

HUMAN RIGHTS POLICY

This human rights policy (the “**Policy**”) has been adopted by the board of directors (the “**Board**”) of Hut 8 Mining Corp. (the “**Company**”).

Respect for Human Rights

At Hut 8 Mining Corp. (“**Hut 8**” or the “**Company**”), the fundamental human rights of all people are protected and respected. The Company recognises that corporations have the responsibility to respect human rights and create a positive social impact to their communities. This policy is guided by the international human rights principles encompassed by the United Nations’ Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the principles concerning fundamental rights set out in the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Commitment

Hut 8 believes everyone deserves to be treated equally with respect, dignity, and without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, expression, age, marital status, family status, disability, or the receipt of public assistance. The Company strives to respect and protect human rights in accordance with the UN Guiding Principles on Business and Human Rights with our operations and supply chain, and our commitment is primarily guided by the following areas of focus. The Company is deeply committed to comply with local laws and regulations in all jurisdictions where we do business. If any local laws conflicts with this policy, Hut 8 will adhere to local law, while seeking ways to respect international human rights to our greatest extent.

Areas of Focus

Diversity and Inclusion

Hut 8 believes diversity enriches discussions and enhances decision-making among our teams. The Company believes in providing equal opportunities for all employees and values all aspects of diversity, including gender, sexual orientation, age, ethnicity, disability, Aboriginal status, visible minority status, geographical background, or any other status protected by applicable law. We are committed to supporting and encouraging diversity and inclusion throughout our operations and supply chain.

Occupational Health and Safety

Hut 8 is committed to operate our business in a manner that protects the health and safety of every person within our premises, while maintaining full compliance with applicable laws and regulations.

Worker Protections and Privacy

Hut 8 is committed to providing a secure work environment that is free of violence, harassment, intimidation, and other unsafe condition due to threats from internal and external sources. The Company recognizes the potential for workplace harassment and is committed to identifying possible sources and to implementing a workplace harassment prevention program to eliminate or minimize risk. Security safeguards are provided for employees as needed in a way where employees privacy and dignity are respected.

Forced Labour and Human Trafficking

Hut 8 is committed to preventing and prohibiting any practice of forced labour and human trafficking in our operations and supply chain. This includes all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern slavery and any form of human trafficking.

Child Labour

Hut 8 prohibits the practice of child labour in our operations and supply chain. The Company ensures that all workplace apprenticeship or internship programs are in full compliance with applicable labour laws and regulations.

Fair Compensation

Hut 8 compensates employees competitively relative to our industry and the market. The Company ensures full compliance with applicable laws related to fair wages, work hours, overtime pay, and employee benefits.

Duty to Accommodate

Hut 8 recognizes that it has an obligation as an employer to adjust rules, policies, or practices to enable people when needed. The Company understands that it is necessary to treat someone differently in order to prevent or reduce discrimination, and in some cases, it may require that alternative arrangements be made to ensure that a person or group can fully participate.

Code of Conduct

Hut 8 is committed to protect its reputation, revenue, property, information, and other assets from fraud – whether by the general public, contractors, or its own directors, officers, or employees as outlined in the Code of Conduct. Unlawful and unethical behavior including the soliciting, accepting, or paying of bribes or any other illicit payments or benefits for any purpose will not be tolerated. Hut 8 complies with the applicable anticorruption legislation in all business jurisdictions. This legislation includes The Corruption of Foreign Public Officials Act of Canada.

Grievance Reporting

Hut 8 is committed to providing its representatives with an ethical work environment and to operating its business with honesty and integrity. The Company holds all of its representatives to a high standard of behaviour. Reporting of any wrongdoing and unethical behaviour is strongly encouraged and can be done anonymously through a third-party organization in circumstances where one may not be able to speak up directly. The Company ensures that anyone can report their concerns with full confidence.

Stakeholder Engagement and Public Disclosure

We publicly report on our corporate responsibility initiatives and progress through our regular public announcement in the forms of social media, annual ESG report, and specific ad-hoc publications on particular areas.

Dated: May 10, 2023

Approved by: Board of Directors of the Company