

## Denison Mines Corp. 2024 Denison ESG Report

Published on January 7, 2026

Denison Mines Corp. (Denison or the Company) is a uranium mining, exploration, and development company with interests focused in the Athabasca Basin region of northern Saskatchewan, Canada.

In 2024, Denison celebrated its 70th year in uranium mining, exploration, and development, which began in 1954 with Denison's first acquisition of mining claims in the Elliot Lake region of northern Ontario.

### Disclaimer and Forward Looking Statements

#### Company Profile

##### Organizational Profile

Name	Denison Mines Corp.
Describe nature of activities, brands, products and services	The Company has an effective 95% interest in its flagship Wheeler River Project, which is the largest undeveloped uranium project in the infrastructure-rich eastern portion of the Athabasca Basin region of northern Saskatchewan. As at December 31, 2024, Denison's interests in Saskatchewan also included a 22.5% ownership interest in the McClean Lake joint venture, which includes several uranium deposits and the McClean Lake uranium mill, contracted to process the ore from the Cigar Lake mine under a toll milling agreement, plus a 25.17% interest in the Midwest Main and Midwest A deposits, and a 70.32% interest in the Tthe Heldeth Túé (THT) and Huskie deposits on the Waterbury Lake property. Each of Midwest Main, Midwest A, THT and Huskie are located within 20 kilometres of the McClean Lake mill.
	In aggregate, the Company has direct ownership interests in properties covering ~384,000 hectares in the Athabasca Basin region.
	Through its 50% ownership of JCU (Canada) Exploration Company, Limited, Denison holds additional interests in various uranium project joint ventures in Canada, including the Millennium project (JCU 30.099%), the Kiggavik project (JCU 33.8118%) and Christie Lake (JCU 34.4508%).
	Denison also conducts legacy mine care and maintenance activities for Denison's reclaimed mine sites in Elliot Lake, Ontario.
Link to Corporate Website	<a href="https://www.denisonmines.com/">https://www.denisonmines.com/</a>
Industry Classification	NAICS: 2131 Support activities for mining, and oil and gas extraction
Type of Operations	Exclusively non-producing operations
Company Headquarters	Toronto, Canada
<b>ESG Accountability</b>	
Role of highest authority within the company for Environment, Social and Governance strategy, programs and performance	Chief Executive Officer (CEO)
The name of the highest authority, if applicable	David Cates

#### CSDS Sustainability Disclosure Standards Reporting Requirements

Choose the statement of compliance

Not applicable

The Company's 2024 ESG report has been prepared with reference to the Canadian Sustainability Disclosure Standards where

possible on a voluntary basis. As this 2024 ESG report is the Company's inaugural reference to the CSDS, full compliance cannot be certified at this time as the Company is currently taking steps to implement and report on the full scopes of disclosure required pursuant to the CSDS. The Company expects to progress its implementation of the CSDS requirements and report in full compliance therewith within the transition relief periods provided by CSDS 1 and CSDS 2.

### GRI Reporting Requirements

Choose the statement as to how the organization has aligned their reporting utilizing GRI Standards

The organization has reported with reference to the GRI Standards for the period defined below

### ESG Reporting Period

Unless otherwise noted, all data contained in this report covers the following period

From	2024-01-01
To	2024-12-31

Denison's fiscal year end is December 31.

### External Assurance

Describe your company's policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved

At this time, Denison is determining the best path forward for seeking external assurance and integrating ESG practices into internal corporate practices, which may include, without limitation, implementation of tracking and reporting software systems, designation and creation of ESG-specific roles and mandates, Company-wide training for ESG reporting and accountability, and enhancement of committee mandates to support ESG initiatives.

Are the highest governance body and senior executives involved	Yes
Describe how the highest governance body and senior executives are involved	Denison's executive leadership reviews and approves the publication of its annual ESG report.

Material information contained in the ESG report is prepared and reported in alignment with the Company's Annual Reports, Annual Information Forms, Form 40-F filings, and other securities-related publications, all of which are reviewed and approved for publication by the Company's Board of Directors and executive leadership.

Has the report been externally assured	No
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### Financial Reporting Period

Does the financial reporting period align with the sustainability reporting period (e.g. calendar vs fiscal)

Yes

Information about transactions, other events and conditions that occurred after the end of the reporting period, but before the date on which the sustainability-related financial disclosures are authorized for issue	The Company's 2024 ESG report is generally limited to the 2024 calendar year and no information outside of this reporting period is set out herein, except where explicitly stated.
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The Company's 2024 ESG report is generally limited to the 2024 calendar year and no information outside of this reporting period is set out herein, except where explicitly stated.

### Geographic Scope of Report

Unless otherwise noted, the data in this report covers sustainability matters related to the following locations of operations

Canada

Identify notable exclusions of the geographical and/or business scope of the report, and reference of any existing or planned reports that do or will address these (e.g., assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc.)	This report does not have any notable geographical exclusions.
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This report includes information from Denison's 22 directly operated properties located in the provinces of Saskatchewan and Ontario, including its 20 operated exploration and evaluation projects in Saskatchewan and its 2 legacy mine sites in Elliot Lake, Ontario.

Accordingly, Denison's disclosure focuses on the exploration programs conducted in 2024, its evaluation efforts for its flagship Wheeler River Project, and its Legacy Mines operations in Ontario.
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A map of Denison's mineral claims in northern Saskatchewan as at December 31, 2024.

## Reporting Practice

Provide a list of all legal entities included in its sustainability reporting

This 2024 ESG report has been prepared with respect to Denison Mines Corp. and its projects and joint arrangements that it operates.

A diagram depicting the corporate structure of Denison, its active subsidiaries, and its corporate and partnership joint arrangements, including the name, jurisdiction of incorporation, and proportion of ownership interest in each, as at December 31, 2024, is included here for reference.



Denison, its active subsidiaries and corporate and partnership joint arrangements as at December 31, 2024.

Does the organization have audited consolidated financial statements or financial information filed on public record	Yes
If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Denison Mines Corp. and the joint arrangements for which it is operator are the subjects of the disclosure contained in this report. This report does not capture joint arrangements in which Denison holds a minority interest or is not the operator.
Does the organization consist of multiple entities	Yes
If the organization consists of multiple entities, explain the approach used for consolidating the information	See the response to previous question.
Does the approach involve adjustments to information for minority interests	No
How does the approach take into account mergers, acquisitions, and disposal of entities or parts of entities	Joint ventures or other joint arrangements pursuant to which Denison is not a majority owner and operator are excluded from the scope of this report. Any entities or assets which are, pursuant to a merger, acquisition, or disposal, no longer operated or owned in majority by Denison are removed from the scope of its ESG reporting. Any entities or assets acquired by Denison pursuant to a merger or acquisition would, if owned in majority by Denison or operated by Denison, would be included in the scope of its ESG reporting.
Does the approach used for consolidating the information differ across the disclosures in this Standard (GRI 2) and across material topics	No
Explain whether and how the approach differs across the disclosures in this Standard and across material topics	The disclosures herein has been prepared in consideration of and with respect to the Company's material business operations as a whole.
Is the data and assumptions used in preparing the sustainability-related financial disclosures consistent (to the extent possible considering the requirements of IFRS Accounting Standards or other applicable GAAP) with the corresponding data and assumptions used in preparing the related financial statements.	Yes
Report what are the restatements and the reasons for restatements, if any, from previous reporting periods	Yes, due to error made in previous reporting periods
Explain the effect of such restatements, if any	The 2023 ESG report erroneously indicated 65,020.06 kg of propane consumed. The correct amount of propane consumed in 2023 was actually 33,031.72 kg. This incorrect amount was reported due to a conversion error between units of measurement, which resulted in the total amount of gross Scope 1 GHG emissions being miscalculated as 1166.384 tonnes of CO <sub>2</sub> , an excess of 82,873 tonnes over the correct amount of 1083.511 tonnes of CO <sub>2</sub> .
Provide the full contact details (name, title, address, email and/or phone number) for an individual responsible to address questions regarding the report or its contents	Amanda Willett, Vice President Legal and Corporate Secretary 1100 - 40 University Avenue Toronto ON, Canada, M5J 1T1

## Currency

Unless otherwise noted, all financial figures referenced in this report are in the following currency

CAD

## Scale of the Organization

Nature of corporate ownership

Publicly owned

Legal form of corporate ownership

Incorporated entity

Report the total number of operations

5

The Company's current five operations are: (1) project exploration and evaluation operations in northern Saskatchewan, (2) its legacy mines field operations in Elliot Lake, Ontario, (3) its head corporate office in Toronto, Ontario, (4) its corporate office in Saskatoon, Saskatchewan, and (5) its corporate office in Elliot Lake, Ontario.

The organization's definition used for 'mine site'

As uranium mining is a federally regulated activity in Canada, the term "mine site" has been generally defined for the purposes of this ESG report in accordance with GRI 14: Mining Standards 2024 but with the exclusion of any activities that do not require federal approval in Canada. GRI 14: Mining Standards defines a mine site as being open-cut and underground mines and any surface areas disturbed by a mining operation, tailings storage, waste facilities, and ancillary access roads and structures related thereto. However, exploration and evaluation of ore bodies is not a federally regulated activity in Canada and, accordingly, those activities are not defined as being carried out on a mine site for the purposes of this report.

The Company currently operates two mine sites, both of which are in the Elliot Lake region of northern Ontario, Canada and are decommissioned and under care and maintenance.

Mine site #1: Name of the site

Denison Mine Site

Mine site #1: Geographic location (country and coordinates)

Elliot Lake region of northern Ontario, Canada

Mine site #2: Name of the site

Stanrock Mine Site

Mine site #2: Geographic location (country and coordinates)

Elliot Lake region of northern Ontario, Canada

## Fragile and Conflict-Affected Situations

Identify all of the entity's countries of operations that align with the World Bank's list of "Fragile and Conflict-Affected Situations"

None

## Mineral Resource Types in Scope

Which of the following mineral resource types are covered by this report

- Inferred
- Indicated
- Measured

For further information on Denison's mineral resources, please review the following information:

[Denison Mines Corp. - Mineral Reserves](#)

## Mineral Reserve Types in Scope

Which of the following mineral reserve types are covered by this report

- Proven
- Probable

For further information on Denison's mineral resources, please review the following information:

[Denison Mines Corp. - Mineral Reserves](#)

## Strategy

Corporate Purpose, Vision, Mission and Values; statements of sustainability/ESG strategy

Please refer to the Company's corporate Environment, Health, Safety & Sustainability Policy (EHSS Policy), a link to which is provided below. The EHSS Policy affirms Denison's sustainability commitments.

[Denison Mines Corp. - Environment, Health, Safety & Sustainability Policy](#)

Provide a statement from the highest governance body or most senior executive of the organization (i.e., CEO, chair, or equivalent senior position) about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development. (CEO's message for this report)

In assessing the potential paths to reduce carbon emissions, many nations, policymakers, and interest groups have recognized the critical role that reliable baseload nuclear power (and the uranium supply for that power) must play to achieve decarbonization objectives for a clean energy transition.

Aligned with its focus on becoming Canada's next uranium producer, Denison has committed to principles of transparency on ESG-related matters, externally and internally, and anticipates this commitment will provide a competitive advantage.

Please refer to the attached document.



President & CEO - David Cates



Message from Denison's President & CEO

## Material Topics

### Governance of Material Topics

Describe the process followed to determine the organization's material topics

Denison has processes to identify sustainability-related risks and opportunities and material topics through:

- Enterprise Risk Management (ERM) program
- Environmental impact assessment
- Materiality Assessment

Denison is privileged to have many experienced and passionate members of its team focused on matters related to the identification of actual and potential impacts of and opportunities for its operations.

Denison has identified strategic and operational risks and opportunities through its ERM program. The ERM program is informed by all aspects of Denison's operations, including feasibility studies, land use studies, environmental baseline studies, and ongoing monitoring.

In 2024, Denison continued several formal processes to identify potential impacts of its operations, including:

- The advancement of the environmental assessment process for the Wheeler River Project culminating in the submission of the final federal Environmental Impact Assessment (EIS) to the Canadian Nuclear Safety Commission (CNSC) in November 2024;
- Comprehensive technical reviews; and
- Direct consultation with local and Indigenous communities.

Denison has also previously completed a decommissioning environmental assessment process for Denison's legacy mine sites, pursuant to which it monitors its ongoing post-closure mine care and maintenance.

### How did the organization prioritize the impacts based on their significance

Denison's Board of Directors is responsible for identifying the principal risks of Denison's business, ensuring the executive leadership's implementation and assessment of appropriate risk management systems, and overseeing the reporting of material risks.

Management has assessed and prioritized strategic and operational risks for reporting to the Board and relevant committees, through its ERM program.

An additional top-down assessment of risk and materiality is performed annually as part of the planning and scoping for Denison's internal controls compliance program.

Risk is also identified and assessed operationally, with business process owners responsible for assessing, managing, and regularly reporting on risks relevant to the operations they oversee and ensuring material risks are brought to the attention of the executive leadership as needed and/or through the ERM program.



Denison Mines Corp. -  
Denison Risk Management  
& Oversight

Specify the stakeholders and experts whose views have informed the process of determining its material topics and provide details

- Business partners
- Employees and other workers
- Governments
- Local communities
- Shareholders and other capital providers

Denison endeavours to maintain open lines of communication with stakeholders to enable it to understand stakeholder concerns and incorporate those matters into its operational and risk management systems. This process includes operational stakeholders (such as local communities and interested parties with respect to Denison's projects) and strategic stakeholders (such as shareholders, with an interest in Denison's performance and governance). Denison also actively engages experts, such as financial advisors with respect to financial opportunities and risks and compensation consultants with respect to executive and director compensation benchmarking and risks, to inform Denison's decision-making and risk identification and management.

List the organization's material topics

- Economic Performance
- Market Presence
- Indirect Economic Impacts
- Occupational Health and Safety
- Local Communities
- Procurement Practices
- Public Policy
- Permitting
- Rights of Indigenous People
- Employment Practices
- Other, please specify
- Compliance
- Overall environmental
- Environmental Compliance

List the organization's non-material topics

- Energy
- Water and Effluents
- Waste
- Materials Management
- Biodiversity
- Freedom of Association and Collective Bargaining
- Anti-Corruption
- Diversity, Equal Opportunity & Inclusion
- Equal Remuneration for Women and Men
- Non-Discrimination
- Labour Relations
- Marketing and Labelling
- Anti-Competitive Behaviour
- Other, please specify
- Products and Services
- Transport
- Supplier
- Environmental Grievances
- Human Rights Investment
- Training and Education
- Supplier Human Rights Assessment
- Human Rights Grievance Mechanisms
- Supplier Assessment for Impacts on Society
- Grievance Mechanisms for Impacts on Society
- Emergency Preparedness
- Communications
- Materials Stewardship

Provide reasons for considering such topics not material, provide details	Other, please specify
	Owing to Denison's current stage of project development, many of these considerations are relevant but not yet applicable to current operations. The Company addresses such matters through principled policies to ensure it is culturally and procedurally well-positioned for when the Company progresses to a stage where certain of these items may become material.
	Other items are not expected to be applicable to Denison's business in the near or long-term given the nature of Denison's planned operations and the stable and democratic jurisdiction in which Denison operates, with comprehensive protections enshrined in Canadian law for the environment, human rights, labour and employment practices, worker safety, anti-bribery and anti-corruption, and other matters.
Report changes to the list of material topics compared to the previous reporting period	The sustainability related risks and opportunities that have been identified as material topics in this report are not, and should not be construed as being, an exhaustive list of the risks and opportunities faced by Denison in its operations and pursuit of its strategic objectives. For more information, see Denison's Annual Information Form.
Material Topic #1:	No change in material topics.
An explanation of why the topic is material; describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Permitting
Where the impacts occur	In addition to the environmental assessment process, Denison will be required to obtain construction and operations permits from the Saskatchewan Ministry of Environment and licences from the Canadian Nuclear Safety Commission. While some overlap between the environmental assessment process and licensing/permitting is possible, generally, licensing and permitting are expected to be completed following the environmental assessment process.
The organization's involvement with the impacts. e.g., whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	Similar to the environmental assessment process, the licensing process applies a level of rigour intended to minimize the risk of negative impacts of the Company's plans, including to the environment and people.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	There are no perceived impacts of permitting on third parties.
Describe/provide a link to the corporate policies or commitments regarding the topic	Impacts are expected to be limited to Denison's operations focused on mine permitting, construction, and operations.
Denison is internally managing the process of permitting. Obtaining applicable federal and provincial permitting is required for Denison to achieve its direct operational objectives.	Organization's activities
Explain how the organization manages the topic and actions to prevent or mitigate potential negative impacts	The Company's EHSS Policy affirms Denison's commitments to prioritize the safety of its workers, its contractors, its community, and the environment as well as the principles of sustainable development. Under the EHSS Policy, the Company has committed to run its operations in compliance with applicable legislation, in a manner that minimizes the impact on local ecosystems.
	<a href="#">Denison Mines Corp. - Environmental, Health, Safety &amp; Sustainability Policy</a>
Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Denison's direct involvement in the planning and execution of its operations allows Denison to control and implement mitigation measures to reduce regulatory and permitting risks.
	Denison has identified key risks through its licensing and environmental assessment processes and regularly monitors its activities to ensure compliance with legal and regulatory requirements.

