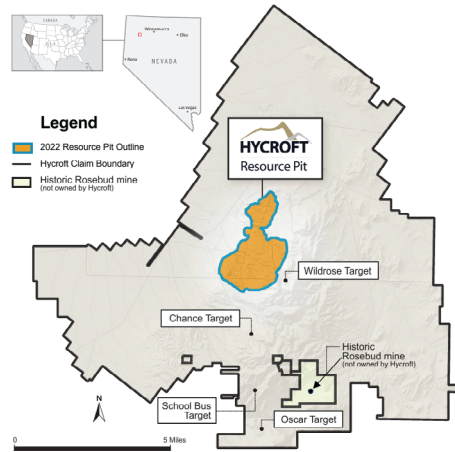


Photo: Hycroft Mine

Our Operations

2025 Highlights



The Hycroft Mine consists of 30 private parcels with patented claims that comprise approximately 1,787 acres, and 3,247 unpatented mining claims that encompass approximately 62,298 acres.

The combined patented and unpatented claims comprise approximately 64,000 acres. On May 15, 2023, the Company expanded its holdings by acquiring a 50% undivided interest in three additional mining claims, totaling approximately 60 acres. In 2025, the Company further strengthened its property position by acquiring the Crofoot sulfur and other mineral rights, enhancing the Company's control over its resource base and eliminating the Crofoot net profits royalty obligation.

¹ 2 of 7 directors were female through December 29, 2025.



28.57%¹

Percent females of the highest governance body



29.7% female
Percentage total female employees



84.6%

Percentage of Scope 1 GHG emissions that are covered under an emissions limiting regulation

100%

Percentage of direct employees who have received training on anti-corruption

85.7%

Percentage of independent board members



0 MSHA Incidents

50.4% ⚡

Percentage of energy consumed that was supplied by grid electricity

100%

Workers hired from the local communities as a percentage



Received the First Place Operator Safety Award for small surface mines by the Nevada Mining Association



Environmental Performance

Compliance

TOTAL NUMBER OF SIGNIFICANT INSTANCES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS DURING THE REPORTING PERIOD, AND A BREAKDOWN OF THIS TOTAL BY: (GRI 2-27-A)

Number of instances for which fines were incurred	0
Number of instances non-monetary sanctions	0
Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	0

THE MONETARY VALUE OF FINES FOR INSTANCES OF NONCOMPLIANCE WITH LAWS AND REGULATIONS THAT WERE PAID DURING THE REPORTING PERIOD (\$MILLION) (GRI 2-27-B)

Total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	0
Total monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period (\$)	0
Total number of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	0



Photo: Water sampling

GHG Emissions

Gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (SASB EM-MM-110a.1.1)

1,515.457

Gross Scope 1 emissions
(tonne CO₂-e)

At present, our emissions predominantly come from the utilization of diesel in our site maintenance and exploration machinery. We anticipate a potential increase in emissions once we initiate construction and transition into the production stages of site development.

We recognize it is imperative to explore alternative measures to minimize our overall Scope 1 greenhouse gas emissions. This strategy aligns with our commitment to proactively address our environmental impacts and seek sustainable solutions as we progress into production.

Water Management

AMOUNT OF WATER THAT WAS WITHDRAWN FROM FRESHWATER SOURCES (IN THOUSANDS OF CUBIC METERS) (SASB EM-MM-140A.1.1)	3,000
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FRESHWATER WITHDRAWN IN LOCATIONS WITH HIGH OR EXTREMELY HIGH BASE LINE WATER STRESS AS A PERCENTAGE OF THE TOTAL WATER WITHDRAWN (SASB EM-MM-140A.1.4)	0
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Ground water is extracted from local on-site wells in accordance with active permits. None of these well sites are located within High or Extremely High Baseline Water Stress locations.

