

WESTWATER RESOURCES, INC.

Diversity, Equity, Inclusion and Accessibility Policy (August 2022)

1. Purpose and Objective

The purpose of this Diversity, Equity, Inclusion and Accessibility Policy (the “DEIA Policy”) is to establish, foster, and maintain a workplace environment at Westwater Resources, Inc., and its subsidiaries including Alabama Graphite Products, LLC and Alabama Graphite Corp., Inc. (collectively referred to as “our organization”), that is diverse and inclusive, that practices equity, and that addresses accessibility, which when in place and followed will treat all employees with dignity and respect, and will provide all employees with the opportunity to achieve and contribute to their full potential. Our organization recognizes that our employees are our greatest asset and that focusing on human capital is a key business strategy. Our organization believes that establishing and maintaining a diverse and inclusive workforce, equitably applying a values-based culture, and addressing disability issues are essential for our success. The objective of this DEIA Policy is to make clear that diversity, equity, inclusion, and accessibility are strategic business priorities for our organization, and to make clear that our organization understands that those priorities will deliver improved business performance, ensure higher employee engagement, and provide greater access to a broader pool of talent and different perspectives in the workplace.

2. Scope

The scope of this DEIA Policy applies wherever our organization is operating, and it applies to all directors, officers, and employees of our organization. In addition, where explicitly stated in an applicable contract, this DEIA Policy can also be applied to any contractors, partners, suppliers, or vendors to our organization. This DEIA Policy also applies to all sites and offices utilized by our organization and to all activities performed by our organization.

2.1 Diversity

Diversity is the practice or quality of including or involving people from all aspects of the human experience, which includes employees in our organization from or with various communities and groups, social identities, races, ethnicities, backgrounds, abilities, cultures, opinions, perspectives, experiences, and beliefs. Diversity means there are similarities and differences amongst people, which range from personality and work style to the visible dimensions of people, such as race, age, ethnicity, language, or gender. Diversity also means secondary influences such as religion, spirituality or belief, socioeconomics, education, sexual orientation, socioeconomics, culture, national origin, military/veteran status, and political perspective. Workplace dimensions of diversity include the

concepts of management and union, salary and hourly, functional level and classification, and proximity to or distance from an office or the headquarters. Further, diversity includes all the attributes and affiliations that make each employee unique, as well as those that some or all employees have in common. Diversity is a fact.

2.2 Equity

Equity encompasses the qualities of being and acting consistent, systematic, fair, just, and impartial particularly when instituting practices and policies that ensure all employees and communities can thrive. Equity is different from equality, because equality implies treating everyone as if their experiences are exactly the same. Instead, our organization aims to ensure that diversity is celebrated through equal opportunities.

2.3 Inclusion

Inclusion is the intentional recognition, appreciation, and use of the talents and skills of all employees of all backgrounds in our workplace and to bring together our local communities where and when possible. Inclusion is creating an environment where all employees and members of our communities can feel respected and empowered to participate and to achieve their full potential. Inclusiveness also means to fully recognize and to fully value the uniqueness of each person, creating a sense of belonging and establishing an environment where everyone believes that they can speak freely and respectfully without fear, expecting the same from others. Inclusiveness enables diversity to be leveraged, ensuring that everyone works together in ways that benefit our organization and that create success for all. Inclusion is a choice and not an action.

2.4 Accessibility

Accessibility is the design, construction, development, and maintenance of facilities, information and communication technologies, programs, and services in our workplace so that all people, including people with disabilities, can fully and independently use them. Disability means a physical or mental impairment, or a person being regarded as having a physical or mental impairment, that substantially limits one or more major life activities of that person but shall be construed only in such a way that upholds and complies with applicable federal, state, and local laws. A person with a disability must be able to perform the essential functions of the position (with reasonable accommodations as determined by applicable law), otherwise, the person is not qualified for the position, and it shall not be a violation of this DEIA Policy to make employment decisions based upon lack of qualification.

3. Content

3.1 Strategy and Goals

Our organization's management team, led by the Director of Human Resources, is responsible for establishing a strategy of priorities, tactics, and both short-term and long-term (i.e., multi-year) goals to support the achievement of the purpose, objective, and scope of this DEIA Policy. The strategy also will include plans for identifying, assessing, and eliminating any barriers to recruitment, training, development and advancement opportunities, performance management and promotion practices, and succession planning – all to ensure that employees are not adversely affected because of their diversity or disability, and are treated with equity and inclusiveness.