Describe actions to manage actual and potential positive impacts	Positive impacts of receiving applicable regulatory approvals and achieving production at the Wheeler River Project to Denison, its stakeholders, and to the local communities and economy are assumed. The achievement of these goals is expressed in the Company's objectives and outlook.
Report the processes used to track the effectiveness of the actions;	<ul style="list-style-type: none"> <li>Impact assessments</li> <li>Stakeholder feedback</li> </ul>
Report the goals, targets, and indicators used to evaluate progress;	Denison is currently targeting regulatory approvals from federal and provincial regulators in support of plans and the objective to achieve first production at the Company's Wheeler River Project in 2028.
Report the effectiveness of the actions, including progress toward the goals and targets; any related adjustments	Denison has achieved notable milestones in 2024, including the submission of extensive project documentation in support of federal and provincial permitting.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Lessons have been learned in the areas of planning, systems, and procedures required as conditions to licensing.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Denison understands the importance of protecting the area in which it is working, including the land, water, animals, air and culture. Denison welcomes input from all interested parties through regulatory engagement and consultation.
Material Topic #2:	<p>Other, please specify</p> <p>Indigenous Rights</p>
An explanation of why the topic is material; describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Denison respectfully acknowledges that its business operates in Canada on lands that are in the traditional territory of Indigenous peoples. Denison's current and planned operations could have impacts on the land and people living in proximity to such operations.
Where the impacts occur	Impacts are expected to be limited to Denison's operations in the Athabasca Basin region of northern Saskatchewan and in Elliot Lake, Ontario.
The organization's involvement with the impacts. e.g., whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	Impacts are expected to be limited to Denison's operations focused on mine permitting, construction, and operations.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Both activities and business relationships
Denison is committed to collaborating with Indigenous peoples and communities to build long-term, respectful, trusting, and mutually beneficial relationships and aspires to avoid any adverse impacts of Denison's activities and operations.	Denison has an Indigenous Peoples Policy (IPP), which reflects the Company's recognition of the important role of Canadian business in the process of reconciliation with Indigenous peoples in Canada and outlines the Company's commitment to take action towards advancing reconciliation.
Describe/provide a link to the corporate policies or commitments regarding the topic	<a href="#">Denison Mines Corp. - Indigenous Peoples Policy</a>
Explain how the organization manages the topic and actions to prevent or mitigate potential negative impacts	The IPP identifies 5 key areas of action of Denison's continuously evolving Reconciliation Action Plan: Engagement; Empowerment; Environment; Employment; and Education. Through the Reconciliation Action Plan, Denison is striving to interweave the principles of reconciliation throughout all areas of the Company's operations.
Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Denison has been focused on strengthening many long-term relationships, and building new relationships, with Indigenous and non-Indigenous communities who have a strong connection to the land on which the Wheeler River Project is located.
Describe actions to manage actual and potential positive impacts	Denison fosters an environment that encourages participation and provides

	<p>supporting resources with respect to Indigenous environmental monitoring, employment, training, and other educational initiatives.</p>
Report the processes used to track the effectiveness of the actions;	<p>Stakeholder feedback</p> <p>Denison conducts internal surveys and has regular Indigenous engagement.</p>
Report the goals, targets, and indicators used to evaluate progress;	<p>The goals are tracked according to the elements of the Reconciliation Action Plan.</p>
Report the effectiveness of the actions, including progress toward the goals and targets; any related adjustments	<p>Denison achieved notable milestones in 2024, including the signing of a Sustainable Communities Investment Agreement with the municipalities of the Northern Village of Beauval, the Northern Village of Île-à-la Crosse, the Northern Hamlet of Jans Bay, and the Northern Hamlet of Cole Bay, which establishes commitments by Denison for funding to support community development initiatives, with consideration towards contributing to the current and future economic prosperity and sustainability of the Communities by promoting economic development and investments in capital projects, job creation and training, housing, education, and other initiatives. The parties to the Agreement also acknowledge a common goal of facilitating qualified businesses and workers in benefiting from opportunities associated with the Wheeler River Project.</p> <p>Denison also entered into benefit agreements with both Kineepik Métis Local #9 and the Village of Pinehouse Lake. Amongst other key commitments, these agreements provide the community and its Métis members an important role in environmental monitoring and commits to the sharing of benefits from the successful operation of the project, including benefits from community investment, business opportunities, employment and training opportunities, and financial compensation.</p>
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	<p>Lessons have been learned in the areas of engagement which have been reflected back into the Company's processes.</p>
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	<p>Engagement with stakeholders has informed all elements of its processes and procedures for consultation and engagement with Indigenous peoples, including the development of the IPP.</p> <p>Denison's desire is to conduct and advance its activities in a progressive and sustainable manner that advances reconciliation with Indigenous peoples and provides economic opportunities and other benefits to the communities near where it operates in an authentic, cooperative, and respectful way.</p> <p>Through its engagement commitments and processes, Denison is able to identify key concerns from Interested Parties and develop plans to respond to and/or to resolve them.</p>
Material Topic #3:	Employment
An explanation of why the topic is material; describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	<p>Denison's success depends on the availability of and its competitiveness for qualified and experienced employees to work in Denison's operations and Denison's ability to attract and retain such employees.</p>
Where the impacts occur	<p>There are potential impacts to all aspects of Denison's business and operations.</p>
The organization's involvement with the impacts. e.g., whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	<p>To meet the Company's objectives, Denison has been and will continue to increase its staffing levels to ensure it has suitable and sufficient organizational structures, staffing, and competencies in place to effectively and reliably carry out its activities.</p>
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Both activities and business relationships
	<p>Denison's needs are in competition with the needs of other companies in the same jurisdictions, which increases the potential impact of staffing risks.</p>

Describe/provide a link to the corporate policies or commitments regarding the topic	In addition to internal policies and procedures, Denison is committed to certain standards and principles for its employees and the conduct of its hiring practices, as set out in its Code of Ethics, Workplace Violence & Harassment Policy, and Indigenous Peoples Policy.  <a href="#">Denison Mines Corp. - Code of Ethics</a>
Explain how the organization manages the topic and actions to prevent or mitigate potential negative impacts	Effective staffing is about having the right numbers of the right people in the right place at the right time with the suitable knowledge, skill and experience to operate safely and effectively and to maintain compliance with internal controls, procedures, and policies.
Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Denison has various internal human resources related policies and procedures. Denison has an iterative workforce planning strategy to anticipate employment challenges.
Describe actions to manage actual and potential positive impacts	In Saskatchewan, Denison has developed hiring practices and processes that provide early notice to Indigenous communities as part of Denison's commitment to employment of Indigenous people.
Report the processes used to track the effectiveness of the actions;	Other, please specify
Report the goals, targets, and indicators used to evaluate progress;	Denison continuously monitors employee demographics and turnover rate.
Report the effectiveness of the actions, including progress toward the goals and targets; any related adjustments	Denison conducts internal surveys of employee satisfaction, monitors turnover, and collects and assesses demographic information.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Lessons have been learned in the areas of recruitment, retention, compensation, benefits, and engagement.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	In Saskatchewan, Denison has developed hiring practices and processes that provide early notice to Indigenous communities as part of Denison's commitment to employment of Indigenous people.
<b>Material Topic #4:</b>	Procurement Practices
An explanation of why the topic is material; describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Denison is developing its procurement processes, strategies, and requirements to meet the needs for the future planned development of the Wheeler River Project. Without proper foresight, a company's procurement practices could result in negative financial, local economic, environmental, and/or human rights impacts.
Where the impacts occur	Impacts are expected to be limited to Denison's operations in Saskatchewan, particularly in the Athabasca Basin region of northern Saskatchewan.
The organization's involvement with the impacts. e.g., whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships	Impacts are expected to be limited to Denison's operations focused on mine permitting, procurement, construction, and operations.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Both activities and business relationships
Describe/provide a link to the corporate policies or commitments regarding the topic	Denison will have both direct involvement with, and third-party support for, the execution and further development of its procurement practices and procedures and with its procurement activities.
	Denison has implemented a Supplier Code of Conduct and an Indigenous Peoples Policy to inform its procurement practices.  <a href="#">Denison Mines Corp. - Supplier Code of Conduct</a>
	<a href="#">Denison Mines Corp. - Indigenous Peoples Policy</a>

Explain how the organization manages the topic and actions to prevent or mitigate potential negative impacts	<p>Denison's procurement practices and procedures have been developed in collaboration by the finance and operations teams and in keeping with the principles set forth in its Supplier Code of Conduct. Denison aspires to avoid any adverse impacts of its activities and operations.</p>
Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	<p>Denison is also committed to collaborating with local and Indigenous suppliers to build long-term, respectful, trusting, and mutually beneficial relationships.</p>
Describe actions to manage actual and potential positive impacts	<p>Denison's procurement practices are being developed to eliminate or mitigate potential negative impacts. For example, Denison's procurement practices include detailed assessments and due diligence of prospective vendors and require vendors to contractually accept the principles expressed in Denison's Supplier Code of Conduct.</p>
Report the processes used to track the effectiveness of the actions;	<p>In Saskatchewan, Denison has strong procurement processes in place that ensure decision-making includes consideration of Indigenous-owned businesses. In 2024, Denison continued to expend a significant portion of Saskatchewan evaluation and exploration expenditures with Indigenous or northern Saskatchewan vendors.</p>
Report the goals, targets, and indicators used to evaluate progress;	<p>Other, please specify</p> <p>Denison has procurement approval and tracking processes in place.</p>
Report the effectiveness of the actions, including progress toward the goals and targets; any related adjustments	<p>Denison is focused on meeting its contractual commitments with certain objectives for expenditures with Indigenous or northern Saskatchewan vendors.</p>
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	<p>Policies, controls, procedures and commitments are all considered in the contracting process.</p>
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	<p>Lessons have been learned in the areas of procurement which have been reflected back into the Company's processes.</p>
Material Topic #5:	<p>Engagement with stakeholders has informed the development of procurement policies, goals, and commitments.</p>
An explanation of why the topic is material; describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	<p>Denison's desire is to conduct and advance its activities in a progressive and sustainable manner that provides economic opportunities and other benefits to the communities near where it operates in an authentic, cooperative, and respectful way.</p>
Where the impacts occur	<p>Through its engagement commitments and processes, Denison is able to identify key concerns from Interested Parties and develop plans to respond to and/or to resolve them.</p>
The environmental assessment process has no direct impact on third parties.	<p>Other, please specify</p> <p>Overall Environmental</p>
Impacts of planned operations being assessed	<p>Mining operations, such as those planned for Denison's Wheeler River Project, inevitably have the potential to impact the local environment.</p>
Regulatory acceptance of an environmental assessment of the Company's mining plan and its expected impacts is a pre-condition to development of a uranium mining operation.	
The environmental assessment process informs Denison's project designs to support the Company's aspiration of achieving a superior standard of environmental stewardship that exceeds the anticipated environmental expectations of regulators and aligns with the interests of local Indigenous rights holders and communities.	

<p>The organization's involvement with the impacts. e.g., whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</p>	<p>through the environmental assessment process are expected to be limited to the immediate area of Denison's operations, with a focus on deploying novel technologies and methods to minimize the scale and duration of environmental impacts.</p>
<p>Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships</p>	<p>Based on the information and related evaluation and assessment of effects, results of the environmental assessment show that the ISR operation planned for the Phoenix deposit at Wheeler River can be constructed, operated, and decommissioned in a manner that is not likely to cause significant residual adverse effects to the biophysical or human environments, on its own or cumulatively with existing and reasonably foreseeable developments.</p>
<p>Describe/provide a link to the corporate policies or commitments regarding the topic</p>	<p>Both activities and business relationships</p> <p>Denison is internally managing the environmental assessment process. Completion and acceptance of an environmental assessment are required for Denison to achieve its direct operational objectives.</p>
<p>Explain how the organization manages the topic and actions to prevent or mitigate potential negative impacts</p>	<p>The Company's EHSS Policy affirms Denison's commitment to prioritize the safety of its workers, its contractors, its community and the environment as well as the principles of sustainable development. Under the EHSS Policy, the Company has committed to run its operations in compliance with applicable legislation and in a manner that minimizes the impact on local ecosystems.</p> <p><a href="#">Denison Mines Corp. - Environmental, Health, Safety &amp; Sustainability Policy</a></p>
<p>Describe actions to address actual negative impacts, including actions to provide for or cooperate in their remediation</p>	<p>Denison's direct involvement in the planning and execution of its operations allows Denison to control and implement mitigation measures to reduce or eliminate actual and potential impacts to the environment.</p> <p>Denison operates within the Canadian provinces of Saskatchewan and Ontario and is subject to both provincial and federal regulatory regimes, which involve rigorous environmental assessment and continuous monitoring and reporting to ensure Denison's activities are conducted in accordance with legal and regulatory requirements and industry best practices.</p> <p>Importantly, the Phoenix Feasibility Study designs and plans incorporate learnings and mitigation measures identified through the environmental assessment process.</p>
<p>Describe actions to manage actual and potential positive impacts</p>	<p>Denison has identified key risks through its licensing and environmental assessment processes and regularly monitors its activities to ensure compliance with legal and regulatory requirements.</p> <p>Denison's commitment to the environment includes long-term planning for site management, site remediation and decommissioning. Denison works in conjunction with Indigenous rights holders and local communities to communicate project developments and receive input and guidance on environment management practices.</p>
<p>Report the processes used to track the effectiveness of the actions;</p>	<p>Positive impacts of receiving applicable regulatory approvals and achieving production at the Wheeler River Project to Denison, its stakeholders, and to the local communities and economy are assumed. The achievement of these goals is expressed in the Company's objectives and outlook.</p> <ul style="list-style-type: none"> <li>• Impact assessments</li> <li>• Stakeholder feedback</li> </ul>
<p>Report the goals, targets, and indicators used to evaluate progress;</p>	<p>Denison is working to obtain final approval of the Wheeler River EIS from federal and provincial regulators in support of plans and the objective to achieve first production at the Company's Wheeler River Project in 2028.</p>

