



This Report is provided by Ur-Energy Inc. (“Ur-Energy,” the “Company,” “we,” “our” or “us”) for the financial year ending December 31, 2023, and has been prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada)(the “Act”). Our Report is intended to provide a review of our efforts to reduce the risk of forced labor or child labor being used in our operations or business.

Forced labor and child labor, as defined in the Act, are crimes and are serious violations of human rights. These acts are recognized as crimes in the United States where our operations are based.

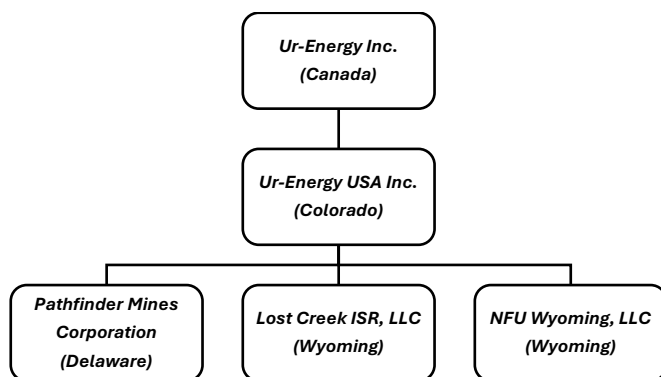
About Ur-Energy

Ur-Energy, through its subsidiaries, is engaged in uranium mining, recovery and processing activities, including the acquisition, exploration, development, and operation of uranium mineral properties in the United States. A company continued under the Canada Business Corporations Act in 2006, Ur-Energy’s common shares trade on the Toronto Stock Exchange. The primary trading market for Ur-Energy’s common shares is the NYSE American. Ur-Energy’s registered office is in Ottawa, Ontario.

Ur-Energy operates the Lost Creek *in-situ* recovery uranium facility in south-central Wyoming. We have produced and packaged approximately 2.8 million pounds U_3O_8 from Lost Creek since the commencement of operations. We are in the process of obtaining remaining amendments to Lost Creek authorizations for expansion of Lost Creek. We have all major permits and authorizations to begin construction at Shirley Basin, Ur-Energy’s second *in situ* recovery uranium facility in Wyoming.

Corporate Structure – United States Operations

Currently, and at December 31, 2023, our principal direct and indirect subsidiaries, and affiliated entities, and the jurisdictions in which they were incorporated or organized, are as follows:



As shown above, Ur-Energy has one direct wholly owned subsidiary: Ur-Energy USA Inc. (“Ur-Energy USA”), a company incorporated under the laws of the State of Colorado. It has offices in Colorado and Wyoming and has employees in both states, acting generally as the services and support group with personnel in accounting, finance, land, legal, administration and technical professions including geosciences and engineering.

Ur-Energy USA has three wholly-owned subsidiaries, each formed and operating in the United States: Lost Creek ISR, LLC, a limited liability company formed under the laws of the State of Wyoming to hold and

operate our Lost Creek Project and certain other of our Lost Creek properties and assets; NFU Wyoming, LLC (“NFU Wyoming”), a limited liability company formed under the laws of the State of Wyoming which acts as our land holding and exploration entity; and Pathfinder Mines Corporation (“Pathfinder”), a company incorporated under the laws of the State of Delaware, which holds, among other assets, the Shirley Basin Project in Wyoming.

Employees

At December 31, 2023, Ur-Energy USA had 12 regular full-time employees: five in its Littleton, Colorado office and seven in its Wyoming offices. At that date, Lost Creek ISR, LLC employed 67 people on a full-time regular basis. Additionally, Ur-Energy USA has four regular part-time employees and Lost Creek has one regular part-time employee. None of our other subsidiaries had employees in 2023. Ur-Energy Inc. had no employees during 2023.

Our employee numbers grew in 2023, following our December 2022 decision to return to commercial production operations at our flagship Lost Creek ISR uranium facility in south-central Wyoming. In our hiring processes in Wyoming, we routinely conduct background screening and require identification including eligibility for employment in the United States, age, etc. as a part of our employment practices and processes, thereby minimizing the risk of child labor practices as well as forced labor. We routinely survey salary and wage data as a part of our compensation plan.

Contractors and Supply Chain Vendors

Our contractors are also primarily Wyoming-based professionals and service providers who must adhere to law and regulations of the United States and Wyoming, as well as other state and local jurisdictions within which they operate. We routinely negotiate consulting and services agreements with these providers which require compliance with applicable laws. Most of our suppliers and vendors are also located within the United States, where laws and regulations are among the highest standards in the world.

Governance

While we are fortunate to work in the United States with its well-established laws defending fundamental rights such as freedom, equality and dignity, our practices and policies set out our commitment to vigorously defend these principles as we carry out our corporate mission across our operations. We maintain a robust governance program throughout the Company and its subsidiaries. Specifically relevant to this Report, we maintain a Human Rights Policy, as well as a Code of Business Conduct and Ethics, and our Whistleblower Policy and Program.

Human Rights Policy

Most recently, in 2022, our Board adopted a Human Rights Policy to bolster the other policy statements of our Company and to formalize our commitment to protect basic human rights as well as to further ensure compliance with existing law. The Human Rights Policy can be read on our website at <https://www.ur-energy.com/investors/corporate-governance/governance-documents/>. We distribute the Policy to our staff and will undertake to routinely train to the Policy.

