



**Perpetua  
Resources**

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## **Code of Conduct & Ethics Policy**

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Approved by the board on March 31, 2025

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### **Summary:**

This Policy is a statement of the key principles and expectations that guide the conduct of anyone who works for, or represents, Perpetua Resources Corp.

Our commitment to uphold the principles of ethical and honest business conduct is based on our values, which are fundamental to defining who we are as a Corporation and how we behave.

Our values include compliance with environmental, health, and safety regulations, dignity and respect at both the individual and corporate level, promoting sustainable growth, having a strong corporate social responsibility to the communities in which we invest, transparency through open and honest communication and accountability at all levels, and continuous improvement of operational practices.

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## OUR CORE VALUES

We at Perpetua Resources are committed to a set of core values that pervade every aspect of our organization; in fact, they are part of our organizational DNA. These core values influence all our actions, our decisions and our relationships and can be summarized as follows:

□ **Safety**

*The health and safety of our employees, contractors working for us and the public is of the utmost importance.*

□ **Environmental Responsibility**

*We comply with all of the environmental laws that apply to our operations and seek to go above and beyond what is required; we find practical solutions to manage growth, while working to protect and enhance the natural environment.*

□ **Community Involvement**

*As proud members of the community, we actively strive to serve the community's needs, and to collectively enhance prosperity and well-being.*

□ **Transparency**

*We fulfill our commitments in an open and transparent manner. We aim to be accurate, consistent and straightforward in all information delivered to our stakeholders.*

□ **Accountability**

*As part of our corporate governance, we provide accountability processes to guide our actions, decisions, conduct and reporting.*

□ **Integrity & Performance**

*We hold ourselves to high standards and strive to fulfill our commitments in an effective and sustainable manner.*

This Code of Conduct aims to summarize how we deliver on these commitments and live up to the high expectations we have set for ourselves. The Code of Conduct acts as an overarching statement of principles and directs the reader to the individual policies that address particular subjects in more detail.

We expect all of our employees, officers and directors to abide by this Code of Conduct and the underlying policies adopted by Perpetua Resources – this is the foundation upon which the Corporation is built and is the recipe for success in our endeavors. Our employees and directors are our ambassadors to the communities in which we work and your example is how we will be measured, so please take the time to read and understand not only the words written in our policies, but the fundamental principles behind them, and then live up to them and ensure that your colleagues at Perpetua Resources do so too by promptly reporting any concerns you have about compliance with the law, with Perpetua Resources' policies, or with this Code.

By living up to the Code of Conduct that is set out herein, and following our policies, we will create a respected and successful organization of which we can all be proud.

**Jon Cherry**, President & CEO

# PART 1. INTRODUCTION

## **Our Expectations**

This Code of Business Conduct and Ethics ("Code") is a statement of the key principles and expectations that guide the conduct of anyone who works for, or represents Perpetua Resources Corp. ("Perpetua Resources" or the "Corporation").

## **Our Values**

Our commitment to uphold the principles of ethical and honest business conduct is based on our values, which are fundamental to defining who we are as a company and how we behave.

Our values include compliance with environmental, health and safety laws and regulations, dignity and respect at both the individual and corporate level, promoting sustainable growth, having a strong corporate social responsibility to the communities in which we invest, transparency through open and honest communication and accountability at all levels, and continuous improvement of operational practices.

## **Who Must Follow the Code**

All Employees are required to know and follow the Code.

All third parties working for or represent Perpetua Resources, including but not limited to the outside directors of Perpetua Resources' Board of Directors, suppliers, contractors, consultants, agents, or brokers (collectively "Third Parties"), are also expected to comply with our Code.

## **Awareness, Training & Sign-off**

All Employees must carefully review and become familiar with the Code as well as confirm, either electronically or by signing an acknowledgement, that they understand and agree to follow the Code. Employees may be required from time to time to participate in mandatory trainings on the Code and re-affirm their understanding of it.

## **Accountabilities of Managers and Supervisors**

Perpetua Resources holds its managers and supervisors to the highest ethical standards and expects them to lead by example and help to create a culture of trust that encourages raising questions and concerns.