None of the Company's well sites are located within High or Extremely High Baseline Water Stress locations. The Hycroft Mine is located in northern Nevada, and there are no areas of High or Extremely High Baseline Water Stress within 1,500 km of the Company's planned area of operation. According to the World Resources Institute (WRI) Water Risk Atlas Tool, the planned area of operation's baseline water stress is rated low-medium.

Hycroft monitors groundwater sources in accordance with Nevada Division of Environmental Protection (NDEP) standards and maintains water quality and quantity for wildlife, livestock, and human consumption to State of Nevada standards. Protection measures are in place to control potential artesian groundwater flows. As the Company advances toward a production decision, water management planning is being integrated into engineering studies. Future sulfide milling and pressure oxidation operations will require a comprehensive water balance and may necessitate modifications to existing NDEP water management permits. The Company is committed to proactive engagement with regulatory agencies and communities regarding future water requirements and management strategies.



Photo: Water sampling

Biodiversity Management

Environmental and biodiversity management plan(s) implemented at active sites (**SASB EM-MM-160a.1**):

Hycroft has approved environmental and biodiversity management plans that are current and will remain in effect through mine life and during site reclamation. Under the Environmental Impact Statement approved by the U.S. Bureau of Land Management in October 2019, the project alternatives will have no impact on threatened or endangered listed species and will result in fewer acres of habitat loss. Annual monitoring, mitigation, and adaptive management procedures are actively conducted to reduce impacts on wildlife including avian species, with coordination occurring with regulatory authorities including the Nevada Department of Wildlife and U.S. Fish and Wildlife Service as necessary. The company conducts nest surveys within potential breeding habitat prior to surface disturbance during avian breeding season, installs fences and netting to prevent access by wildlife, monitors for noxious weeds in accordance with established plans, and will reclaim disturbed lands to promote reestablishment of native plant and wildlife habitats following construction activities.



Photo: Hycroft Mine

DOES ACCESS TO THE SITE INVOLVE TRAVERSING A PROTECTED AREA (ONYEN)

NO

ACCESS TO SITE DOES NOT TRAVERSE PROTECTED AREAS OR WATER SHEDS. HYCROFT MINE IS LOCATED IN AN AREA WITH BIODIVERSITY CONSIDERATIONS. AS A RESULT, THE COMPANY WILL CONDUCT A NEST SURVEY WITHIN POTENTIAL BREEDING HABITAT PRIOR TO ANY SURFACE DISTURBANCE DURING THE AVIAN BREEDING SEASON, AND INSTALL FENCES AND NETTING TO PREVENT ACCESS BY AVIAN WILDLIFE, LIVESTOCK, AND LARGER WILDLIFE. THE COMPANY WILL ALSO CONDUCT A NOXIOUS WEED SURVEY WITHIN THE ENTIRE PLAN OF OPERATIONS BOUNDARY, AND MONITOR FOR THE PRESENCE OF NOXIOUS WEEDS IN ACCORDANCE WITH THE HYCROFT NOXIOUS WEED MONITORING AND CONTROL PLAN. FOLLOWING CONSTRUCTION ACTIVITIES, AREAS OF DISTURBED LAND NO LONGER REQUIRED FOR OPERATIONS WILL BE RECLAIMED TO PROMOTE THE REESTABLISHMENT OF NATIVE PLANT AND WILDLIFE HABITATS.

DO ANY OF THE ENTITIES CONCESSIONS SHARE A WATERSHED WITH A PROTECTED AREA (ONYEN)