Report the effectiveness of the actions, including progress toward the goals and targets; any related adjustments	Denison achieved notable milestones in 2024, including the filing of the final Wheeler River EIS with the CNSC following completion of technical review. The final EIS reflects many years of considerable effort following the initiation of the environmental assessment process in 2019 and proactively incorporates feedback received from multiple Interested Parties, including Indigenous nations and the CNSC's Federal Indigenous Review Team.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Lessons have been learned in the areas of consultation, engagement, and communication, which have informed current practices.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Denison understands the importance of protecting the area in which it is working, including the land, water, animals, air, and culture. Denison welcomes input from all Interested Parties through regulatory engagement and consultation.
Describe commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	All sections of the EIS were informed by the results of Denison's extensive engagement and consultation with Indigenous and non-Indigenous interested parties.
Describe the approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	<p>The Company continues its long history of responsible and responsive care and maintenance of its decommissioned mine sites through regular monitoring and remediation work.</p> <p>As part of its licensing with provincial and federal authorities and its commitments to local communities, the Company has and will continue to develop long-term mine site remediation and reclamation research and activities in order to meet the policy goals set out in its Environment, Health, Safety &amp; Sustainability Policy.</p> <p>The Company also operates a robust internal incident reporting and management system to respond to and document any incidents impacting health, safety, and/or the environment and reports to applicable authorities as required.</p>
Provide a description of the organization's supply chain, including the types of suppliers (e.g., equipment, consumables, logistics, brokers, contractors, wholesalers, etc.)	<p>The Company is committed to the highest standards of openness, honesty and accountability that its various stakeholders are entitled to expect. The Audit Committee of the Board of Directors of the Company has established procedures for the receipt, retention and treatment of complaints or submissions regarding accounting, internal accounting controls or auditing matters, as required under Multilateral Instrument 52-110 promulgated by the Canadian Securities Administrators and Rule 10A-3(b)(3) of the United States Securities and Exchange Commission.</p> <p>Please refer to the Company's Whistleblower Policy for more information, a link to which is provided here.</p> <p><a href="#">Denison Mines Corp.   Whistleblower Policy</a></p>

## Supply Chain

Provide a description of the organization's supply chain, including the types of suppliers (e.g., equipment, consumables, logistics, brokers, contractors, wholesalers, etc.)

Denison regularly engages contractors and suppliers to supplement its internal workforce in the conduct of its exploration activities in Saskatchewan and the management of its legacy mine sites in Ontario. Examples of types of contractors include drilling companies, line cutting and geological surveys, engineering works, and miscellaneous trade contractors. Denison also engages scientific consultants to conduct mineral assays and other laboratory-based work.

Estimated number of first tier suppliers	520
	The Company's accounting records indicate payments made to approximately 520 unique vendors in the 2024 calendar year. This figure includes all types of vendors, including contractors, material and equipment vendors, consultants, and service providers, but

		excludes payments made to municipal, provincial, and federal authorities on account of taxes, fees, and other duties.
		The Company intends, in the future, to require select vendors to provide more information on second- and third-tier suppliers in order to obtain a more comprehensive view of its supply chain.
The types of activities related to the organization's products and services carried out by its suppliers (e.g., manufacturing, providing consulting services)		<ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Consultancy Services</li> <li>• IT Services</li> <li>• Food and hospitality</li> <li>• Construction materials</li> <li>• Chemicals</li> <li>• Mobile Equipment</li> <li>• Spare Parts</li> <li>• Transportation Services</li> </ul>
What is the nature of its business relationships with its suppliers		<ul style="list-style-type: none"> <li>• Project-based</li> <li>• Contractual</li> <li>• Long-term</li> <li>• Short-term</li> </ul>
The sector-specific characteristics of its supply chain		Geographically dispersed
The estimated monetary value of payments made to all suppliers (currency, Thousands)	34,301	
The geographic location of its suppliers		<ul style="list-style-type: none"> <li>• Canada</li> <li>• United States of America</li> </ul>

## Environment

### Climate Change - Stewardship

#### Strategy

Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning	Yes
Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities	Yes
Plans and timeline to develop systems to calculate the financial implications or costs, or to make revenue projections	<p>As the Company is currently transitioning towards a construction- and operation-focused phase for its flagship Wheeler River Project, this information is not available at this time and will likely be assessed once the Company has achieved steady state operations.</p> <p>Financial implications or costs are currently assessed on a case-by-case basis as circumstances arise impacting programs and budgets, such as increased costs due to weather constraints and suspension requirements due to extreme weather events.</p>

#### Risk Assessments

Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business	Yes
Risk 1 - Identify the most material (financial or strategic) climate-related risk to your organization	<p>The Company has identified that forest fires (the likelihood and scope of which may be impacted by climate change) could have a substantive financial or strategic impact on its operations, due to the location and remoteness of Denison's exploration, Wheeler River/Phoenix Site and Camp, and Legacy Mines operational sites. In addition, extreme water levels caused by climate change could negatively impact Legacy Mines care and maintenance operations, and weather and climate trends resulting in warmer and shorter winters that slow down and shorten the freezing of the ground and water bodies could have significant financial or strategic impacts on winter operations in Saskatchewan, Canada.</p> <p>The evaluation of other climate-related risks remains ongoing.</p>

Where in the value chain does the risk driver occur	Direct operations
What type of risk	<ul style="list-style-type: none"> <li>• Climate-related physical risk (acute physical risk)</li> <li>• Climate-related physical risk (chronic physical risk)</li> <li>• Climate-related transition risk</li> </ul>
Risk classification	<ul style="list-style-type: none"> <li>• Acute Physical - Increased severity</li> </ul>

		and frequency of extreme weather events, such as storms, cyclones and floods
		<ul style="list-style-type: none"> <li>• Acute Physical - Increased likelihood and severity of wildfires</li> <li>• Acute Physical - Other, please specify</li> <li>• Chronic Physical - Changes in precipitation patterns and extreme variability in weather patterns</li> </ul>
		Acute Physical - Other: Weather and climate trends resulting in warmer and shorter winters that slow down and shorten the freezing of the ground and water bodies could have significant financial or strategic impacts on winter exploration operations in Saskatchewan, Canada.
Time horizon of risk	Short term	
Likelihood of impact	About as likely as not	
Magnitude of impact	Medium-low	
Primary potential financial impact		<ul style="list-style-type: none"> <li>• Increased direct costs</li> <li>• Increased indirect (operating) costs</li> <li>• Increased capital expenditures</li> <li>• Increased insurance claims liability</li> <li>• Decreased asset value or asset useful life leading to write-offs, asset impairment or early retirement of existing assets</li> </ul>
The methods used to manage the risk	Not Applicable	

### Opportunity Assessments

Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business

Other, please specify

Denison has identified the most significant opportunity for Denison's business being the potential to become a uranium producer during a period of strong increased support globally for nuclear energy's role in a clean energy transition.

### Greenhouse Gas Emissions

#### Scope 1

The total amount of gross global Scope 1 GHG emissions (CO<sub>2</sub>-e) (tonnes)

1,728.538

Fuel related methane (CH<sub>4</sub>) (tonnes)

0.059

Fuel related nitrous oxide (N<sub>2</sub>O) (tonnes)

0.012

Carbon dioxide (CO<sub>2</sub>) (tonnes CO<sub>2</sub>-e)

1,723.487

Methane (CH<sub>4</sub>) (tonnes CO<sub>2</sub>-e)

1.475

Nitrous oxide (N<sub>2</sub>O) (tonnes CO<sub>2</sub>-e)

3.576

Hydrofluorocarbon-23 (CHF<sub>3</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Hydrofluorocarbon-32 (CH<sub>2</sub>F<sub>2</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Sulphur hexafluoride (SF<sub>6</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Nitrogen trifluoride (NF<sub>3</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Perfluoro methane (CF<sub>4</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Perfluoro ethane (C<sub>2</sub>F<sub>6</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Perfluoro butane (C<sub>4</sub>F<sub>10</sub>) (tonnes CO<sub>2</sub>-e)

0.000

Perfluoro hexane (C<sub>6</sub>F<sub>14</sub>) (tonnes CO<sub>2</sub>-e)

0.000

The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms

100.0000%

As at the end of 2024, Canada's federal carbon pricing system was used in several provinces, including Saskatchewan and Ontario. Pursuant to Canada's Greenhouse Gas Pollution Pricing Act, most fuels were subject to a fuel charge,

<p>Discuss any change in its Scope 1 emissions from the previous reporting period, including whether the change was due to emissions reductions, divestment, acquisition, mergers, changes in output, and/or changes in calculation methodology (i.e. any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes, if any)</p>	<p>the rates of which reflected a carbon pollution price per tonne of CO<sub>2</sub>e. This was determined based on global warming potential factors and emission factors used by Environment and Climate Change Canada to report Canada's emissions to the United Nations Framework Convention on Climate Change.</p>
<p>The entity may, where relevant, provide a breakdown of its emissions per resource produced or business unit</p>	<p>The Company has expanded its Scope 1 emissions reporting as it implements system improvements to track and monitor energy consumption. In particular, this 2024 ESG report has expanded the number of operations for which reporting is now available from three to five, and now includes its Saskatoon, Saskatchewan and Elliot Lake, Ontario corporate offices.</p>
<p>Discuss short-term, medium-term and long-term strategy or plan to manage its Scope 1 greenhouse gas (GHG) emissions</p>	<p>The majority of Denison's fuel consumption relates to its operations (field and office) in Saskatchewan, representing approximately 97% of its total energy consumption and its legacy mines sites (field and office) in Ontario representing the remaining 3%.</p> <p>No energy consumption breakdown is available for Denison's Toronto office, as the space is leased within an office building and Denison pays common area maintenance costs for its proportionate share of the total energy consumed in the building.</p>
<p>Denison is planning to monitor and evaluate its GHG footprint and analyze strategies to set GHG targets in the coming years, as its operations grow.</p> <p>Denison is investing in the research and development of the ISR mining method for uranium extraction as part of the feasibility assessment for its Wheeler River Project. If successful in achieving production at Wheeler River, the scope of the Company's operations (and energy usage) may increase significantly due to the change in scope attributable to the transition from evaluation activities to construction and production. While the Company's energy usage may increase significantly, an increase in GHG emissions may be partly offset by use of alternative sources of energy currently scoped for the project, such as grid electricity.</p> <p>Overall, the ISR project plan as currently scoped is intended to have a lower GHG project footprint than other conventional mining methods. Additionally, in scoping its project evaluation and exploration plans, Denison is taking into account opportunities for investment in technologies and equipment to reduce potential GHG emissions in future operations.</p>	
<p><b>Scope 2</b></p>	
<p>If company specific calculations are not available, provide information following the gross location-based energy indirect (Scope 2) global greenhouse gas (GHG) emissions approach:</p>	
<p>Does the company purchase externally supplied energy (grid electricity)</p>	<p>Yes</p>
<p>Report the total electricity purchased from external suppliers for the reporting year in gigajoules (GJ)</p>	<p>2,167.260</p>
<p>In what jurisdiction is the source of energy (utility) located</p>	<p>Canada</p> <p>697.54 GJ were purchased in Saskatoon, Saskatchewan.</p> <p>1469.72 GJ were purchased in Elliot Lake, Ontario.</p>
<p>Conversion factor (see Guidance):</p>	
<p>Does the company purchase externally supplied heat</p>	<p>The conversion factors utilized are as follows:</p> <p>Canada - Saskatchewan 0.6600 = 127.882</p> <p>Canada - Ontario 0.0300 = 12.248</p>
<p>Does the company purchase externally supplied steam</p>	
<p>Does the company purchase externally supplied cooling</p>	<p>No</p>

The total amount of gross location based global Scope 2 GHG emissions (tonnes CO <sub>2</sub> -e)	140.130
Discuss any change in its Scope 2 emissions from the previous reporting period, including whether the change was due to emissions reductions, divestment, acquisition, mergers, changes in output, and/or changes in calculation methodology (i.e. any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes, if any)	The Company has expanded its Scope 2 emissions reporting as it implements system improvements to track and monitor energy consumption. In particular, this 2024 ESG report has expanded the number of operations for which reporting is now available from three to five, and now includes its Saskatoon, Saskatchewan and Elliot Lake, Ontario corporate offices.
Total amount of Scope 2 GHG emissions (CO <sub>2</sub> -e) that are covered under emissions-limiting regulations (tonnes) for the jurisdiction in which the company is working.	140.130
Percentage of its gross global Scope 2 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, i.e., cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms	100.0000%
Discuss long-term and short-term strategy or plan to manage Scope 2 emissions, emissions reduction targets, and an analysis of performance against those targets	Denison is planning to monitor and evaluate its GHG footprint and analyze strategies to set GHG targets in the coming years, as its operations grow.
	Denison is investing in the research and development of the ISR mining method for uranium extraction as part of the feasibility assessment for its Wheeler River Project. If successful in achieving production at Wheeler River, the scope of the Company's operations (and energy usage) may increase significantly due to the change in scope attributable to the transition from evaluation activities to construction and production. While the Company's energy usage may increase significantly, an increase in GHG emissions may be partly offset by use of alternative sources of energy currently scoped for the project, such as grid electricity.
	Overall, the ISR project plan as currently scoped is intended to have a lower GHG project footprint than other conventional mining methods. Additionally, in scoping its project evaluation and exploration plans, Denison is taking into account opportunities for investment in technologies and equipment to reduce potential GHG emissions in future operations.

### Scope 3

Is the Organization disclosing gross "other indirect" global Scope 3 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonnes CO<sub>2</sub>-e)? These emissions are not included in Scope 2 and occur outside of the organization including both upstream and downstream emissions, e.g., transporting fuel to market, or transporting fuel to the plant or site to create your product, or transporting your product to market

No

### Carbon Offset and Pricing

#### Credits

Did the entity use or plan to use carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target

No

### Energy

#### Energy Consumption

Total energy consumption within the organization (gigajoules, GJ)	25,186.450
Report the energy owned and controlled by the organization consumed in gigajoules for the following	25,186.450
Electricity purchased/generated for consumption (gigajoules, GJ)	2,167.260
Heating purchased/generated for consumption (gigajoules, GJ)	2,985.110
Cooling purchased/generated for consumption (gigajoules, GJ)	0.000
Steam purchased/generated for consumption (gigajoules, GJ)	0.000
Non-renewable fuel consumed (gigajoules, GJ)	20,034.080
Renewable fuel consumed (gigajoules, GJ)	0.000

#### Energy Management

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)	25,186.450
Percentage energy consumed that was supplied by grid electricity	8.6049%

Percentage of energy consumed that was renewable energy (does not include purchased grid-mix)	0.0000%
<b>Water Management - Stewardship</b>	
<b>Risk Assessments</b>	
Does your organization undertake a water-related risk assessment	Yes, water-related risks are assessed
For example, Denison's Legacy Mines team conducts on-going environmental monitoring, including monitoring of surface water, groundwater, pond water, sediment, seepage, and benthic invertebrates. Monitoring results are reported annually to regulators and are publicly available.	
Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on operations	No
<b>Opportunity Assessments</b>	
Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business	No
<b>Responsibility</b>	
Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues	Other Committee, please specify
The Environment, Health, Safety and Sustainability Committee of the Board oversees material matters related to the environment, which include water-related issues as applicable.	
<b>Policy</b>	
Does your organization have a documented water policy	No
Denison does not operate in water-stressed areas or with methods that consume material volumes of water.	
Select the options that best describe the scope and content of your organizations' water policy	None
<b>Reporting</b>	
Frequency of reporting to the board on water-related issues	As important matters arise
<b>Incentives</b>	
Do you provide incentives to C-suite employees or board members for the management of water-related issues	Yes
The Company's incentives around health and safety performance capture matters related to environmental impacts of operations, including water-related issues as applicable.	
<b>Strategy</b>	
Are water-related issues integrated into any aspects of your long-term strategic business plan	Yes, water-related issues are integrated
If water-related issues are integrated into any aspects of your long-term strategic business plan, please describe further	Water-related issues are a component of the environmental assessment for Denison's flagship Wheeler River Project. The potential development of the Wheeler River Project is the principal focus of Denison's current operations and medium to long-term strategic business plan, and the environmental assessment is an integral component of the project evaluation efforts.  In addition, water-related matters, including monitoring and water treatment, are integral to Denison's Legacy Mines operations.
If water-related issues are integrated into any aspects of your long-term strategic business plan, identify the associated long-term time horizon	5-10 years
<b>Water</b>	
<b>Reuse and recycle</b>	
Total volume of water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle) (megalitres)	0.000
Reused and/or recycled water as a percentage of total water consumed during the reporting period (%)	Does Not Apply
<b>Water Management</b>	
Disclose the amount of water that was withdrawn from all sources (in thousands of cubic meters)	23.415
This total represents Denison's aggregate water usage based on available reporting	

data. Data sources include municipal utility reports where available, meters installed on well pumps, and recorded data provided by contractors on water usage. All field usage of local water sources in northern Saskatchewan are subject to the authority of the Saskatchewan Water Security Agency, which issues permits for water usage in drilling and other field operations.