Managers and supervisors are expected to promote the understanding and knowledge of the Code by the Employees who report to them, as well as their understanding and knowledge of all other rules, regulations, laws and Perpetua Resources internal rules and policies applicable to their jobs.

Managers and supervisors should always be available to provide advice to their Employees on matters regarding the Code or to ensure assistance is provided by a more senior manager or the Compliance Officer, as required.

**Compliance Officer**

The Perpetua Resources Board of Directors (the “Board”) has appointed a Compliance Officer who is accountable for:

- Providing guidance to Employees and other stakeholders who raise questions or concerns about ethics and compliance matters, as well as adequate means for raising questions and concerns;
- Monitoring, facilitating or assisting in the investigation of reported violations or issues related to a potential violation of the Code; and
- Administering the Code and monitoring compliance with its provisions.

The Compliance Officer may be assisted in performing their duties by designated Employee(s) in each country where we operate.

## PART 2: SPEAK UP AND REPORTING

### Duty to Report

Perpetua Resources promotes an open and positive work environment and encourages all Employees to address any questions regarding the best course of action in a particular situation or raise concerns about a potential violation of our Code, any internal policy or the law.

As an Employee of Perpetua Resources, it is your duty to report, in good faith and on a timely basis, any such violation, as well as to help identify any potential issues before they lead to Code violations.

Employees should refer to the Corporation's **Whistleblower Policy** for more information on reporting compliance issues.

### Reportable Violations

Reportable violations include, but are not limited to:

- ☐ Health, safety and environmental concerns;
- ☐ Discrimination or harassment;
- ☐ Conflicts of interest;
- ☐ Fraud;
- ☐ Bribery;
- ☐ Questionable accounting, internal controls and auditing matters;
- ☐ Ethical violations;
- ☐ Harassment or discrimination;
- ☐ Omission or misrepresentation in Perpetua Resources public disclosure documents; and
- ☐ Any other non-compliance with this Code, other Corporation policies and the law.

Knowing about any potential violation and failing to report it promptly is itself a violation of this Code.

### Role of the Manager in the "Speak Up" Process

If you are a manager or supervisor, you are accountable for supporting our "Speak Up" Process. You should always:

- ☐ Listen carefully;
- ☐ Remain neutral;
- ☐ Treat reports confidentially to the fullest extent practicable;
- ☐ Deal with the matter in a diligent and professional manner; and
- ☐ If necessary, refer the matter to a more senior manager or to the Compliance Officer.

## How to Make a Report

Making a report is easy and can be done through one of the following three channels:

- 1) Report to your immediate supervisor, if you are an Employee, or to your person of contact within the Corporation if you are a Third Party. Where a satisfactory response is not received, or if you are uncomfortable addressing your concerns to your supervisor, you may contact any executive officer. Notwithstanding the foregoing, directors of the Corporation should report any concerns to the Independent Lead Director or the Chair of the Audit Committee of the Board of Directors.
- 2) Where a satisfactory response is not received, or if you are uncomfortable addressing your concerns to an executive officer of the Corporation, we invite you to put your concerns in writing and forward them by fax, mail, or hand delivery to:

The Independent Lead Director of the Board of Perpetua Resources Corp.

*"To be opened by the Independent Lead Director only"*

c/o Cozen O'Connor LLP  
Suite 1008-5500 Burrard Street  
Vancouver, British Columbia V6C 2B5

Fax: +1 236.317.5893

Cozen O'Connor LLP (Perpetua Resources legal counsel) will promptly forward, unread, any correspondence addressed in this manner to the Independent Lead Director. If you would like to discuss any matter with the Board, you must indicate this in your submission and include a telephone number where you can be contacted if the Board deems it appropriate.

- 3) Alternatively, all incidents or concerns can be reported to the Independent Lead Director and the Chair of the Audit Committee **confidentially and anonymously** through WhistleBlower Security:

(a) by North America Toll free phone: 1.866.921.6714

or

(b) Through the WhistleBlower website:

<https://www.integritycounts.ca/org/perpetuaresources>

## What You Can Expect When Making a Report

**Attention & Professionalism:** All reports received will be taken seriously and dealt with thoroughly and in good faith.