NO

ENVIRONMENTAL MANAGEMENT POLICIES, PRACTICES, AND PROCEDURES ARE IN COMPLIANCE WITH REGULATORY STANDARDS FOR A GOLD AND SILVER MINE AND EXTRACTION PROCESSES. THE COMPANY'S ENVIRONMENTAL MANAGEMENT APPROACH APPLIES CONSISTENTLY CROSS BOTH GOLD AND SILVER MINERAL RESOURCES, WITH INTEGRATED POLICIES ADDRESSING ECOLOGICAL AND BIODIVERSITY IMPACTS, WASTE GENERATION, NOISE AND AIR EMISSIONS, WATER DISCHARGES, NATURAL RESOURCE CONSUMPTION, AND HAZARDOUS CHEMICAL USAGE. NO MATERIAL DIFFERENCES EXIST IN THE APPLICATION OF ENVIRONMENTAL MANAGEMENT PRACTICES BETWEEN THE GOLD AND SILVER RESOURCES AT THE HYCROFT MINE, AS BOTH ARE PROCESSED THROUGH THE SAME OPERATIONAL FRAMEWORK UNDER A SINGLE ENVIRONMENTAL IMPACT STATEMENT APPROVED BY THE U.S. BUREAU OF LAND MANAGEMENT.

Energy Management

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) (SASB EM-MM-130a.1.1)	46,443.6
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Calculations for total energy consumed were based on total fuel consumption and electricity usage during the reporting period.



Waste and Hazardous Materials Management

Total amount of tailings waste generated from mining activities by the entity during the reporting period (tonne) (SASB EM-MM-150a.1)	0
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Percentage of tailings waste that was recycled during the reporting period (SASB EM-MM-150a.1)	0%
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Hycroft does not currently have or operate a Tailings Storage Facility.