Surface water - including water from wetlands, rivers, lakes, and oceans - (in thousands of cubic meters)	21.450
Ground water (in thousands of cubic meters)	0.194
Rain water collected directly and stored by the company (in thousands of cubic meters)	0.000
Waste water obtained from other entities (in thousands of cubic meters)	0.000
Municipal water supplies (in thousands of cubic meters)	1.771
Other water utilities (in thousands of cubic meters)	0.000
Other, please specify (in thousands of cubic meters)	0.000
Disclose the amount of water that was withdrawn from non-freshwater sources (in thousands of cubic meters)	0.000
Disclose the amount of water that was withdrawn from fresh water sources (in thousands of cubic meters)	23.415
Disclose the amount of fresh water that was consumed in its operations (in thousands of cubic meters)	23.415
Analyse and list all operations for water risks and identify activities that withdraw and consume water in locations with High (40-80%) or Extremely High (>80%) Baseline Water Stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct	Denison does not operate in any areas of High or Extremely High Baseline Water Stress.
Disclose the fresh water withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	0.0000%
Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters)	0.000
Disclose fresh water consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed	0.0000%
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	0.000
Was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations	No
Total number of incidents of non-compliance associated with water quality permits, standards, and regulations, including violations of a technology-based standard and exceedances of quality-based standards (note: only those that resulted in a formal enforcement action(s))	0
Total number of violations - continuous discharges, limitations, standards, and prohibitions that are generally expressed as maximum daily, weekly average, and monthly average (regardless of their measurement methodology or frequency)	0
Total number of violations - non-continuous discharges and limitations that are generally expressed in terms of frequency, total mass, maximum rate of discharge, and mass or concentration of specified pollutants (regardless of their measurement methodology or frequency)	0
Total number of violations - other, please specify	0

## Water and Effluents

### Water Consumption

Report the total water consumption from all areas in megalitres	23.415
Report the total water consumption from all areas with water stress in megalitres	0.000

### Waste Management

#### Tailings Storage Facilities Management

Does your company manage Tailings Storage Facilities	Yes
Is the organization in compliance with recognized international standards on tailings management	Yes
List all the used international standards on tailings management	Global Industry Standard on Tailings Management (GISTM)
Provide an inventory of all tailings storage facilities (TSFs):	
TSF #1: (1) Facility name	TMA-1
TSF #1: (2) Location	Canada

TSF #1: (3) Ownership status	Operator
TSF #1: (4) Operational status	Closed
TSF #1: (5) Construction method	downstream
TSF #1: (6) Maximum permitted storage capacity (tonnes)	59,700,000.000
TSF #1: (7) Current amount of tailings stored (tonnes)	59,700,000.000
TSF #1: (8) Consequence classification	Low
TSF #1: (9) Date of most recent independent technical review	2024-10-09
TSF #1: (10) Material findings	No
TSF #1: (11) Mitigation measures	Not applicable
TSF #2: (1) Facility name	TMA-2
TSF #2: (2) Location	Canada
TSF #2: (3) Ownership status	Operator
TSF #2: (4) Operational status	Closed
TSF #2: (5) Construction method	downstream
TSF #2: (6) Maximum permitted storage capacity (tonnes)	3,300,000.000
TSF #2: (7) Current amount of tailings stored (tonnes)	3,300,000.000
TSF #2: (8) Consequence classification	Low
TSF #2: (9) Date of most recent independent technical review	2024-10-09
TSF #2: (10) Material findings	No
TSF #2: (11) Mitigation measures	Not applicable
TSF #3: (1) Facility name	Stanrock TMA
TSF #3: (2) Location	Canada
TSF #3: (3) Ownership status	Operator
TSF #3: (4) Operational status	Closed
TSF #3: (5) Construction method	downstream
TSF #3: (6) Maximum permitted storage capacity (tonnes)	5,700,000.000
TSF #3: (7) Current amount of tailings stored (tonnes)	5,700,000.000
TSF #3: (8) Consequence classification	Low
TSF #3: (9) Date of most recent independent technical review	2024-10-09
TSF #3: (10) Material findings	No
TSF #3: (11) Mitigation measures	Not applicable

Provide a summary of the tailings management systems used to monitor and maintain the structural integrity of tailings facilities and to minimize the risk of a catastrophic failure

The inspection of the tailings facilities by an engineer of record is carried out annually as part of a care, maintenance, and surveillance program to ensure the safety and physical stability of the sites. The annual inspection includes a visual inspection of each tailings facility and a review of instrumentation data and maintenance work.

<b>Innovation</b>	
Spending on Research, Development, and Technologies for waste management compliance and improvement (currency, Thousands)	120
Describe nature of spending on Research, Development and Technologies for waste management compliance and improvement	In 2021, Denison partnered with researchers from academic institutions, government/regulatory agencies, consultants, and other nuclear industry groups in applying for a Natural Sciences and Engineering Research Council Alliance Grant to study the aquatic toxicity of radium-226. This research will provide information to fill toxicity data

gaps and inform policy to manage the nuclear cycle. The short-term goal of this partnership is to generate radium-226 accumulation and toxicity data using sensitive aquatic organisms. The toxicity test results will allow end-users to generate a species sensitivity distribution (SSD) necessary to derive a Canadian water quality guideline (CWQG) for the protection of aquatic life. The long-term goal is to establish a radiotoxicity research network to develop methods and technologies and train future scientists and technicians. The work associated with this project was completed in 2024 and Denison has the data, models, results, and recommendations from this work.

Additionally, Denison is partnering with Natural Resources Canada to develop and improve the understanding of radium-226 and rare earth elements behaviour in water covered tailings for the critical mineral sector in Canada. Field work was completed in 2024 and results are expected to improve Denison's understanding of the TMA-1 tailings radium-226 source term, future performance of the tailings and care and maintenance activities.

Denison is also working with an engineering master's student at the University of Saskatchewan to develop an updated groundwater flow model for the Denison decommissioned mine site in Elliot Lake, Ontario. The purpose of the model will be to validate the groundwater flowpath and seepage rate predictions using an additional 25 years of monitoring data collected since the 1995 Environmental Impact Statement. This research will improve Denison's understanding of risks from groundwater at the site and inform decisions made about the future of the site.

## Critical Incident Management

### Response Preparedness

Describe the organization's approach to emergency preparedness and response plans

Denison's approach to emergency preparedness and response is guided by its EHSS Policy, ensuring that risks to workers, contractors, Indigenous Rights holders, the public, and the environment are minimized and managed effectively. The Company is committed to identifying and reducing the potential for accidents and emergency situations and has implemented emergency response plans designed to protect health, safety, and the environment.

Denison is committed to the following principles:

- it will build and operate its facilities in compliance with all applicable laws and regulations of the jurisdictions in which it operates;
- it will adopt and adhere to standards that are protective of both human health and the environment at all of its facilities;
- it will establish goals and objectives that would encourage the ongoing development of a sound program of sustainability in the communities in which it operates;
- it will approach sustainability and engagement activities with the utmost respect for Indigenous communities, Indigenous Rights, and Indigenous knowledge; and
- it will keep radiation, health and safety hazards, and environmental risks as low as reasonably achievable.

### Frequency of testing the plans

Other, please specify

At this time, the Company performs emergency response testing and review on a regular basis without a set frequency schedule. The Company expects to implement regular testing schedules, requirements, and audits as it moves into full operational status for its Wheeler River Project in the coming years.

How engagement with local communities, workers, public sector agencies, first responders, and local authorities and institutions has informed the plans

Denison operates on the traditional territories of Indigenous peoples in Canada and is committed to building long-term, respectful, and mutually beneficial relationships with Indigenous communities. In 2021, Denison

adopted its Indigenous Peoples Policy.

Throughout the advancement of the Wheeler River Project, Denison has engaged extensively with Indigenous nations, local communities, regulators, and other stakeholders. This engagement has included formal consultations, community meetings, workshops, and technical discussions, facilitating a comprehensive understanding of local interests, potential concerns, and land use practices. Feedback from these interactions has been incorporated into project planning and environmental management strategies, ensuring that the plans align with community priorities and regulatory requirements.

By maintaining open and transparent communication, Denison ensures that its environmental and biodiversity management plans are informed by and responsive to the needs and concerns of local communities, workers, public sector agencies, first responders, and local authorities.

Report the number of critical incidents in the reporting period	0
Describe the impacts from the incidents	Denison had no critical incidents during the reporting period.
Actions taken to remediate the negative impacts from the incidents	Denison had no critical incidents during the reporting period.

## Biodiversity

### Management Plan

Describe the environmental and biodiversity management plan(s) implemented at active sites

Denison is committed to the operation of its facilities in a manner that puts the safety of its workers, its contractors, its community, the environment, and the principles of sustainable development above all else.

For exploration activities, Denison completes project screening report via HABISask that provides detailed information on rare and endangered species, habitats, and management areas. The results of this project screening report are then incorporated into regulatory permit applications. Denison additionally ensures that its exploration activities are conducted in a safe and efficient manner that meets or exceeds applicable regulatory requirements with commitments in terms of (i) line cutting and geophysical programs, (ii) diamond drilling programs, (iii) core storage areas, (iv) clearing and operations access, (v) rare and endangered species, (vi) environment, health, and safety, (vii) wildfire prevention and preparedness, (viii) fuel and hazardous materials storage, (ix) restoration, and (x) community engagement.

In addition, Denison has entered into three exploration agreements with local communities in the areas of northern Saskatchewan in which it operates, pursuant to which Denison has committed to engage an independent contractor, with knowledge of the land and the exercise of applicable Indigenous and/or treaty rights thereon, to observe Denison's activities and report on any impacts or potential impacts of such activities to Denison and the applicable community. Monitors, selected by leadership of applicable northern Saskatchewan Indigenous communities, have conducted site inspections and reported findings or recommendations to Denison and their home community.

For the Wheeler River Project, Denison has completed an environmental assessment. The environmental assessment is a planning and decision-making tool, which involves predicting potential environmental effects through each phase of the project being assessed. The environmental assessment will be utilized to further develop biodiversity management and monitoring plans as the Wheeler River Project progresses through the approval process.

For its Legacy Mines operations in Elliot Lake, Ontario, decommissioning and restoration of Denison's historic mine sites has been completed, and the Company is engaged in



Denison Mines Corp. - 2024  
ESG Report - Legacy Mines  
Reclamation & Biodiversity



Swamp mats laid to preserve the integrity of the soft soil in areas of high moisture.



Visiting a hydrological data recording station.



In-field logging of water samples.



Planning a visit to revegetation field plots, as part of a tri-party partnership connecting community, academia, and industry.



Inspecting the success of regrowth in previously disturbed areas.

long-term monitoring. All activities and monitoring results are reviewed regularly by the Canadian Nuclear Safety Commission and the Elliot Lake Joint Regulatory Group, which consists of federal and provincial regulators. See the link below for a report on Denison's Legacy Mines operations.

[Denison Mines Corp. - 2024 Legacy Mines Annual Report](#)

#### 1.1 Lifecycle stages to which the plan(s) apply

- Exploration and appraisal
- Site development
- Restoration

#### 1.2 The topics addressed by the plan(s)

- Ecological and biodiversity impacts
- Waste generation
- Noise impacts
- Discharges to water
- Natural resource consumption
- Hazardous chemical usage

#### 1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

Denison's management programs and procedures are in compliance with applicable provincial regulations on biodiversity management.

For the Wheeler River Project, the environmental assessment was completed in accordance with the requirements of both the Canadian Environmental Assessment Act, 2012 and the Saskatchewan Environmental Assessment Act.

The Legacy Mines operations are operating in compliance with federal and provincial licenses, which reflect the 1995 Decommissioning Environmental Impact Assessment of the Denison and Stanrock Mining Areas in Elliot Lake, Ontario.

### Impacts of Policies and Procedures

Where relevant, describe specific policies and practices that apply to areas with protected conservation status and/or areas of critical habitat, which are defined by the International Finance Corporation (IFC) Performance Standard 6

Denison does not currently have policies that are specific to areas with protected conservation status or designated critical habitats. However, all of its operations are guided by its EHSS Policy, which emphasizes a precautionary and protective approach to environmental management. Denison's EHSS commitments include compliance with applicable environmental regulations and a proactive stance on minimizing ecological disturbance, regardless of designation status.

Where environmental management policies and practices differ significantly by mineral resource (e.g., bauxite mining as compared to silver mining) then describe differences for each resource

Denison is focused exclusively on uranium exploration and development. As such, its environmental management approach is tailored specifically to the unique characteristics and risks associated with uranium mining, rather than across multiple mineral types. No differences in policy application by mineral resource currently apply.