**Anonymity & Confidentiality:** The identity of the reporter will be treated with discretion and the Corporation will make its best effort to keep the identity of the reporter confidential to the fullest extent possible, but the Corporation cannot guarantee anonymity.

**Non-Retaliation:** The Corporation will not allow any form of retaliation for reports made in good faith, which could include, but is not limited to, demotion, transfer, termination, threat or harm, against any Employee or a Third Party who reports a violation or potential violation in good faith or assists in an investigation. Any act of retaliation is itself a violation of the Corporation's Code and should be reported immediately.

Based on the subject matter and the severity of the reported violation, the Perpetua Resources Board of Directors and external investigators may be involved in the investigation process.

## **PART 3: BUSINESS CONDUCT AND ETHICS REQUIREMENTS**

### **SECTION 1: COMPLIANCE WITH LAWS**

Employees, suppliers, and contractors are required to understand and comply with all environmental, health, and safety training that is assigned and to follow Perpetua Resources processes and procedures to find and fix environmental, health, and safety concerns. If there is a question about compliance, employees, suppliers, and contractors should contact managers or company environmental, health, and safety staff for clarification of requirements.

This Code and other Corporation documents, such as policies, standards and procedures, are in addition to and do not substitute for laws and regulations applicable to the Corporation. Employees, suppliers, and contractors are required to understand and comply with all environmental, health, and safety training that is assigned and to follow Perpetua Resources processes and procedures to find and fix environmental, health, and safety concerns. If there is a question about compliance, employees, suppliers, and contractors should contact managers or company environmental, health, and safety staff for clarification of requirements.

Violating the laws of any of the countries where we do business may lead to both liability for the Corporation as well as disciplinary measures, and civil or criminal liability for any Employees and Third Parties involved.

### **SECTION 2: SUSTAINABLE DEVELOPMENT**

Sustainability begins with the way we think, the way we behave as individuals and as a Corporation, and the way we operate. Sustainable development means that all stakeholders benefit from resources being developed in a way that provides lasting and positive value.

We strive to achieve sustainability by fostering creativity and innovation throughout the development process and seeking collaboration with all stakeholders.

Our goal is to demonstrate excellence in health and safety, remain committed to non-discrimination, environmental stewardship, community engagement and development, and government relations across all stages of our business.

We expect Employees to read and understand the applicable protocols to ensure their own, and others' health and safety. We design and implement training programs to inform Employees and Third Parties to be competent to perform their work safely.

To help the Corporation achieve its health and safety goals, you must:

- ☐ Review and understand all health and safety protocols and requirements related to your position;
- ☐ Be appropriately trained and competent to carry out the tasks assigned to you;



- ☐ Follow Perpetua Resources safety programs, policies and procedures, which exist to protect your life and those of your colleagues;
- ☐ Demonstrate leadership by advising or stopping co-workers if they are working in an unsafe manner; and
- ☐ Report all safety incidents (whether resulting in injury or not) and participate actively in incident investigations, so we can learn from, and avoid, similar situations in the future.

Employees and contractors are responsible and are authorized to stop any work, without any repercussions, if you believe that people or the environment are in danger.

See Perpetua Resources **ESG Policy** for additional information on the Corporation's Health and Safety policies.

### **Environmental Responsibility**

We are committed to using sound science and innovative operational practices to reduce our environmental impact throughout the life cycle of our presence at the sites where we work. We are also committed to understanding the environmental context where we operate to enable protection of valued ecosystem components, biodiversity and reduce the impact of our operations on the environment.

To achieve our environmental goals, we:

- ☐ Perform our work in a way that avoids environmental pollution and incidents that lead to negative environmental impacts;
- ☐ Take steps to reduce the impact our business has on the environment by conserving resources, such as energy, fuel consumption, water, consumables and materials, and reducing waste;
- ☐ Monitor our impact on the environment and identify ways of mitigating adverse impacts as well as opportunities for environmental improvement; and
- ☐ Report our environmental performance in a transparent manner and work with stakeholders to further improve the environment.

See Perpetua Resources **ESG Policy** for additional information.

