

## HUMAN RIGHTS POLICY

Effective August 8, 2023

TeraWulf Inc. (the “*Company*”) is committed to respecting internationally recognized human rights in our business operations, starting with treating every individual with dignity and respect. This human rights policy governs how our Company treats its employees, contractors, business partners, and customers, as well as how our Company manages its operations.

Our Company is committed to fostering diversity and creating a welcoming and supportive environment for all. Our Company prohibits discrimination, harassment, and retaliation and has zero tolerance for prejudice or bigotry. All new hires and employees annually are required to undergo training provided by the Human Resources Department on (i) Diversity, Equity and Inclusion, (ii) workplace safety and (iii) cybersecurity. The foregoing measures reflect our commitment to respect human rights and to conduct business ethically and in compliance with applicable law.

To foster a supportive and ethical environment, our Company provides confidential and accessible channels to ensure that anyone can report any matter that they believe is inconsistent with our values and policies. Our employees, customers, suppliers, and stakeholders can report any human rights violations or concerns through multiple channels. These channels include a dedicated email address and the ability to report concerns directly to an employee’s supervisors, Company management or the Human Resources department. We assure all individuals who report potential violations will be protected from any form of retaliation. All reports are taken seriously and are thoroughly investigated by a designated team to ensure fair and impartial assessment. Additionally, we maintain strict confidentiality throughout the process, respecting the privacy and dignity of all parties involved. Our transparent and responsive reporting channels play a critical role in upholding the principles of our Human Rights Policy and fostering a culture of trust, accountability, and ethical conduct within our organization.

Our Company is committed to assessing progress and building the lessons we learn into everything we do. Through our commitment to human rights and our policies and practices, we strive to create a level playing field for all.

We constantly monitor best practices on human rights issues and reserve the right to assess the effectiveness of this policy, as well as amend, revise, supplement, modify, rescind, and/or dissolve this policy, at its sole discretion. Further, to the extent that this policy conflicts with applicable law, rule, or regulation, said law, rule, or regulation shall control and govern.

Approved and Adopted: August 8, 2023