### Impacts

Percentage of sites in or near ecologically sensitive areas

100.0000%

Denison's sites are situated within regions that

<p>Does access to the site involve traversing a protected area</p> <p>Do any of the entities concessions share a watershed with a protected area</p> <p>Provide context and description of site access involving traversing protected areas, and/or watersheds shared with a protected area. Include reference to measures in place to assure access, any proactive programs to support the biodiversity of the protected area, and any formal complaints or compliance issues and related steps to resolve</p> <p>Percentage of proven reserves in sites with protected conservation status or in areas of endangered species habitat</p> <p>Grade of proven reserves located in areas either with protected conservation status or in areas of endangered species habitat - Nuclear Fuel</p>		
Percentage of proven reserves in sites with protected conservation status or in areas of endangered species habitat	Yes	Yes
Grade of proven reserves located in areas either with protected conservation status or in areas of endangered species habitat - Nuclear Fuel	Denison's Stanrock legacy site in Elliot Lake, Ontario partially overlaps with the Glenn N. Crombie Conservation Reserve. Access to the overlapping area by Denison is limited and infrequent, primarily for facility inspections or dam safety inspections as required. All access is conducted in as low-impact of a manner as possible.	Access to Denison-operated projects in Saskatchewan is by road or air from Saskatoon. Vehicle access is primarily through the provincial highway system which is connected to the field operation sites through access roads.
Percentage of proven reserves in sites with protected conservation status or in areas of endangered species habitat	100.0000%	The IUCN Red List identifies the Suckley's Cuckoo Bumble Bee ( <i>Bombus suckleyi</i> ) as potentially present throughout the entire Province of Saskatchewan.
Grade of probable reserves located in areas either with protected conservation status or in areas of endangered species habitat - Nuclear Fuel	Uranium ( $U_3O_8$ ) (% per tonne)	24.500
Percentage of probable reserves in sites with protected conservation status or in areas of endangered species habitat	100.0000%	The IUCN Red List identifies the Suckley's Cuckoo Bumble Bee ( <i>Bombus suckleyi</i> ) as potentially present throughout the Province of Saskatchewan, although the listing notes that the data is deficient and requires updating.
Grade of probable reserves located in areas either with protected conservation status or in areas of endangered species habitat - Nuclear Fuel	Uranium ( $U_3O_8$ ) (% per tonne)	11.400
<h2>Social</h2> <h3>Scale of the Organization</h3> <p><b>Direct Employee Information</b></p>		
Total number of permanent full-time employees	65	
Full-time - Male	37	
Full-time - Female	28	
Full-time - Non-binary	0	
Full-time - Gender not disclosed	0	
Total number of permanent part-time employees	2	
Part-time - Male	1	
Part-time - Female	1	
Part-time - Non-binary	0	
Part-time - Gender not disclosed	0	
Total number of permanent employees (full-time & part-time)	67	
Permanent employees - Male	38	
Permanent employees - Female	29	
Permanent employees - Non-binary	0	
Permanent employees - Gender not disclosed	0	

Total number of temporary employees (full-time & part-time)	9
Temporary employees - Male	7
Temporary employees - Female	2
Temporary employees - Non-binary	0
Temporary employees - Gender not disclosed	0
Total number of direct employees (includes full-time permanent, part-time permanent, temporary; exclude workers who are not employees)	76
Direct employees - Male	45
Direct employees - Female	31
Direct employees - Non-binary	0
Direct employees - Gender not disclosed	0
Percentage of direct employees - Male	59.2105%
Percentage of direct employees - Female	40.7895%
Percentage of direct employees - Non-binary	0.0000%
Percentage of direct employees - Gender not disclosed	0.0000%
Out of the total direct employees, what is the number of non-guaranteed hours direct employees	1
Non-guaranteed hours - Male	0
Non-guaranteed hours - Female	1
Non-guaranteed hours - Non-binary	0
Non-guaranteed hours - Gender not disclosed	0
Describe the methodologies and assumptions used to compile the data	<p>Employee data is collected from information collected during the hiring process, voluntary internal surveys, and internal organization systems.</p> <p>At this time, Denison only tracks information pertaining to its own direct employees and not any third-party contractors. Accordingly, the figures provided in this ESG report with respect to the Scale of the Organization, Employment, and Diversity &amp; Equal Opportunity are limited to Denison's direct employees and not any workers that are not employees, contractors, subcontractors, or third-party vendors and/or service providers.</p>
Are the numbers reported in head count, full-time equivalent (FTE), or using another methodology	Head count
Are the numbers reported at the end of the reporting period, as an average across the reporting period, or using another methodology	At the end of the reporting period
Provide contextual information necessary to understand the direct employment information provided	The majority of the Company's employees are employed on a full-time, permanent basis. Part-time positions are engaged for various reasons, such as the seasonal nature of a position, an employee's own preferences, or other circumstances surrounding the nature of the position or the employee.
Describe significant fluctuations, if any, in the number of direct employees during the reporting period and between reporting periods	The Company hires seasonal employees and engages in seasonal contracts to support field operations. These roles will fluctuate by season and by year, based on the scope of the Company's activities.
Number of direct employees hired locally	76
Number of direct employees hired locally as a percentage of total number of direct employees	100.0000%
Describe how the entity defines "local"	<p>For the purpose of this report, the term "local" is defined by employees who permanently reside in country.</p> <p>Additionally, Denison is a Canadian-focused company. Almost all of Denison employees have been recruited from within the city in which the office is located, such as:</p> <ul style="list-style-type: none"> <li>- Toronto office employees locally residing in the Greater Toronto Area</li> <li>- Elliot Lake office and field employees locally</li> </ul>

residing in Elliot Lake  
 - Saskatoon office and field employees locally  
 residing in Saskatoon or northern  
 Saskatchewan

## Total Workforce

Total female workforce	31
Female workforce as percentage of total employed workforce	40.7895%
Total male workforce	45
Male workforce as percentage of total employed workforce	59.2105%
Total non-binary workforce	0
Non-binary workforce as percentage of total employed workforce	0.0000%
Total workforce with gender not disclosed	0
Workforce with gender not disclosed as percentage of total employed workforce	0.0000%
Total workforce who are hired locally	76
Total workforce hired locally as a percent of total workforce	100.0000%
Total workforce	76

## Employment

### Turnover & Gender Breakdown

Female direct employees:

Total number of turnover (the number of females that left during the period)	4
Rate of turnover, females	13.7931%

Male direct employees:

Total number of turnover (the number of males that left during the period)	5
Rate of turnover, males	12.1951%

Non-binary direct employees:

Total number of turnover (the number non-binary that left during the period)	0
Rate of turnover, non-binary	Does Not Apply

Gender not disclosed employees:

Total number of turnover (the number of "gender not disclosed" direct employees" that left during the period)	0
Rate of turnover, "gender not disclosed"	Does Not Apply

Report the total number and rate of turnover for all Direct Employees:

Total number of turnover (the number that left during the period)	9
Rate of turnover - direct employees	12.8571%

### Turnover & Age Breakdown

Direct Employees aged 30 years old and under:

Total number of turnover (the number that left during the period)	0
Number at end of period as percent of total direct employees	13.1579%
Rate of turnover	0.0000%

Direct Employees aged between 30 and 50 years old:

Total number of turnover (the number that left during the period)	4
Number at end of period as percent of total direct employees	72.3684%
Rate of turnover	8.6022%

Direct Employees over 50 years old:

Total number of turnover (the number that left during the period)	5
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Number at end of period as percent of total direct employees	14.4737%
Rate of turnover	38.4615%
Identify types of employees captured in the turnover rate calculations	All employees on the payroll
Average age of direct employees	42

## Diversity and Equal Opportunity

### Diversity of Governance Bodies

The highest governance body (Board of Directors)

Total Board of Directors	7
	As at December 31, 2024.
	For the persons nominated for election by shareholders to Denison's Board of Directors at Denison's 2025 Annual General Meeting, please see the Management Information Circular dated March 28, 2025.
Percent of the highest governance body - Male	57.1429%
Percent of the highest governance body - Female	42.8571%
Percent of the highest governance body - Non-Binary	0.0000%
Percent of the highest governance body - Gender not disclosed	0.0000%
Percent of the highest governance body - under 30 years of age	0.0000%
Percent of the highest governance body - between 30 and 50 years of age	28.5714%
Percent of the highest governance body - over 50 years of age	71.4286%
Percent minority or vulnerable group individuals in the "highest governance body" category	28.5714%
	The highest governance body includes one foreign director and one self-identified Indigenous individual, representing members of minority or vulnerable groups.

### Diversity of Direct Employees

Senior Management:

Total Senior Managers:	9
	As at December 31, 2024.
	For the current composition of Denison's management team, please see the Company's website (Management, under the About Us section).
Percent Male	55.5556%
Percent Female	44.4444%
Percent Non-Binary	0.0000%
Percent of gender not disclosed	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	77.7778%
Percent over 50 years of age	22.2222%
Percent of minority or vulnerable group individuals in the "Senior Management Employee" category	11.1111%

Salaried (excluding Senior Management):

Total Salaried (excluding Senior Management)	58
Percent Male	58.6207%
Percent Female	41.3793%
Percent Non-Binary	0.0000%

Percent Gender not disclosed	0.0000%
Percent under 30 years of age	13.7931%
Percent between 30 and 50 years of age	75.8621%
Percent over 50 years of age	10.3448%
Percent of minority or vulnerable group individuals in the "Salaried Employee" category	36.2069%
Technical Employees (skilled hourly):	
Total Technical Employees	5
Production Employees (unskilled hourly):	
Total Production Employees	4
Percent Male	100.0000%
Percent Female	0.0000%
Percent Non-Binary	0.0000%
Percent Gender not disclosed	0.0000%
Percent under 30 years of age	50.0000%
Percent between 30 and 50 years of age	25.0000%
Percent over 50 years of age	25.0000%
Percent of minority or vulnerable group individual in the "Production employee" category	75.0000%

## Labour Relations

### Collective Bargaining Agreements

Percentage of total direct employees covered by collective bargaining agreements (%)	0.0000%
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## Occupational Health and Safety

### Work-related Injuries

Injuries - direct employees:

Number of fatalities as a result of work-related injury	0
Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.000
Number of recordable work-related injuries	1
Total recordable work-related injuries rate	1.379
Main types of work-related injury, e.g., confined space, trips, falls, etc.	The main types of work-related injuries consist of lacerations, sprains/strains, and exposure to cold.
Number of hours worked	145,020
Total recordable incidents for work-related injuries and illnesses	1
Lost Time Injuries (LTIs)	0
Lost Time Injury Rate (LTIR)	0.000
Total recordable incident rate (TRIR) for work-related injuries and illnesses - direct employees	1.379
Number of recordable work-related injuries and illnesses - direct employees	1
Number of hours worked by all direct employees in the reporting period	145,020.000
Fatality rate for work-related fatalities - direct employees	0.000
Number of fatalities - direct employees	0
Injuries - workers who are not employees, but whose work and/or workplace is controlled by the organization:	

Number of fatalities as a result of work-related injury	0
Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.000
Number of recordable work-related injuries	1
Total recordable work-related injuries rate	2.595
Main types of work-related injury, e.g., confined space, trips, falls, etc.	The main type of work-related injury consist of lacerations.
Number of hours worked	77,057
Total number of work-related injuries for workers who are not employees (total recordable incidents for work-related injuries and illnesses)	1
Lost Time Injuries (LTIs)	0
Lost Time Injury Rate (LTIR)	0.000
Total recordable incident rate (TRIR) for work-related injuries and illnesses - workers who are not employees	0.000
Number of recordable work-related injuries and illnesses - workers who are not employees	0
Number of hours worked by all workers who are not-employees in the reporting period	77,057.000
Fatality rate for work-related fatalities - workers who are not employees	0.000
Number of fatalities - workers who are not employees	0
Combined (Employees and non-employees, but controlled by the organization):	
Total Hours Worked	222,077
Total number of all recordable work-related injuries	2
Total recordable work-related injuries rate	1.801
Total Lost Time Injuries (LTIs)	0
Lost Time Injury Rate (LTIR)	0.000
Total recordable incident rate (TRIR) for work-related injuries and illnesses - Combined (Employees and non-employees, but controlled by the organization)	0.901
Total number of recordable incidents for work-related injuries and illnesses - Combined (Employees and non-employees, but controlled by the organization)	1
Total Hours Worked - Combined (Employees and non-employees, but controlled by the organization)	222,077.000
Fatality rate for work-related fatalities - Combined (Employees and non-employees, but controlled by the organization)	0.000
Number of fatalities - Combined (Employees and non-employees, but controlled by the organization)	0
Report the work-related hazards that pose a risk of high-consequence injury, including:	Work-related hazards associated with Denison's activities are typical for the uranium mineral exploration industry, including, without limitation, risks associated with the use of drilling and other industrial equipment, working with radiological materials, and working in remote areas. Risk management is applied equally to all employees and contractors and there are no discrepancies in the application of safety standards with respect to any particular groups or individuals, worksites, or types of identical or substantially similar activities.
How have these hazards been determined	Denison has identified the following activities as potentially high-consequence in its operations:  1. Working alone 2. Loading equipment onto trucks and trailers 3. Working with, or in the vicinity of, heavy equipment 4. Radiation exposure 5. Highway driving 6. Working with chemicals 7. Working with explosive devices, as applicable

Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	None of the aforementioned hazards contributed to an injury in this reporting period.
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Denison has successfully implemented safety training and procedures to minimize the risks of the identified hazards.
Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	Denison has implemented a Radiation Protection Plan that has been approved by the Canadian Nuclear Safety Commission.
Have rates been calculated based on 200,000 or 1,000,000 hours worked	200,000 hours worked
Were any workers excluded from this disclosure	Yes
Reason why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	Denison did not track incidents by short-term contractors, as these individuals in most cases were not directly supervised by Denison or able to participate in Denison's health and safety training and reporting practices.
Disclose any contextual information necessary to understand how the data has been compiled, i.e., any standards, methodologies, and assumptions used	Denison's health and safety incident tracking and reporting is aligned with applicable OSHA standards.
<b>Safety Training</b>	
Describe any occupational health and safety training provided to workers, including generic training, as well as training on specific work-related hazards, hazardous activities, or hazardous situations	Denison provides training through a combination of on-site and pre-arrival in-person training and online courses approved by the Canadian Centre for Occupational Health and Safety (CCOHS). The CCOHS courses cover a wide range of topics and includes topics applicable to the Company as a whole (i.e. mental health, workplace safety), office personnel (i.e. office ergonomics), and field personnel (i.e. WHMIS, Wilderness Awareness, Defensive Driving).
Average number of training hours per person on health, safety, and emergency response provided to: full-time/direct employees	5.38
	Training hours are not specifically tracked and are based on an average time to complete. Most training is web-based training and is at the student's pace to ensure understanding of the material. Training hours disclosed here to do not include training hours administered to contractors or site visitors.
	Denison's tracking of training hours does not distinguish between full-time, part-time, or temporary employees, as training requirements are dictated by the nature of the work and site conditions as opposed to employment status. Accordingly, the total number of hours of health, safety, and emergency response training presented here is an estimate derived from the ratio of Denison full-time personnel to total personnel employed by Denison over the course of the year, as applied to the total training hours completed by all Denison personnel during 2024.
<b>Security, Human Rights and Rights of Indigenous People</b>	
Describe the nature of any social risks, for all operating countries, that could have a material impact on the operations	Denison's relationships with communities of interest are critical to ensure the future success of its existing operations and the construction and development of its projects. Managing relations with the local First Nations and Métis communities is a matter of paramount importance to Denison. Engagement with, and consideration of rights of, potentially affected Indigenous Peoples may require accommodations, including undertakings regarding funding, contracting, environmental practices, employment and other matters and could affect the timetable and costs of exploration, evaluation, and development of Denison's projects.
Percentage of proven reserves that are located in or near areas of active conflict	0.0000%
	Denison's activities are not located in or near areas of active conflict.