## **SECTION 3: WORK ENVIRONMENT**

### **Mutual Respect**

We strive to foster an environment of dignity and respect, in keeping with our values, where Employees are required to treat each other, and all members of the communities in which we operate, with professional courtesy and respect at all times.

### **Equal Opportunity**

Perpetua Resources strongly supports the principle that all individuals must have an equal opportunity to participate in our business and to develop their full potential within it.

Perpetua Resources will not tolerate any discrimination against any Employee because of race, religion, colour, sex, gender identity or expression, sexual orientation, national or ethnic origin, age, physical ability (provided the person can safely carry out the role and responsibilities associated with the position, unless the local legislation sets out specific restrictions for certain positions or the demands of the position are prohibitive) or other category or characteristic protected by applicable federal, state, or local law or ordinance.

All Employees, Third Parties and job candidates will be treated fairly without regard to any protected trait(s) in all matters, including recruitment, employment, promotion, transfer, termination, rates of pay, and training.

Employees and Third Parties should refer to the Corporation's **Workforce Growth and Retention Policy** for more information on this matter.

### **Non-Harassment**

The Corporation is committed to providing a work environment that enables all our Employees and Third Parties to pursue their careers free from harassment.

Any verbal or physical conduct which might be construed as sexual in nature is strictly prohibited. Such conduct may constitute sexual harassment and may be the basis for legal action against the offending Employee or Third Party and / or the Corporation.

Employees and Third Parties should refer to the Corporation's **Anti-Discrimination and Anti-Harassment Policy** for more information on this matter.

### **Alcohol and Substance Abuse**

Perpetua Resources has a "zero tolerance" policy for illegal drug use, alcohol abuse, drinking and driving, or other substance abuse on the job or which otherwise affects job performance. Substance abuse, including alcohol and illegal drug use on the job or which affects job performance is strictly prohibited. Any Employee or Third Party possessing or drinking alcohol or in the possession, or under the influence, of non-prescription, performance altering or illicit drugs, including any narcotic, or found taking, providing, selling or trading illicit drugs will be removed from the project site immediately and their employment or affiliation will be terminated and the appropriate law enforcement agency will be contacted.

## **SECTION 4: ANTI-BRIBERY AND ANTI-CORRUPTION**

All of Perpetua Resources relationships, including those with shareholders, customers, suppliers, governments, regulators, professional service providers and others, should be based on honesty and integrity.

Employees and Third Parties should refer to the Corporation's **Anti-Bribery and Anti-Corruption Policy** for further details on this matter.

Canada and the United States have passed strict laws against various forms of bribery and corruption. The Corporation, its Employees and anyone acting on its behalf is subject to both these countries' laws.

Employees must never engage in, or condone, corrupt practices including offering, giving, receiving or soliciting, directly or indirectly, anything of value to improperly influence the actions of another party.

### **Dealing with Public Officials**

Anti-bribery and anti-corruption laws and, in particular the *Corruption of Foreign Public Officials Act* (Canada) and the *U.S. Foreign Corrupt Practices Act of 1977*, strictly prohibits offering, promising, paying or authorizing the payment, or providing anything of value, directly or indirectly, to a Public Official to secure an improper business advantage.

“Public Official” means:

- ☐ any person holding a legislative, administrative or judicial office of a country, government, state, province or municipality, whether appointed or elected;
- ☐ any employee of a state-owned, -controlled, or -operated company, even when operating commercially;
- ☐ any person exercising a public function for a country, government, state, province or municipality, including for a government agency, board, commission, corporation or other body or authority;
- ☐ any official or agent of a public international organization (such as the United Nations, the World Bank, or the International Monetary Fund); or
- ☐ any political party or official of a political party or a candidate for public office.

“Anything of Value” means:

- ☐ Cash and non-cash benefits, such as gifts, favours, employment, excessive hospitality or directing business to a particular individual or company.

Even inexpensive gifts are subject to anti-bribery and anti-corruption laws. If you are not sure, check with your manager, supervisor, or the Compliance Officer.

Typical Examples of “Business Advantage” include:

- ☐ Securing a permit;
- ☐ Securing a contract, renewing an existing one or securing favourable contract terms;
- ☐ Influencing a Public Official to take or omit an action in violation of his/her lawful duty; or
- ☐ Winning a public tender or property over a competitor’s superior bid.