3.1.1 SMART Goals

The short-term and long-term goals that will be established to support the achievement of the purpose, objective and scope of this DEIA Policy will include the following SMART elements:

- Specific
- Measurable
- Achievable
- Relevant
- Timely

It is the intent of this DEIA Policy that, using these SMART elements, at least two and no more than four short-term goals will be established every calendar year (coinciding with the annual fiscal year for Westwater Resources) with defined metrics to measure success of significant initiatives. In addition to the short-term goals, at least two and no more than four long-term goals will be established over a multi-year period, e.g., over three calendar years, with defined metrics to measure success of significant initiatives at relevant points over that multi-year period, e.g., at the end of each calendar year.

3.1.2 Schedule and Reporting

This DEIA Policy was first developed and adopted by the Board of Directors of Westwater Resources in August 2022, with the expectation that the first set of short-term and long-term goals will be established and put into effect no later than the end of October 2022, with updates and modifications as appropriate on the same time frame each year thereafter. Part of that process will include the yearly review and approval of the short-term and long-term goals by the Safety and Sustainability Committee of the Westwater Board of Directors. The Safety and

Sustainability Committee is responsible for overseeing the implementation of this DEIA Policy based upon regular reports from WWR management. Progress toward the stated goals will be reported regularly by the Director of Human Resources to the organization, including at a minimum a yearly progress report to the Safety and Sustainability Committee (before the end of February each year) on the existing goals and recommendations on new goals. This DEIA Policy, and any recommendations for change, will be reviewed every three years (or more frequently as appropriate or if necessary) with the Safety and Sustainability Committee.

3.2 Inclusive Workplace Culture

Every employee of our organization is expected to behave in a manner consistent with the DEIA Policy and the strategy and goals put into place to implement the DEIA Policy. The management team and other leaders will be held accountable for establishing and maintaining an inclusive work environment within their teams through their own personal leadership and by promoting and requiring inclusive behaviors on their teams.

3.3 Talent Management Processes

Talent management processes, including but not limited to succession planning, will seek to ensure that a diverse pool of current employees is considered for advancement opportunities within our organization, and will similarly evaluate the talent pipeline to enhance the availability of diverse employees for consideration. The talent acquisition processes will seek to increase the diversity pool of qualified applications that are identified and interviewed for any new or replacement positions within our organization. A qualified applicant is an applicant that meets the minimum requirements of the position. Our organization will , and where possible additional educational opportunities will be provided.

3.4 Employment

Employment practices will align with applicable local procurement practices as well as applicable federal and state employment requirements. These practices will include a commitment to supporting local employment plans in consultation with key stakeholders. Further, and consistent with ongoing efforts to post job openings through AIDT, our organization will take the necessary efforts to provide for greater local exposure when conducting hiring activities. Further, and consistent with ongoing work with the Central Alabama Community College in setting up a maintenance co-op program, our organization will develop and support quality pre-apprenticeship programs. All employment decisions will be made in an environment that is free from harassment and intimidation. An employment decision means actions by our organization that materially affect the employment relationship, including but not limited to hiring, termination of employment, promotions, re-assignments with significantly different

responsibilities, correct action procedures, compensation, benefits, and training opportunities.

In addition to the foregoing, our organization is committed to recruiting and hiring local workers, especially from underserved communities, including workers from impoverished neighborhoods, and to send job opportunity notices to and recruiting from local residents and organizations.

3.5 Contractors, suppliers, vendors, and partners

All reasonable efforts will be undertaken to support the participation and selection of local contractors and sub-contractors, suppliers, and vendors in the procurement process, including specifically under-represented businesses, consistent with this DEIA Policy. Our organization will take steps to identify and to solicit from minority business enterprises when seeking out contractors and subcontractors, suppliers, and vendors. In addition, all reasonable efforts will be undertaken to increase partnerships and opportunities for economic development within the communities in which the organization operates, including specifically with under-represented entities. Our organization will take steps to identify and to engage with minority serving institutions and with diversity workforce training entities when seeking out business partners. Guidelines will be established to enable the prioritization of enterprise, corporate and/or regional/site partnerships, sponsorships, and events, to support the development of a diverse talent pipeline, and to align with this DEIA Policy.

4. Compliance with Governmental Requirements

Our organization recognizes that all aspects of diversity including human, workplace, and cultural aspects must comply with numerous federal, state, and local governmental requirements. This recognition includes the need to comply with requirements addressing, in part, gender, race, nationality, ethnic social and Indigenous origin, religion or belief, disability and sexual orientation. Our organization will identify all applicable laws pertaining to the definitions of diversity and disability, and the equitable and inclusive treatment of employees within this DEIA Policy, and our organization will take the necessary steps to ensure those laws are properly addressed by our organization. As a publicly traded company, Westwater Resources will publicly disclose this DEIA Policy, the short-term and long-term goals, and the measured results in the achievement of those goals as required by and on the periodicity specified by the U.S. Securities and Exchange Commission.