The total amount of proven reserves	3,200,000,000
	Denison's share of pounds of U3O8 (~6,000 tonnes U3O8 at an average grade of 24.5%) on Denison-operated projects.
	Please refer to the NI 43-101 Technical Report on the Wheeler River Project, Athabasca Basin, Saskatchewan, Canada dated August 2023 and Denison's Annual Information Form dated March 28, 2025 for more information.
	<a href="#">Denison Mines Corp. - Wheeler River Project Technical Report</a>
	<a href="#">Denison Mines Corp. - 2024 Annual Information Form</a>
Percentage of probable reserves that are located in or near areas of active conflict	0.0000%
	Denison's activities are not located in or near areas of active conflict.
The total amount of probable reserves	97,800,000,000
	Denison's share of pounds of U3O8 at Wheeler River (~202,000 tonnes U3O8 at an average grade of 11.4% at the Phoenix deposit and ~1,194,000 tonnes U3O8 at an average grade of 1.8% at the Gryphon deposit).
	Please refer to the NI 43-101 Technical Report on the Wheeler River Project, Athabasca Basin, Saskatchewan, Canada dated August 2023 and Denison's Annual Information Form dated March 28, 2025 for more information.
	<a href="#">Denison Mines Corp. - Wheeler River Project Technical Report</a>
	<a href="#">Denison Mines Corp. - 2024 Annual Information Form</a>
Percentage of proven reserves that are located in or near areas that are considered to be indigenous peoples' land	100.0000%
	Denison respectfully acknowledges that our business operates in Canada on lands that are in the traditional territory of Indigenous Peoples. Denison's exploration and evaluation operations in Saskatchewan, including its office in Saskatoon and various project interests in northern Saskatchewan, are located in regions covered by Treaty 6, Treaty 8 and Treaty 10, which encompass the traditional lands of the Cree, Dakota, Dene, Lakota, Nakota, Saulteaux, within the homeland of the Metis and within Nuhenené. Denison's Legacy Mines operations in the Elliot Lake region of northern Ontario are located within the boundaries of the Robinson Huron Treaty of 1850, signatories to which include the Serpent River First Nation.
Amount of proven reserves located in or near areas that are considered to be indigenous peoples' land	3,200,000,000
The total amount of proven reserves	3,200,000,000
Grade of proven reserves locate in or near areas that are considered to be indigenous peoples' land - Nuclear Fuel	
	Uranium (U <sub>3</sub> O <sub>8</sub> ) (% per tonne)
	24.500
Percentage of probable reserves that are located in or near areas that are considered to be indigenous peoples' land	100.0000%
Amount of probable reserves located in or near areas that are considered to be indigenous peoples' land	97,800,000,000
The total amount of probable reserves	97,800,000,000
Grade of probable reserves located in or near areas that are considered to be indigenous peoples' land - Nuclear Fuel	
	Uranium (U <sub>3</sub> O <sub>8</sub> ) (% per tonne)
	24.500
Which indigenous rights of communities in which the entity operates or intends to operate are respected, provide a description of the entity's due diligence practices and procedures in the details.	The establishment of formal community agreements Denison commitment to collaborating with Indigenous Peoples and communities is

<p>Which human rights procedures the entity's due diligence practices include, provide description in the details</p> <p>Discuss the practices and procedures while operating in areas of conflict, describing the approach according to the Five-Step Framework outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas</p> <p><b>Rights of Indigenous Peoples</b></p> <p>Describe the approach to identifying Indigenous Peoples who are or could be affected by the organization's activities</p> <p>Describe the approach to engaging with Indigenous Peoples</p> <p> Denison Mines Corp. - Denison Mines' Approach to Engagement with Indigenous Peoples</p> <p>How does the organization seek to ensure meaningful engagement</p>	<p>expressed through its Indigenous Peoples Policy and the associated Reconciliation Action Plan based upon the principles of Engagement, Empowerment, Environment, Employment, and Education.</p> <p>Denison's approach has been formalized through various agreements for both the exploration and development project stages. Denison continues to actively negotiate benefit agreements and similar arrangements with groups that have a meaningful connection to the Wheeler River Project. Even where there is no formalized agreement with an Indigenous community, Denison offers a proactive process with capacity support to encourage participation.</p> <p><a href="#">Denison Mines Corp. - Denison Mines' Indigenous Peoples Policy</a></p> <p>Other, please specify</p> <p>As a uranium mining company with activities in Saskatchewan and Ontario, Denison complies with all applicable Canadian federal and provincial legislation related to human rights, labour standards, and occupational health and safety.</p> <p>Denison's activities are not located in or near areas of active conflict.</p> <p>Denison's activities primarily take place in northern Saskatchewan, a region that encompasses approximately 44% of Saskatchewan's land mass and is home to about 38,000 people (Statistics Canada 2017). Residents of northern Saskatchewan live in approximately 45 communities, which include incorporated municipalities, First Nation reserves, and unincorporated areas. More than 80% of people who live in northern Saskatchewan self-identify as Indigenous. Consistent with the history associated with other uranium mining projects located within the region, Denison recognizes that many Indigenous communities within northern Saskatchewan typically have an interest in uranium activities, and utilizes an approach based on appropriate criteria to determine those included in engagement programs, including the following:</p> <ul style="list-style-type: none"> <li>-Project stage and scope</li> <li>-Treaty in which the project is located</li> <li>-Potential or established Indigenous or Treaty Rights within the project area</li> <li>-Geographic proximity of community and/or reserve land to the project site</li> <li>-History of relationship with regulatory bodies and other nearby operating companies</li> <li>-The potential for collective exercising of Indigenous and/or Treaty Rights in proximity to the project</li> </ul> <p>As emphasized in its Indigenous Peoples Policy, Denison is committed to building long-term and mutually respectful relationships through proactive engagement and consultation with Indigenous people. Denison's aim is to work to achieve the free, prior, and informed consent, where the potential for impacts to rights may occur, before proceeding with economic development projects and during ongoing activities and operations.</p> <p><a href="#">Denison Mines Corp. - Denison Mines' Indigenous Peoples Policy</a></p> <p>Denison's relationships with communities of interest are critical to ensure the future success</p>
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of its existing operations and the construction and development of its projects. Managing relations with the local First Nations and Métis communities is a matter of paramount importance to Denison. Engagement with, and consideration of rights of, potentially affected Indigenous Peoples may require accommodations, including undertakings regarding funding, contracting, environmental practices, employment, and other matters and could affect the timetable and costs of exploration, evaluation, and development of Denison's projects.

Describe the policies or commitments, and actions taken to respect Indigenous Peoples' cultural heritage

Denison is committed to respecting Indigenous knowledge and values regarding environmental stewardship and Indigenous Peoples' connection to the land. Denison's aim is to have its activities influenced by such Indigenous knowledge and values, while ensuring its activities are designed to minimize impacts, wherever possible.

Denison is committed to advancing cultural awareness and education initiatives amongst management and staff. Denison's aim is to develop a company culture that values the importance of learning from and respecting the cultures in the locations in which it operates.

[Denison Mines Corp. - Denison Mines' Indigenous Peoples Policy](#)

Describe the community development programs in place that are intended to enhance positive impacts for Indigenous Peoples

Denison is committed to providing Indigenous people and businesses with sustainable economic opportunities and benefits. Denison's aim is to share the economic benefits of its business activities through the alignment of mutual interests, from which the creation of long-term value for Indigenous people and associated communities can be realized.

Denison is committed to providing equitable access to jobs and training. Denison's aim is to create a work environment that promotes inclusivity and diversity, such that all are welcome, and employees have an opportunity to contribute to reconciliation.



Denison Mines Corp. -  
Denison's Community  
Development Approach

Has the organization been involved in a process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of its activities

Other, please specify

Denison's aim is to work to achieve the free, prior, and informed consent, where the potential for impacts to rights may occur, before proceeding with economic development projects and during ongoing activities and operations. Denison has been involved in a process of seeking such consents from Indigenous Peoples through the establishment of multiple exploration and project-specific agreements.

### Incidents of Violations of Rights of Indigenous Peoples

Describe the identified incidents of violations involving the rights of Indigenous Peoples

Denison has not identified incidents of violations involving the rights of Indigenous Peoples.

## Land and Resource Rights

### Commitments

Describe the approach to engaging with stakeholders whose rights to land and resources are or could be affected by the organization's activities

Denison's activities primarily take place in northern Saskatchewan, a region that encompasses approximately 44% of Saskatchewan's land mass and is home to about 38,000 people (Statistics Canada 2017). Residents of northern Saskatchewan live in approximately 45 communities, which include incorporated municipalities, First Nation reserves, and unincorporated areas. More than 80% of people who live in northern Saskatchewan self-identify as Indigenous. Denison's approach to engaging with



Denison Mines Corp. -  
Denison Mines' Approach to  
Engaging with Indigenous  
Peoples

stakeholders whose rights to land and resources could be affected by activities is captured within its Indigenous Peoples Policy.

[Denison Mines Corp. - Denison Mines' Indigenous Peoples Policy](#)

How does the organization seek to ensure meaningful engagement

Denison's relationships with communities of interest are critical to ensure the future success of its existing operations and the construction and development of its projects. Managing relations with the local First Nations and Métis communities is a matter of paramount importance to Denison. Engagement with, and consideration of rights of, potentially affected Indigenous Peoples may require accommodations, including undertakings regarding funding, contracting, environmental practices, employment, and other matters and could affect the timetable and costs of exploration, evaluation, and development of Denison's projects.

Describe the policies, commitments, and plans providing remediation to local communities or individuals subject to involuntary resettlement, and the process for establishing compensation for loss of assets, or other assistance to improve or restore standards of living or livelihoods

Denison's activities have not required, and are not anticipated to require, resettlement.

Describe the procedures in place to monitor and evaluate the effectiveness of the actions taken to remediate negative impacts from involuntary resettlement and the corrective actions taken where necessary

Denison's activities have not required, and are not anticipated to require, resettlement.

List the mine sites where involuntary resettlement is planned, ongoing, or has taken place

Denison's activities have not required, and are not anticipated to require, resettlement.

## Human Rights Assessment

### Operations Subject to Reviews and Assessments

Total number of operations that have been subject to human rights reviews or human rights impact assessments

0

Total percentage of operations that have been subject to human rights reviews or human rights impact assessments

0.0000%

Provide details about any human rights conducted assessments

At this time, the Company has not conducted any assessments or reviews specific to human rights. Denison, as a Canadian company, operates in compliance with all applicable federal and provincial legislation with respect to human rights.

The Company will evaluate the need for a human rights assessment based on the results and feedback of ongoing socio-economic and environmental studies.

## Local Communities

### Operations with Local Community

Describe the approach to identifying stakeholders, including vulnerable groups, within local communities

Denison's activities primarily take place in northern Saskatchewan, a region that encompasses approximately 44% of Saskatchewan's land mass and is home to about 38,000 people (Statistics Canada 2017). Residents of Northern Saskatchewan live in approximately 45 communities, which include incorporated municipalities, First Nation reserves, and unincorporated areas. More than 80% of people who live in northern Saskatchewan self-identify as Indigenous. Consistent with the history associated with other uranium mining projects located within the region, Denison recognizes that many Indigenous communities within northern Saskatchewan typically have an interest in uranium activities, and utilizes an approach based on appropriate criteria to determine those included in engagement programs, including the following:  
-Project stage and scope  
-Treaty in which the project is located  
-Potential or established Indigenous or Treaty Rights within the project area  
-Geographic proximity of community and/or reserve land to the project site

-History of relationship with regulatory bodies and other nearby operating companies  
-The potential for collective exercising of Indigenous and/or Treaty Rights in proximity to the project

Describe the approach to engaging with local communities at each phase of the life of the mine

As emphasized in the Indigenous Peoples Policy, Denison is committed to building long-term and mutually respectful relationships through proactive engagement and consultation with Indigenous people. Denison's aim is to work to achieve the free, prior, and informed consent, where the potential for impacts to rights may occur, before proceeding with economic development projects and during ongoing activities and operations.



Denison Mines Corp. -  
Denison Mines' Approach to  
Engaging with Indigenous  
Peoples

[Denison Mines Corp. - Denison Mines' Indigenous Peoples Policy](#)

How does the organization seek to ensure meaningful engagement

Denison's relationships with communities of interest are critical to ensure the future success of its existing operations and the construction and development of its projects. Managing relations with the local First Nations and Métis communities is a matter of paramount importance to Denison. Engagement with, and consideration of rights of, potentially affected Indigenous Peoples may require accommodations, including undertakings regarding funding, contracting, environmental practices, employment, and other matters and could affect the timetable and costs of exploration, evaluation, and development of Denison's projects.

Describe the approach to developing and implementing community development programs, including how engagement with local stakeholders, impact assessments, and community needs assessments have informed the programs

Denison is committed to providing Indigenous people and businesses with sustainable economic opportunities and benefits. Denison's aim is to share the economic benefits of its business activities through the alignment of mutual interests, from which the creation of long-term value for Indigenous people and associated communities can be realized.

Denison is committed to providing equitable access to jobs and training. Denison's aim is to create a work environment that promotes inclusivity and diversity, such that all are welcome, and employees have an opportunity to contribute to reconciliation.



Denison Mines Corp. -  
Denison Mines' Community  
Development Approach

## Community Relations

### Artisanal and Small-Scale Mining (ASM)

Describe the approach to engaging with ASM operators, and the actions taken by the organization to support ASM formalization and professionalization efforts

Denison does not have operations in or adjacent to artisanal and small-scale mining operations.

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized)

0

Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site

Does Not Apply

Report the associated risks and the actions taken to manage and mitigate these risks

Denison does not have operations in or adjacent to artisanal and small-scale mining operations.

## Programs

Report on community relations programs, objectives and achievements in the past 3 years

Denison is committed to maintaining strong, long-term relationships with Indigenous and non-Indigenous communities, ensuring open communication, meaningful engagement, and

investment in community-led initiatives that promote wellness and economic development. Denison's community relations program is designed to grow alongside Denison, ensuring sustainable, impactful support.

For further details, please refer to Denison's Overview of Community Relations.



Denison Mines Corp. - Overview of Community Relations at Denison



For the fourth year in a row, Denison participated in the Pinehouse Lake Polarbear Plunge, raising money to support youth programs and assist local cancer patients who regularly travel over 500km for treatment.



Denison proudly supported the Southbay Cultural Gathering.



Denison supports initiatives that are important to the communities in the areas in which Denison operates. Pictured English River First Nation's hockey team; a team that Denison has supported over several years.



Joining English River First Nation at the annual ERFN Patuanak holiday party was a special way to mark the one-year anniversary of the Shared Prosperity Agreement.



Denison Mines employees and leaders traveled to the Northern Village of Pinehouse Lake to join the community in commemorating the National Day for Truth and Reconciliation and Orange Shirt Day.

## Risks and Opportunities

Disclose the total number of site shutdowns or project delays due to non-technical factors

0

Disclose the total aggregate duration (in days) of site shutdowns or project delays due to non-technical factors

0

Discuss specific delays including associated costs, root cause and corrective actions for resolved delay, and status of ongoing delays

Not Applicable

## Governance

### Delegation of responsibility for managing impacts

Has the highest governance body appointed any senior executives with responsibility for the management of organization's impacts on the economy, environment and people (e.g., is it part of the Governance structure of the company, CEO's role, CFO's role, Sustainability Executive, etc.)

Yes

Denison's President & CEO has been appointed with the overall responsibility for the management of the organization's impacts on the economy, environment, and people. Certain duties have been delegated to the Chief Financial Officer and Vice-Presidents, with the President & CEO retaining overall responsibility for all delegated matters.

Denison's President & CEO, David Cates is ultimately responsible for economic, environmental and social topics related to Denison, as supported by the rest of the management team.

Has the highest governance body delegated responsibility for the management of impacts to other employees

Yes

Denison's President & CEO regularly reports on material matters to the Board, in quarterly updates and otherwise as deemed appropriate.

The management team reports to the President & CEO and, where appropriate, directly to the Committees of the Board responsible for oversight of ESG-related matters (such as the CFO reporting to the Audit Committee and the Vice President Legal reporting to the Corporate Governance & Nominating Committee).