### **Commercial Bribery**

Corrupt practices among Employees and Third Parties are also a serious violation of our Code.

Commercial bribery involves situations where an Employee or a Third Party engages in arrangements to provide an unwarranted advantage to another party in exchange for a personal benefit (e.g., kickback, supply of goods for personal use, favours, lavish gifts and/or entertainment, etc.) either by mutual agreement with the Third Party or through extortion.

## **Consequences of Bribery**

Bribery, or even the appearance of such, will damage Perpetua Resources reputation. The penalties for violating anti-corruption laws can be severe and could include significant individual and corporate fines, including imprisonment, or even the forfeiture of critical mining, exploration or operating licenses and permits.

## **SECTION 5: CONFLICTS OF INTEREST**

All business decisions within Perpetua Resources must be made solely on the basis of sound business judgment.

Employees and directors of the Corporation have an obligation to act, at all times, in the best interest of our Corporation, free from the influence of personal considerations or relationships.

Employees and directors of the Corporation are expected to avoid situations where their personal or private interest could conflict with, or even appear to conflict with, the interests of Perpetua Resources.

### **Situations With Greater Risk Of Conflict Of Interest**

Certain situations create greater opportunity for a real or potential conflict of interest. Employees should be aware and act with caution if any such situation arises.

- **Competing Activities**

Employees should not compete with the Corporation or take personal advantage of opportunities that are discovered through the use of the Corporation's property, information or position, when these opportunities could be of interest to Perpetua Resources.

- **Personal Financial Interest**

Employees should avoid situations where their private financial interests might influence their decisions or actions at Perpetua Resources.

- **Outside Activities**

Employees should not engage in outside activities that can impair the effective performances of their duties at the Corporation.

- **Family and Personal Relationships at Work**

Employees should not hire, supervise or have direct involvement in any business decision affecting members of their family. Employees must ensure that those with whom they have a family relationship are reasonably separated from their scope of influence at work, especially in the areas of job promotions, evaluations and compensation.

□ **Dealing with Suppliers**

Perpetua Resources is a valuable customer for many suppliers of goods, services and facilities. Employees should ensure that all their decisions when dealing with suppliers are made exclusively on the basis of price, quality, service and suitability to the Corporation's needs.

**Disclosing a Potential Conflict of Interest**

Situations involving potential conflicts of interest are not uncommon in our business and do not always represent a violation of our Code.

Employees who have, or become aware of, a real or potential conflict of interest should seek advice regarding the situation from a manager or supervisor and disclose the conflict of interest or potential conflict using the established disclosure process. Directors of the Corporation who have, or become aware of, a real or potential conflict of interest should first seek approval from the Board of Directors.

**SECTION 6: GIFTS, ENTERTAINMENT AND HOSPITALITY**

Gifts, entertainment and hospitality can play an important role in building business relationships. However, depending on their value and nature, they can also be considered a bribe or create a conflict of interest.

**ALLOWED**

If not prohibited by any Perpetua Resources policies, you may give or receive unsolicited non-cash gifts or entertainment provided they are:

- not cash or cash equivalents (i.e., gift cards);
- of nominal value, for gifts, and reasonable cost, for entertainment or hospitality, which shall be determined in each country where the Corporation does business;
- infrequent and appropriate;
- consistent with all Federal regulations and guidelines;
- consistent with all appropriate and applicable rules for elected officials;
- customary for the industry and common business practice;
- arise out of the ordinary course of business and help build or maintain good business relationships; and
- all associated expenses are fairly and accurately recorded in Perpetua Resources' books and records.

**PROHIBITED**

Strictly prohibited is:

- asking for a gift, entertainment or hospitality from a Third Party; or
- accepting from, or giving a gift of cash or cash equivalent (such as vouchers, pre-paid credits cards, gift cards, etc.) to, a Third Party.

## **Notify and Seek Approval**

You should always:

- ☐ notify management if you have been offered a gift which does not meet any of the requirements above;
- ☐ obtain management approval before offering other than a gift of nominal value, modest entertainment or hospitality;
- ☐ obtain advice and approval from the Compliance Officer before giving or offering a gift, entertainment or hospitality to a Public Official; and
- ☐ ensure that all gifts, entertainment and hospitality are properly and accurately recorded in the Corporation's books.