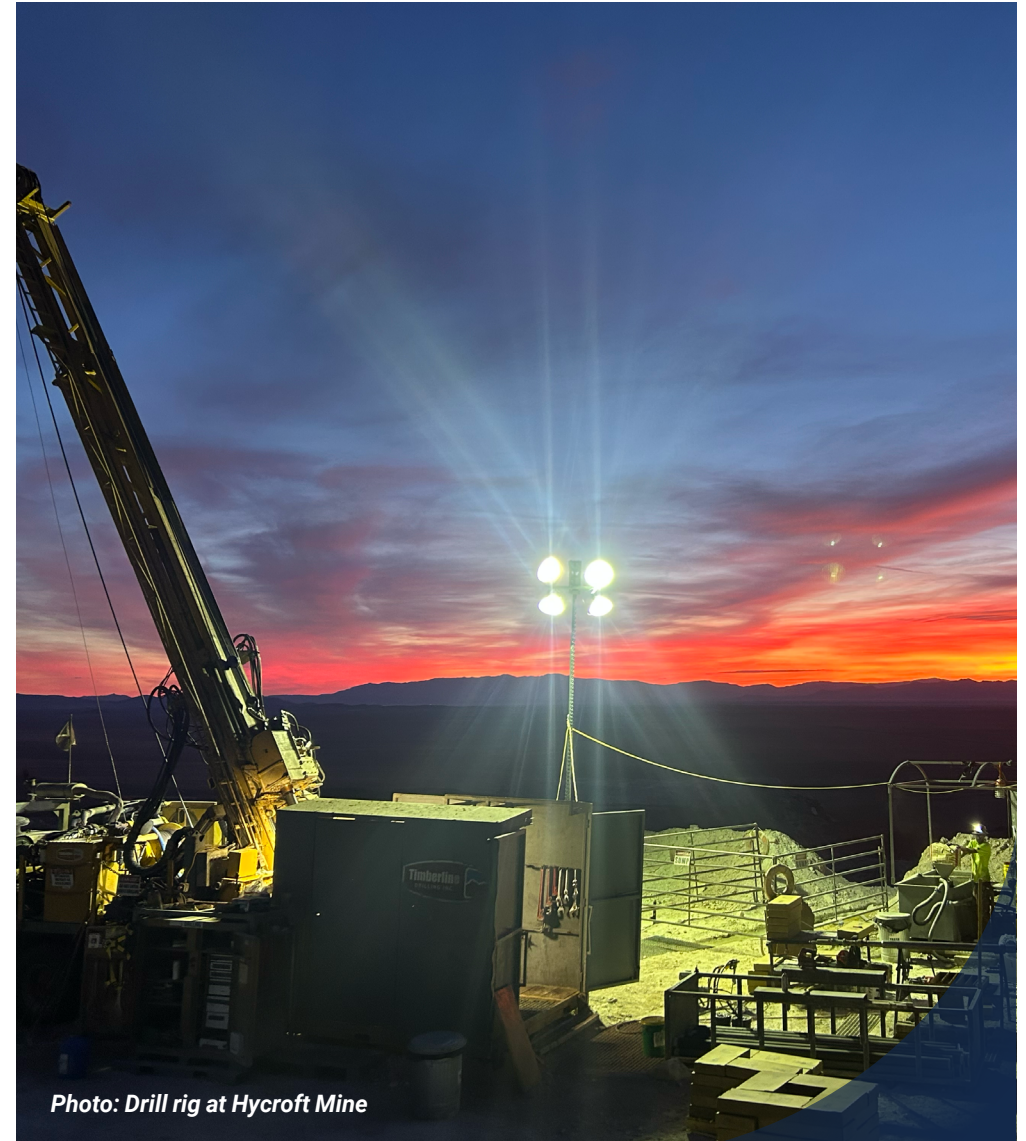


Photo: Drill rig at Hycroft Mine

Social Performance

Scale of the Organization

Report the total number of operations (GRI 102-7)	1
Report the total number of direct employees worldwide (exclude contractors) (GRI 2-7-b):	51
Report the total number of workers contract employees worldwide (GRI 2-7-b)	13
Total percent of female employees and contractors worldwide (GRI 102-7)	29.7%
Total number of male employees and contractors worldwide (GRI 102-7)	70.3%



Labour Relations

0.000%

Percentage of total direct employees covered by collective bargaining agreements (GRI 102-41-a)



I There are no collective bargaining employment agreements at Hycroft.

Our employees are not represented by labor unions or covered by collective bargaining agreements. We consider our relationship with our employees to be good.

Turnover

Total number of turnover (the number that left during the period) (GRI 401-1-b) **10**

I Fluctuations occurred based on operational demand.



Occupational Health and Safety

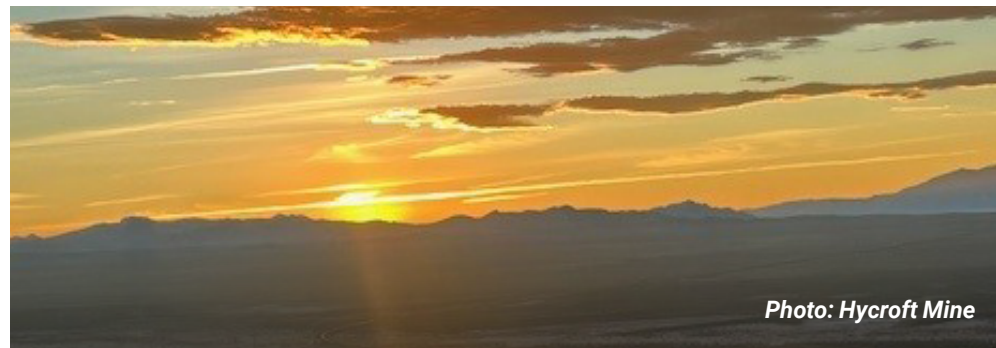


Photo: Hycroft Mine

INJURIES- FOR ALL EMPLOYEES, CALCULATING PER 200,000 HOURS (GRI-403-9-A)

Rate of fatalities resulting from work-related injuries	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
Rate of recordable work-related injuries	0
Lost Time Injuries Rate (LTIR)	0

There were no work-related injuries in the reporting period.

Hycroft maintained an injury-free safety record for a third consecutive year, achieving a 0.00 total recordable injury frequency rate (TRIFR) and surpassing 1.4 million work hours without a lost-time incident. Hycroft was extremely proud to have received the First Place Operator Safety Award for small surface mines by the Nevada Mining Association.