### Governance Body

Identify the governance body(ies) (board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities

The EHSS Committee has been given the responsibility, as set forth in its updated mandate, to oversee the Company's

How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to the governance body or individual(s)	sustainability-related risks and opportunities
How the governance body or individual(s) determine whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities	The Board Mandate reflects the Board's responsibility for oversight of sustainability risks and opportunities.
How and how often the body(ies) or individual(s) is informed about sustainability-related risks and opportunities	Under the EHSS Terms of Reference/Mandate, the Board delegates to the EHSS Committee the responsibility to review with management, as they relate to Sustainability Matters: (i) the risk identification, assessment and management systems; (ii) activities taken to monitor and mitigate risks; and (iii) the resources allocated to address such risks.
Management's role	The Corporate Governance & Nominating Committee of the Board (CGN Committee) maintains a competency matrix, reviewed annually, to assess composition of the Board and its committees and ensure it has an appropriate mix of skills and experience to govern effectively and be a strategic resource for the Company.
What is the management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities	The EHSS Committee meets, and reports to the Board, on a quarterly basis.
Is the role delegated to a specific management-level position or management-level committee	Management-level committee

## Climate-related disclosures

### Governance Body

Identify what governance body or individual(s) are responsible for oversight specifically of climate-related risks and opportunities

Other, please specify

The Board has delegated to the EHSS Committee the responsibility to oversee the Company's effective management of climate-related opportunities and risks and to monitor environmental performance.

Denison's executive team is also accountable for climate change risk and opportunity management.

The Board Mandate reflects the Board's responsibility for oversight of climate change opportunities and risks.

The EHSS Committee has been delegated responsibility, as set forth in its mandate, to oversee the Company's effective management of climate-related opportunities and risks and to monitor environmental performance.

The CEO job description appended to the Board Mandate explicitly charges the CEO with the management of Denison's ESG and climate change related risks and opportunities.

[Denison Mines Corp. - Mandate of the Board](#)

[Denison Mines Corp. - Environment, Health, Safety and Sustainability Committee Terms of Reference/Mandate](#)

How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that governance body or individual(s)

The Corporate Governance & Nominating Committee of the Board (CGN Committee) maintains a competency matrix, reviewed annually, to assess composition of the Board and its committees and ensure it has an appropriate mix of skills and experience to govern effectively and be a strategic resource for the Company.

How the governance body or individual(s) determine whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities



Denison Mines Corp. -  
Director Skills Assessment

How the governance body or individual(s) is informed about climate-related risks and opportunities	An enterprise risk management working group, comprised of Denison's Vice President Finance & CFO, Vice President Legal & Corporate Secretary, and Director of Internal Audit & Risk and in consultation with other members of the management team, is responsible for facilitating the assessment and management of risks and opportunities (including climate-related risks and opportunities), integrating those risks and opportunities into a risk management framework, and reporting on material risks to the applicable Committees and the Board of the Company.
How often the governance body or individual(s) is informed about climate-related risks and opportunities	Quarterly  The EHSS Committee meets, and reports to the Board, on a quarterly basis.
<b>Management's role</b>	
What is the management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	The Enterprise Risk Management Committee is responsible for facilitating the assessment and management of climate-related risks and opportunities, integrating those risks and opportunities into a risk management framework, and reporting on material risks to the applicable Committees and the Board of the Company.
Is the role delegated to a specific management-level position or management-level committee	Management-level committee
Provide the highest management-level position(s) or committee(s) with responsibility for climate-related policies, strategies and issues	<ul style="list-style-type: none"> <li>Chief Financial Officer (CFO)</li> <li>Other, please specify</li> </ul> <p>Enterprise Risk Management Committee</p> <p>Denison's Enterprise Risk Management Committee was established to oversee risk reporting to the Board and its Committees. The ERM Committee is comprised of Denison's Vice President Finance &amp; Chief Financial Officer, its Vice President Legal &amp; Corporate Secretary, and its Director of Internal Audit and Risk.</p>
Nature of primary responsibility	<p>Both assessing and managing climate-related risks and opportunities</p> <p>Denison's Enterprise Risk Management Committee both assess and manages risks and opportunities for the Company as a whole, including climate-related risks and opportunities.</p>
<b>Policy commitments</b>	
Provide a description of the organization's policy commitments for responsible business conduct	<p>Denison is committed to strong corporate governance and good corporate citizenship.</p> <p>Denison strives for meaningful consultation with rights holders, communities of interest, and others who may be impacted by its exploration and development activities. Denison adopted its Indigenous Peoples Policy, which reflects the Company's recognition of the important role of Canadian business in the process of reconciliation with Indigenous peoples in Canada and outlines the Company's commitment to take action towards advancing reconciliation.</p> <p>Denison also adheres to its comprehensive Code of Ethics, Anti-Bribery Policy, Workplace, Violence and Harassment Policy and Environment, Health, Safety &amp; Sustainability Policy.</p> <p>Further, Denison has adopted a Supplier Code of Conduct, setting forth its expectations with respect to responsible business conduct in its supply chain.</p> <p>Please see links below.</p> <p><a href="#">Denison Mines Corp. - Indigenous Peoples Policy</a></p> <p><a href="#">Denison Mines Corp. - Code of Ethics</a></p> <p><a href="#">Denison Mines Corp. - Anti-Bribery Policy</a></p> <p><a href="#">Denison Mines Corp. - Workplace Violence and Harassment Policy</a></p>

What are (if any) the authoritative intergovernmental instruments that the commitments reference	In expressing its intentions in its Indigenous Peoples Policy, Denison has carefully considered the standards and principles articulated by The United Nations Declaration on the Rights of Indigenous Peoples and Call to Action 92 from Canada's Truth and Reconciliation Commission.
Do the commitments stipulate applying the Precautionary Principle or Approach (see instructions).	Yes  Denison's principal policies are approved by the Company's Board of Directors. As part of the Board's oversight responsibilities and exercise of the Precautionary Approach, and in connection with Denison's Enterprise Risk Management program, Denison established an Enterprise Risk Management Committee tasked with identifying and mitigating the risks to, and the potential impacts of, the Company's activities. The Enterprise Risk Management Committee reports to the Board of Directors and the Committees of the Board at least twice per year.
Do the commitments stipulate respecting human rights	Yes
Describe the specific policy commitment to respect human rights	As articulated in its Code of Ethics and Supplier Code of Conduct, Denison operates in jurisdictions known for their commitments to, and enshrined protections for, fundamental human rights. Denison requires adherence to all applicable federal, provincial and state employment and human rights laws.  In addition, Denison is determined to operate in a socially responsible way that respects human rights and manages human rights impacts in its operations. Further, Denison respectfully acknowledges that its business operates in Canada on lands that are in the traditional territory of Indigenous Peoples.
What are (if any) the internationally recognized human rights that the commitment covers	Denison's commitments are broad, and include the rights of Indigenous Peoples and prohibitions against discrimination on the basis of race, colour, ethnicity, national origin, religion, gender, sexual orientation, disability or age.
What are the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Denison adopted an Indigenous Peoples Policy (IPP) in 2021, to reflect Denison's recognition of the important role of Canadian business in the process of reconciliation with Indigenous peoples in Canada and outlines the Company's commitment to take action towards advancing reconciliation.  In accordance with the IPP, Denison intends to promote reconciliation through a continuously evolving Reconciliation Action Plan based upon the following principles: Engagement, Empowerment, Environment, Employment and Education. The Reconciliation Action Plan, in part, reflects Denison's aim to be a leader in engagement with Indigenous people and communities.
Are the policy commitments publicly available	Yes  Denison's corporate policies are available at the attached link, under the Corporate Policies section. <a href="#">Denison Mines Corp. - Corporate Governance</a>
Report the level at which each policy commitment was approved within the organization, including whether this is the most senior level	The Code of Ethics and Indigenous Peoples Policy commitments were approved by Denison's Board of Directors. The Supplier Code of Conduct was approved by the Company's Chief Financial Officer, who oversees the Company's procurement practices and procedures.  Denison's policies have all been made available to its employees, business partners, and others directly and/or through Denison's website.

Were the policy commitments approved at the most senior level within the organization	Yes
To what extent the policy commitments apply to the organization's activities and to its business relationships	Denison's policy commitments apply to all of the Company's activities and supply chain relationships.
Describe how the policy commitments are communicated to employees, business partners, and other relevant parties	All members of the Company's Board of Directors and all employees of the Company are required to review and affirm their understanding of the Company's policies on an annual basis.
	Applicable Denison policies are also made available to business partners and other relevant parties in the course of contracting.
<b>Embedding policy commitments</b>	
Describe how the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Denison's policy commitments apply to all of its operations, including its project exploration and evaluation activities, human resource management, and regulatory activities, including environmental assessments and project permitting.
How are responsibilities allocated in order to implement the commitments across different levels within the organization	Subject to the oversight of the Board, Denison's CEO is responsible for the management of the Company's business, providing leadership and vision, developing and recommending significant corporate strategies and objectives for approval by the Board, overseeing the development and implementation of, and compliance with, key corporate policies and practices regarding corporate governance, ESG, climate and sustainability, risk identification and management and financial reporting, as well as compliance with applicable legal and regulatory requirements and developing and recommending to the Board annual operating and strategic objectives and budgets.
	To assist the Board of Directors with its oversight responsibilities, the Board has five standing committees (the Audit Committee, the Compensation Committee, the Corporate Governance and Nominating Committee, the Environment, Health, Safety & Sustainability Committee, and the Technical Committee).
How are the commitments integrated into organizational strategies, operational policies, and operational procedures	The commitments are integrated into, and sometimes the focus of, elements of its strategic outlook and planning processes, procurement processes, and Enterprise Risk Management program and is overseen by all levels of management.
How does the organization implement its commitments with and through its business relationships	The Company sets forth its expectations, and seeks implementation of its commitments, through the integration of its policies into the contracting process.
What implementation training does the organization provide	Periodic Company-wide training is offered on certain corporate policies, including Denison's Code of Ethics and Supplier Code of Conduct, and on certain corporate procedures, including the Enterprise Risk Management program.
<b>Governance structure and composition</b>	
Describe the governance structure, including committees of the highest governance body (e.g. the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.)	The Board of Directors of Denison is responsible for the stewardship of the Company, oversight of the management of the business and affairs of the Company and performing such duties as may be required by applicable legislation and regulations.
	In 2024, the Board consisted of 7 members and had 5 committees: <ul style="list-style-type: none"> <li>• Audit</li> <li>• Compensation</li> <li>• Corporate Governance &amp; Nominating</li> <li>• Environment, Health, Safety &amp; Sustainability</li> <li>• Technical</li> </ul>
	For more information on Governance, please refer to Denison's website.
	<a href="#">Denison Mines</a>

Identify and list the committees of the highest governance body that are responsible for decision making and overseeing the management of the organization's impacts on the economy, environment and people including the oversight of sustainability-related risks and opportunities (e.g. Board level Environment Committee, Safety Committee, ESG Committee, Advisory Committee, etc.)

The Board has delegated primary oversight to its Committees, who then report to the Board. For example, the Audit Committee reviews certain financial and economic matters; the Environment, Health, Safety & Sustainability Committee oversees management of environmental, sustainability and other social topics; and the Corporate Governance & Nominating Committee oversees most governance matters.

Describe the composition of the highest governance body and its committees by:

Number of executive members (non-independent)	1
Number of non-executive members (non-independent)	1
Number of independent members	5
The total number of governance body members	7
Percentage of independent board members	71.4286%
Less than 3 years of tenure of members on the governance body	2
3-6 years of tenure of members on the governance body	3
6-9 years of tenure of members on the governance body	2
More than 10 years of tenure of members on the governance body	0
Number of other significant positions and commitments held by each member, and the nature of the commitments	<p>As of December 31, 2024, the Board was comprised of 7 members: Mses. Sterritt, Traub and Volker and Messrs. Cates, Edgar, Hong, and Neuburger. Mr. Hochstein did not stand for re-election at the AGM held May 9, 2024.</p> <p>Effective March 13, 2025, Mr. Edgar resigned from the Board and Ken Hartwick was appointed effective March 19, 2025 to fill his vacancy. Additionally, Mr. Jinsu Baik joined the Board effective March 13, 2025, having replaced KHN's previous board nominee Mr. Hong.</p> <p>See attached excerpt of certain profile details as at March 28, 2025 for Denison's current directors: Mses. Sterritt, Traub and Volker and Messrs. Baik, Cates, Hartwick, and Neuburger.</p>



Denison Mines Corp. -  
Director Profiles

Number of Male governance body members	4
Number of Female governance body members	3
Number of Non-Binary governance body members	0
Number of Gender not disclosed governance body members	0
Number of members from under-represented social groups	1

Ms. Sterritt is Indigenous, a member of the Kispiox Band of the Gitxsan Nation in British Columbia.

Description of competencies relating to economic, environmental, and social topics	<p>The Corporate Governance &amp; Nominating Committee of the Board (CGN Committee) maintains a competency matrix, reviewed annually, to assess composition of the Board and its committees and ensure it has an appropriate mix of skills and experience to govern effectively and be a strategic resource for the Company.</p> <p>Please refer to the attached Skills Matrix for further details of the 2024 skills assessment.</p>
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Description of stakeholder representation, including employees and other workers

Denison is a party to a strategic relationship agreement with KHNPCanada Energy Ltd., which sets forth the terms of a long-term collaborative business relationship first established in 2009. So long as KHNPCanada or an affiliate holds more than 5% of Denison's outstanding common shares, the Board must nominate one person designated by KHNPCanada or its affiliate for election as a director at any shareholder meeting where directors are to be elected.

In 2024, Mr. Jong Ho Hong was designated by KHNPCanada as its nominee. Effective March 13, 2025, Mr. Hong resigned from the Board and Mr. Jinsu Baik was appointed to fill his vacancy as KHNPCanada's nominee.

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**Highest Governance Body**

Describe the nomination and selection processes for the highest governance body and its committees

The Board has adopted Guidelines for the Composition of the Board of Directors, setting forth its minimum expectations with respect to the assessment of potential candidates to the Board. Such expectations include consideration of appropriate skills, experiences, and diversity to ensure the Board is comprised of members best suited for the long-term best interests of Denison and its shareholders.

The CGN Committee's mandate is to find and assess appropriate candidates for the Board, in keeping with the expectations expressed in the Board's Guidelines. Each nominee is asked to complete a detailed candidacy questionnaire and participate in interviews with the Chair of the CGN Committee as well as other members of the Board, as appropriate. The CGN Committee will assess the candidates' qualifications and make its recommendations to the Board for its approval of any director nominations and/or appointments.

Does the organization have a diversity policy, gender equality or gender equity plan and if so, provide details, link to the policy or attach the file

Denison values diversity across its operations, and diversity is always a consideration for director nominees and employee candidates throughout the organization. The Company also has commitments, including those expressed in the Indigenous Peoples Policy, to providing equitable access to jobs and training and creating a work environment that promotes inclusivity and diversity, such that all are welcome and employees have an opportunity to contribute to reconciliation.

Denison's Diversity Policy is attached for reference.

