



This Report is provided by Ur-Energy Inc. (“Ur-Energy,” the “Company,” “we,” “our” or “us”) for the financial year ending December 31, 2025, 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.

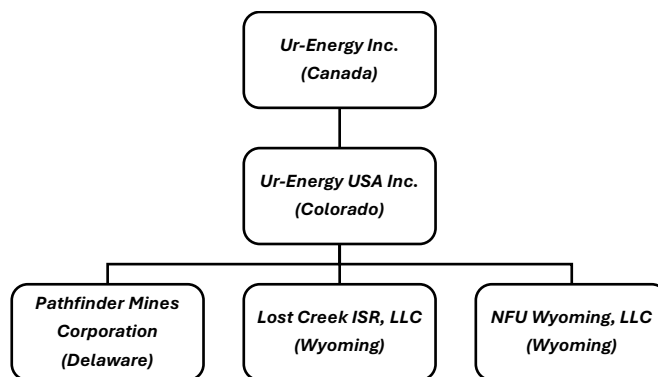
### ***About Ur-Energy***

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. At December 31, 2025, we have produced and packaged approximately 3.5 million pounds  $U_3O_8$  from Lost Creek since the commencement of operations. A permit amendment to expand mining at Lost Creek and the related aquifer exemption were received in 2025. We have all major pre-operational permits and authorizations to complete the construction of and operate Shirley Basin, Ur-Energy’s second *in situ* recovery uranium facility in Wyoming. We have significantly advanced construction and development of the facility and expect to commence production operations in summer 2026, subject to the receipt of regulatory approvals.

### ***Corporate Structure – United States Operations***

Currently, and at December 31, 2025, our principal direct and indirect subsidiaries and affiliated entities, and the jurisdictions where 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 Wyoming and Colorado 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 our Shirley Basin Project.

### ***Employees***

At December 31, 2025, Ur-Energy USA had 30 regular full-time employees: 22 in our Casper, Wyoming offices and eight in our Littleton, Colorado office. At that date, Lost Creek ISR, LLC employed 83 people on a full-time regular basis, and Pathfinder employed 44 people on a regular full-time basis. None of our other subsidiaries had employees in 2025. Ur-Energy Inc. had no employees during 2025.

Our employee numbers grew in 2025 as we implemented our phased recruitment plans for our Shirley Basin Project to allow for extensive task and safety training during construction and wellfield development, in advance of the commencement of production operations. 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 and forced labor. We routinely survey salary and wage data as a part of our compensation plan. In connection with that annual review, our hourly employees received a substantial increase in their hourly wage during 2025.

### ***Contractors and Supply Chain Vendors***

Our contractors are also primarily Wyoming-based professionals and service providers (e.g., engineers, drillers, construction laborers) who must adhere to law and regulations of the United States and Wyoming, as well as other state and local jurisdictions where 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

We have implemented a Human Rights Policy to bolster the other policy statements of our Company, to formalize our commitment to protect basic human rights, and to further ensure compliance with existing law. The Policy can be read on our website at <https://www.ur-energy.com/about/corporate-governance/governance-documents>. We distribute the Policy to our staff and undertake to routinely refresh and train on its content.

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.*

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*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.*

#### 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/about/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 on 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 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/about/corporate-governance/governance-documents>. The program facilitates the reporting of concerns in one of several fashions to allow employees and 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 on 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 continue to consider whether implementation of additional measures of compliance review 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 April 14, 2026, and will be available on our website. In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Chairman of the Board of Directors, attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate, and complete in all material respects for the purposes of the Act, for the Reporting Year 2025.



John W. Cash, Chairman

### **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.*, timing for the commencement of production operations at Shirley Basin; the steps taken to prevent and reduce risks of forced and child labor; implementation of policies related 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.