Importantly, the Policy addresses both anti-slavery and basic tenets of human dignity as follows:

Despite strong anti-slavery and anti-exploitation laws in the United States, where we work, modern abuses continue outside the view of the law. To help prevent these abuses, we commit to employment at will with no forced or bonded labor, including adhering to all laws prohibiting child labor.

Because we are unaware of known or suspected risks of slavery or human trafficking among the companies which are in our supply chain and are our vendors, suppliers and customers we do

not find it necessary, at this time, to take affirmative steps to address these contacts. The prospect of such violations will be a part of the routine review of this policy and its implementation.

Upholding human dignity is at the core of our values. To maintain human dignity, we commit to:

- *engaging with known stakeholders and elected officials of all communities potentially affected by our operations to ensure their concerns are heard;*
- *accommodating diversity and upholding non-discrimination principles;*
- *providing fair, livable wages;*
- *advertising open job positions in local communities;*
- *providing a workplace focused on safety, and providing a confidential method for reporting unsafe work conditions and activities that may conflict with our Code of Ethics. We will not retaliate for reporting safety or ethics concerns;*
- *adhering to child labor laws;*
- *respecting the right to associate; and*
- *maintaining work schedules that promote healthy lives for our employees.*

Additionally, we seek to establish and maintain business relationships with entities and persons who share the same principles and values as Ur-Energy, as set forth in this policy.

Code of Conduct

We also have adopted a Code of Business Conduct and Ethics which applies to all employees, officers and directors. The Code is intended to promote, among other things:

- *honest and ethical conduct*, including the ethical handling of actual or potential conflicts of interest between personal and professional relationships;
- *compliance* with applicable governmental laws, rules and regulations;
- *prompt internal reporting* of violations of the Code to the appropriate person identified in the Code; and
- *accountability* for adherence to the Code.

The Code is intended to provide general guidance as to ethical behavior when dealing with other people or entities – from employees, officers and directors to customers, suppliers, government authorities and the public. The Code is also available on our website at <https://www.ur-energy.com/investors/corporate-governance/governance-documents/>.

All our employees, officers and directors are expected to adhere to the principles of the Code in their dealings with us and in our behalf. When onboarding, each employee must review and acknowledge their understanding and agreement to the Code. We periodically require our employees to renew their acknowledgement of that adherence to the Code, and annually we require such an acknowledgement from our directors and officers as well as select staff.

The Code is applicable to many of our contractors when integrated into our services agreements.

Whistleblower Policy

We maintain a separate Whistleblower Policy statement as a part of our ethics and whistleblower program. The policy provides a link to the provider's confidential reporting website and is also found on our website at <https://www.ur-energy.com/investors/corporate-governance/governance-documents/>. The program

facilitates the reporting of concerns in one of several fashions to allow employees or others alternatives to best suit the report and to protect confidentiality where possible. Ur-Energy will not tolerate retaliation or discrimination of any kind by or in behalf of Ur-Energy and its employees against any employee making a good faith complaint of, or assisting in the investigation of, any reported complaint.

Monitoring, Assessing Risk and Remedial Measures

We monitor compliance with our policies on an ongoing basis. Our policies require our employees to report actual or possible misconduct. As described above and in our other disclosures, we review our corporate policies and procedures at least annually. We are exploring whether implementation of additional measures of review of compliance may be appropriate. Such added review may include additional diligence measures with suppliers if and as we may be working with offshore facilities, particularly any which operate in countries with low standards and/or poor scores on available database indices for global slavery, corruption and the like.

Approval and Signature

This Report was approved by Ur-Energy’s Board of Directors on May 3, 2024, and will be available on our website. Pursuant to the Act, I attest that I have reviewed the Report and information contained herein, which provides a complete and accurate report in all material respects for the Reporting Year 2023.

By: 
John W. Cash, Chairman and CEO

Cautionary Note Regarding Forward-Looking Information

This release may contain “forward-looking statements” within the meaning of applicable securities laws regarding events or conditions that may occur in the future (e.g., the steps taken to prevent and reduce risks of forced and child labor; implementation of policies in relation to forced and child labor and their applicability to third parties as well as employees; training provided to employees or third parties about such policies and generally about forced and child labor; remediation measures in respect of forced and child labor; ability to maintain contractor and supplier relationships; and other related matters) and are based on current expectations that, while considered reasonable by management at this time, inherently involve a number of significant business, economic and competitive risks, uncertainties and contingencies. Generally, forward-looking statements can be identified by the use of forward-looking terminology such as “plans,” “expects,” “does not expect,” “is expected,” “is likely,” “estimates,” “intends,” “anticipates,” “does not anticipate,” or “believes,” or variations of the foregoing, or statements that certain actions, events or results “may,” “could,” “might” or “will be taken,” “occur,” “be achieved” or “have the potential to.” All statements, other than statements of historical fact, are considered to be forward-looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements express or implied by the forward-looking statements. Readers should not place undue reliance on forward-looking statements. The forward-looking statements contained herein are based on the beliefs, expectations and opinions of management as of the date hereof and Ur-Energy disclaims any intent or obligation to update them or revise them to reflect any change in circumstances or in management’s beliefs, expectations or opinions that occur in the future.