[Denison Mines Corp. - Diversity Policy](#)

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Report the criteria used for nominating and selecting highest governance body members

When considering the Board as a whole and assessing directors' candidacy for the Board, the CGN Committee follows established guidelines for the Board's composition set forth in the Company's Guidelines for the Composition of Denison's Board and seeks directors that have some or all of the following attributes:

- Financial accreditation and/or financial literacy
- Sound business experience and expertise
- Corporate governance experience
- Experience in government relations, operations and regulatory issues
- Industry specific experience and knowledge, including mining and metallurgy, energy, and occupational health and safety
- Sustainability knowledge, including environmental impacts and management, climate change risks and opportunities, community outreach and stakeholder engagement
- Financing and merger/acquisition experience
- Risk management and/or cyber security

	<p>experience</p> <ul style="list-style-type: none"> <li>• Strong reputation within the financial and business communities</li> <li>• Candidacy consistent with the Diversity Policy and the targets set thereunder</li> <li>• Candidacy consistent with attaining inclusion and diversity beyond gender</li> <li>• Strong board skills, such as integrity, networking abilities, interpersonal skills, ability to think strategically and act independently</li> <li>• Independence, as such term is defined by the Canadian Securities Administrators</li> </ul>
Are views of stakeholders (including shareholders) taken into consideration for nominating and selecting highest governance body members	Yes
Discuss how views of the stakeholders (including shareholders) are taken into consideration for nominating and selecting highest governance body members	Candidates are assessed for their reputation within their industry and experience with applicable stakeholders.
Is diversity taken into consideration for nominating and selecting highest governance body members	Yes
Discuss how diversity is considered for nominating and selecting highest governance body members	The Company has not set specific objectives for persons with disabilities, Indigenous peoples and members of visible minorities on the Board or within the organization. However, the Company ensures its recruitment methods seek diversity amongst its candidates whenever possible, to ensure Denison's team is comprised of the best candidates without exclusion of candidates based on age, gender, sexual orientation, national origin, race, creed, ethnicity, or disability.
Is independence taken into consideration for nominating and selecting highest governance body members	Yes
Discuss how independence is considered for nominating and selecting highest governance body members	Each candidate is assessed for their independence, which is valued highly in the assessment process.
Discuss whether and how competencies relevant to the impacts of the organization are considered	The Board's Guidelines for the Composition of the Board of Directors includes an assessment of each candidate's experience in operations and industry relevant to Denison as well as their sustainability knowledge, including environmental impacts and management, climate change risks and opportunities, and stakeholder engagement.
<b>Chair of the highest governance body</b>	
Is the chair of the highest governance body also a senior executive in the organization (non-independent)	No
<b>Conflicts of Interest</b>	
Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	<p>The Board takes steps to ensure directors exercise independent judgment in considering transactions and agreements in respect of which a director or executive officer may have a material interest.</p> <p>Such steps have included the adoption of the Code of Ethics, which provides examples of conflicts of interests and outlines the procedure to be followed in situations that present an actual or potential conflict of interest (including reporting such conflict or potential conflict to the Chair of Denison's Audit Committee).</p> <p><a href="#">Denison Mines Corp. - Code of Ethics</a></p>
 Denison Mines Corp. - Denison's Approach to Management of Conflicts of Interest	
Are conflicts of interest disclosed to stakeholders	Yes
	If there were instances of conflicts of interest in material transactions, such matters would be disclosed as appropriate.
Are there conflicts of interest related to: cross-board membership	No
Are there conflicts of interest related to: cross-shareholding with suppliers and other stakeholders	No
Are there conflicts of interest related to: existence of controlling shareholder	No

Are there conflicts of interest related to: related parties, their relationships, transactions, and outstanding balances	No
	The interests of KHNPC Energy Ltd. as indirect shareholder may not always be consistent with the interests of Denison and/or other shareholders, and KHNPC Energy Ltd's director nominee to Denison's Board of Directors may give special attention to its interests as indirect shareholder. No actual conflicts of interest were identified in 2024.
<b>Collective knowledge of highest governance body</b>	
Report measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development. (e.g. board training)	<p>The Board engages in regular director education.</p> <p>In 2024, all of the directors were in attendance for a director education presentation by TradeTech, LLC on the Evolution in Nuclear Fuel Market Fundamentals.</p> <p>The Board also encourages directors and senior management to participate in appropriate professional and personal development activities, courses, and programs, and supports management's commitment to the training and development of all permanent employees.</p>
<b>Evaluation of Highest Governance Body</b>	
Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	<p>The CGN Committee is responsible for overseeing the evaluation of the Board, committees of the Board and the contribution of individual directors, including their performance with respect to governance of economic, environmental, and social topics.</p> <p>In response to external evaluations, the CGN Committee and the Board have championed changes to Denison's governance practices, such as increased Board diversity and enhanced transparency in its corporate filings.</p>
<b>Transparency</b>	
Describe the role of the highest governance body and of senior executives in developing, approving and updating the organization's purpose, value or mission statements, strategies, policies and goals related to sustainable development	<p>The Board is ultimately responsible for the strategic plan for Denison, taking into account its purpose, opportunities and risks.</p> <p>The President &amp; CEO has been empowered to, among other things: (i) provide leadership and vision for Denison for it to grow in a sustainable manner; (ii) develop a strategic plan for the Board's approval, and ensuring implementation of that plan; and (iii) oversee the development and implementation of, and compliance with, key corporate policies and practices, regarding corporate governance, ESG, climate and sustainability, risk identification and management and financial reporting, as well as compliance with applicable legal and regulatory requirements.</p>
Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment and people	<p>The Board oversees Denison's approach to risk management which is designed to support the achievement of organizational objectives, to improve long-term performance and enhance value.</p> <p>Denison's Board is responsible for overseeing the Company's risk identification, management and mitigation strategies and the risk assessment process.</p> <p>The Board has delegated greater oversight responsibilities to appropriate Board committees, as reflected in updated Board and committee mandates. Each of the committees oversees material risks within their functional area and reports to the Board on these matters and associated mitigation strategies on a periodic, and at least annual, basis.</p>
Does the highest governance body engage with stakeholders to support due diligence and other processes	Yes
Describe how the highest governance body engages with stakeholders to support these processes	Denison endeavours to maintain open lines of communication with stakeholders, to enable it to understand stakeholder concerns and incorporate that into its strategy and operations. See Material Topics section for more details.

## Ethics and Integrity

Describe how individuals can seek advice on implementing the organization's policies and practices for responsible business conduct

The Company's Vice President Legal is directly accessible by any employees, contractors, or others who may have questions or concerns about the Company's policies and practices.

Describe the mechanisms for individuals to raise concerns about the organization's business conduct

Individuals are encouraged directly, and through the mechanisms expressed in the Company's Code of Ethics and its Whistleblower Policy, to raise any and all concerns about business conduct.

[Denison Mines Corp. - Whistleblower Policy](#)

[Denison Mines Corp. - Code of Ethics](#)

## Compliance with laws and regulations

Report the total number of significant instances of non-compliance with laws and regulations that occurred during the reporting period and a breakdown of this total by

0

Number of instances for which fines were incurred

0

Number of instances for which non-monetary sanctions were incurred

0

Report the total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period

0

Report the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period (currency, Thousands)

0

Total number of fines paid for instances of non-compliance with laws and regulations that occurred in the current reporting period

0

Total monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period (currency, Thousands)

0

Total number of fines paid for instances of non-compliance with laws and regulations that occurred in previous reporting periods

0

Total monetary value of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods (currency, Thousands)

0

Describe the significant instances of non-compliance

There have been no significant instances of non-compliance.

Across Denison's varied operations, the Company focuses on and maintains compliance with environmental laws and regulations.

Describe the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain

Denison's operations are located in Canada. Companies in Canada are subject to a variety of local and international anti-bribery and anti-corruption laws, including but not limited to the Canadian Corruption of Foreign Public Officials Act and the Foreign Corrupt Practices Act of 1977, as amended, in the United States.

Denison is committed to interacting with government officials, business partners, third parties and interested parties with integrity and in compliance with all applicable anti-bribery and anti-corruption laws.

All Company directors, officers and employees are required to annually affirm their understanding of, and compliance with, Denison's Anti-Bribery Policy.

For more information, please refer to Denison's Anti-Bribery Policy.

[Denison Mines Corp. - Anti-Bribery Policy](#)

## Anti-Corruption

### Corruption Risks to Operations

Describe how potential impacts of corruption or risks of corruption are managed in the organization's procurement practices and throughout the supply chain

Compliance with corruption laws in Canada and other jurisdictions is an area covered under the Company's Code of Ethics. Directors, officers or employees who have concerns about violations of laws, rules or regulations, or the Code of Ethics are to report them to the Corporate Secretary of the Company or to the Chair of the Audit Committee. Following receipt of any complaints, the Corporate Secretary or Chair of the Audit Committee, as the case may be, will investigate each matter so reported and report to the Audit Committee. The Audit Committee has primary authority

and responsibility for monitoring compliance with and enforcing the Code of Ethics, subject to the supervision of the Board. Individuals are encouraged directly, and through the mechanisms expressed in the Company's Code of Ethics and its Whistleblower Policy, to raise any and all concerns about business conduct.

[Denison Mines Corp. - Whistleblower Policy](#)

[Denison Mines Corp. - Code of Ethics](#)

Total number of operations assessed for corruption risks	5
Percentage of operations assessed for corruption risks	100.0000%
Has the company identified any significant corruption risks	No
<b>Confirmed Incidents and Response</b>	
Total number and nature of confirmed incidents of corruption	0
Total number of Bribery cases	0
Total number of Lobbying cases	0
Total number of Extortion cases	0
Total number of Cronyism cases	0
Total number of Nepotism cases	0
Total number of Parochialism cases	0
Total number of Patronage cases	0
Total number of Influence peddling cases	0
Total number of Graft cases	0
Total number of Embezzlement cases	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of contracts terminated or not renewed with business partners due to corruption related violations	0

### Contracts and Owners Transparency

Are company's contracts and licenses made publicly available	No
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### Communication and Training

Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	7
Total percentage of governance body members that have been communicated to on anti-corruption	100.0000%
Anti-corruption policies and procedures communication to direct employees by type:	
Total number of the direct employees that have been communicated to on anti-corruption	76
Communication of Denison's anti-bribery policies and procedures is a standard part of the Company's onboarding process for all new hires. Additionally, all employees, officers, and directors sign annual affirmations confirming that they have reviewed the Company's policies, including the anti-bribery policy.	
Total percentage of the direct employees that have been communicated to on anti-corruption	100.0000%
Total number and percentage of direct employees that has received training on anti-corruption, broken down by employee category and region	
Total number of direct employees that received training on anti-corruption	76
Total number of direct employees	76

### Security Practices

#### Policy and Procedure Training

Describe how the organization seeks to prevent or mitigate potential negative impacts from the use of public and private security providers

Denison has adopted a Supplier Code of Conduct setting forth its expectations of both public and private services providers to prevent or mitigate potential negative impacts of the

		activities conducted and requiring all service providers to accept the principles expressed therein.
Has the organization implemented the Voluntary Principles on Security and Human Rights	No	
<b>Remuneration</b>		
Report which of the following remuneration policies apply to the highest governance body and senior executives and provide details:	The remuneration policies listed below apply to the highest governance body and senior executives.	
Fixed pay	Yes	
Variable pay	Yes	
Performance-based pay	Yes	
Equity-based pay	Yes	
Bonuses	Yes	
Deferred and vested shares	Yes	
Sign-on bonuses	Yes	
Recruitment incentive payments	Yes	
Termination payments	Yes	
Clawbacks	Yes	
Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees	Yes	
		Denison has a retirement savings benefit for all salaried employees, which is a percentage of gross pay, determined based on age and tenure of the employee irrespective of seniority or position.
Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment and people	The Compensation Committee is responsible for the Company's executive compensation policy and determines the general compensation structure, policies, and programs of the Company for recommendation to the Board.	
		When determining an executive's compensation package, the Compensation Committee seeks to balance: (a) annual performance incentives, which are awarded based on success against pre-established short-term corporate and individual goals (including health & safety performance), with (b) long-term incentive payments focused on longer term performance of the Company.
		For further details of Denison's director and executive compensation in 2024, see Denison's management information circular dated March 28, 2025.
		<a href="#">Denison Mines Corp. - Management Information Circular - March 2025</a>
Do you provide incentives for the management of climate-related issues, including the attainment of targets	Other, please specify	
		Denison's program for assessing and managing climate-related risks and opportunities is focused on matters likely to impact its operations and industry, commensurate for the stage of its operations. As Denison is primarily engaged in exploration and development in the Athabasca Basin of northern Saskatchewan, with no steady-state production or other material operations, the Company's most significant climate-related issues are largely related to the operation of remote camp sites in areas susceptible to forest fires (which can be adversely impacted by climate change phenomenon). The Company's incentives around health and safety performance capture this type of climate-related risk and set targets for safe operation of sites (including forest fire preparedness).
Describe the process for determining remuneration	The Compensation Committee is responsible for the Company's executive compensation policy and determines the general compensation structure, policies and programs	

<p>Are independent members of the highest governance body or an independent remuneration committee overseeing the remuneration process</p>	<p>of the Company for recommendation to the Board.</p> <p>For further details of Denison's director and executive compensation in 2024, see Denison's management information circular dated March 28, 2025.</p> <p><a href="#">Denison Mines Corp. - Management Information Circular - March 2025</a></p>
<p>How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration</p>	<p>Yes</p>
<p>Are remuneration consultants involved in determining remuneration</p>	<p>The Board has adopted an annual practice of soliciting a non-binding shareholder advisory vote on Denison's approach to executive compensation at its annual general meeting of shareholders. This is a formal opportunity for shareholders to provide their views on Denison's approach to executive compensation.</p> <p>The Compensation Committee and the Board will take the results of the vote into account, as appropriate, when considering future compensation policies, procedures and decisions.</p> <p>Other stakeholder views are handled on a case-by-case basis as questions are raised.</p>
<p>Are remuneration consultants independent of the organization, the highest governance body and senior executives</p>	<p>Yes</p>
<p>Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable</p>	<p>In 2024, the advisory vote on Denison's approach to executive compensation was approved by 99.45% of the votes received at the meeting.</p>
<p><b>Stakeholder Engagement</b></p> <p>Provide a list of stakeholder groups engaged by the organization</p> <ul style="list-style-type: none"> <li>• Permanent or Full-time Employees</li> <li>• Investors</li> <li>• Local communities</li> <li>• Local government bodies</li> <li>• National government bodies</li> <li>• Regulatory authorities</li> </ul>	
<p><b>Tax</b></p> <p>Describe the approach to stakeholder engagement and management of stakeholder concerns related to tax</p>	<p>Denison works to ensure effective communication between the Company and its shareholders and the public. Shareholders, employees, and other interested parties are encouraged to reach out directly to management and/or the Board of the Company, to communicate any questions or concerns, including questions related to corporate taxation. The Company regularly receives and responds to such inquiries.</p>
<p>The approach to engagement with tax authorities</p>	<p>The Company's representatives are always engaged in investor relations and other shareholder and stakeholder outreach, such as taking part in various public and private conferences throughout the year, and generally making themselves available to respond to inquiries and concerns. The Company's investor relations procedures are monitored by the Board, and are intended to be a tool for the concerns of shareholders and other interested parties to be addressed on an individual basis. Shareholders and the public are also informed of developments in the Company by the issuance of timely press releases and quarterly reports which are also posted to the Company's website and filed on SEDAR+ and EDGAR.</p>
<p>The approach to public policy advocacy on tax</p>	<p>Denison endeavours to comply with all tax laws applicable to its operations and works professionally and collaboratively with tax authorities in Canada to respond to any inquiries or audit requests.</p> <p>Denison does not have a formal tax policy or regular engagement with tax authorities.</p>
	<p>Denison does not directly engage in public policy advocacy on taxes. As members of mining industry groups, Denison may support industry positions on tax policies.</p>

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The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders

Denison's commitment to high standards of ethical behaviour and business integrity, and responsiveness to stakeholders includes transparency into its corporate taxation.

Denison makes annual public filings of its consolidated tax position through the financial statement process, in accordance with the International Financial Reporting Standards, and payments to governments, as required by the Canada's Extractive Sector Transparency Measures Act.

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