INJURIES - WORKERS WHO ARE NOT EMPLOYEES BUT WORK AND/OR WHOSE WORKPLACE IS CONTROLLED BY THE ORGANIZATION

Rate of fatalities resulting from work-related injuries	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
Rate of recordable work-related injuries	0
Lost Time Injuries Rate (LTIR)	0

AVERAGE HOURS OF HEALTH, SAFETY, AND EMERGENCY RESPONSE TRAINING FOR:

Full-time Direct Employees
(SASB EM-MM-000.B EM-MM-320a.1.3) 20.94

Contract Employees
(SASB EM-MM-000.B EM-MM-320a.1.3) 2

Everyone at Hycroft is required to attend 24-hr New Employee Training and 8-hr Annual Refresher Training.

Security, Human Rights, and Rights of Indigenous People

0%

Percentage of inferred, indicated and measured resources that are located in or near areas that are considered to be indigenous peoples' land

Discuss practices and list procedures while operating in areas of conflict (SASB EM-MM-210a.3.3)

HYCROFT MINING HOLDING CORP. DOES NOT OPERATE IN AREAS OF CONFLICT.

Hycroft does not operate on land considered to be indigenous people's land, but we will continue to actively engage local tribes in reviewing and assessing potential cultural heritage sites as they present themselves.



Photo: Hycroft Mine

Community Relations

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized) (GRI MM Supplement MM8-2.2): 0

Hycroft does not operate in areas adjacent to artisanal or small-scale mining operations.

Risks and Opportunities

Disclose the total number of site shutdowns or project delays due to non-technical factors (SASB EM-MM-210b.2.1): 0

There were no site shutdowns in 2025.



Governance

General Disclosure

The Company's Board of Directors is comprised of five members, and the following committees:

- Audit Committee
- Compensation Committee
- Environmental, Social & Governance Committee
- Nominating & Governance Committee
- Safety & Technical Committee

Hycroft Mining's Board of Directors is responsible for oversight of sustainability related risks and opportunities, with the Environmental, Social and Governance Committee providing direct oversight. The Chief Executive Officer implements the Sustainability Policy across all corporate and operating locations. Sustainability responsibilities are embedded in Board committee charters, corporate policies, and employee job descriptions. The Nominating and Governance Committee annually assesses Board members' skills and competencies to oversee sustainability strategies, considering independence, diversity, experience, and time availability. The Board integrates sustainability-related risks and opportunities into the entity's strategy, major transaction decisions, and risk management processes through structured oversight mechanisms that ensure ESG considerations are incorporated throughout planning and decision-making.

The Board oversees target setting by delegating implementation to executive leadership and sustainability management, with performance indicators for safety, environmental compliance, human rights, and stakeholder engagement reviewed periodically by the Sustainability Committee.

Board Composition



Diane R. Garrett
Executive Chairman and CEO



Thomas Weng
Independent Lead Director



Sean Goodman
Independent Member



Michael Harrison
Independent Member



David C. Naccarati
Independent Member

Ethics and Integrity

Report net production from activities located in the countries with the 20 lowest rankings in Transparency International's Corruption Perception Index (CPI) (Saleable tonne) (SASB EM-MM-510a.2.2):

Hycroft does not have any activity located in the countries with the 20 lowest rankings in Transparency International's Corruption Perception Index

100%

Total percentage of employees that received training on anti-corruption

100%

Total percentage of governance body members that have received training on anti-corruption

Remuneration

The Company's senior executives have measurable KPIs that are linked to environmental, social and governance objectives.

Senior executives have specific corporate performance objectives including Environmental, Social, and Governance (ESG) criteria and are evaluated according to specific items on ESG and other matters.



Photo: Core Shed, Hycroft Mine



**Hycroft Mining Holding
Corporation**

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[*Visit our ESG Scorecard*](#)

hycroftmining.com



Photo: Jungo Road, Hycroft Mine