## **SECTION 7: ANTI-FRAUD**

Perpetua Resources will not tolerate any fraudulent activity and expects Employees and Third Parties to take reasonable steps to prevent the occurrence of fraud and to report any activity suspected to be fraudulent.

Fraud is an intentional act or omission designed to mislead Perpetua Resources, or another person or organization, to obtain an improper financial benefit or to avoid an obligation. Some common fraudulent activities can include falsifying financial or operational records, misrepresentation of financial and operational results, or engaging in fraudulent relationships with Third Parties, such as accepting kickbacks, and misappropriating Perpetua Resources assets, including both tangible and intangible assets.

## **SECTION 8: ANTI-COMPETITIVE PRACTICES & ANTI-MONEY LAUNDERING**

### **Anti-Competitive Practices**

We firmly believe that fair competition is fundamental to the continuation of the free enterprise system and economic development. We comply with, and support, laws of all countries which prohibit restraints on trade, unfair practices or abuse of economic power.

Our Employees must use caution when interacting with the Corporation's competitors and must not discuss the prices and other terms of the Corporation's contracts or gain information from competitors on these topics.

### **Anti-Money Laundering**

Perpetua Resources is committed to comply fully with applicable anti-money laundering laws. We will only conduct business with reputable suppliers and customers who are involved in legitimate business activities and whose funds are derived from legitimate sources. You must take reasonable steps to protect Perpetua Resources from facilitating or taking part in any illegal activities or accepting forms of payment that have been identified as a means of laundering money.

## SECTION 9: POLITICAL ACTIVITIES AND CONTRIBUTIONS

Employees who participate in political activities should make every effort to ensure that they do not leave the impression that they speak or act on behalf of Perpetua Resources. Employees may not use their position with Perpetua Resources to coerce or pressure other Employees to make political contributions to, or support or oppose, any political candidates or elections.

No Employee is permitted to use the Corporation's funds, facilities or other assets to support, either directly or indirectly, any political candidates or political parties without prior authorization from Perpetua Resources Chief Executive Officer or Compliance Officer. All political contributions must comply with applicable laws and this Code.

Please refer to the Corporation's **Political Contributions Policy** for more information.

## SECTION 10: BOOKS & RECORDS

Every Employee is accountable to ensure, in accordance with their role, that Perpetua Resources books and records completely and accurately represent the true nature of the transactions that triggered those records.

Employees are forbidden to use, authorize or condone the use of "off-the-books" bookkeeping, secret accounts, unrecorded bank accounts, "slush" funds, falsified books or any other devices that could be used to distort records or reports of the Corporation's true operating or financial results or could otherwise result in the improper recording of funds or transactions.

Employees and Third Parties acting on Perpetua Resources behalf or in its interest, must keep accurate records of all gifts, entertainment, hospitality, donations, payments to governments or government-like entities, political contributions, etc. and information on such matters must be recoded in the Corporation's books and, where required by regulation or legislation, reported.

## SECTION 11: USE OF THE CORPORATION'S ASSETS

We have acquired our assets through hard work and significant investment by our shareholders to allow us to safely and effectively conduct our business.

*"Corporate Assets"* include:

- ☐ Real and tangible items, such as money or financial instruments, land, buildings, furniture, fixtures, equipment, equipment supplies, computers and vehicles; and
- ☐ Intangible items, such as data, computer systems, electronic messages, information, reports, patents, trademarks, copyrights, logos, names and our corporate reputation.

All Employees have a duty to use corporate resources and assets wisely and efficiently and protect them from loss, damage, theft, misuse and waste. Corporate Assets must be used for legitimate business purposes only.

## **SECTION 12: CORPORATE INFORMATION AND INSIDER TRADING**

### **Confidentiality**

Corporate information is a valuable asset. Employees must not disclose confidential information of the Corporation except when disclosure is required for a legitimate business purpose and the person receiving the information has agreed to maintain its confidentiality, or it is provided as required by law. Confidential information includes, but is not limited to, any non-public information about the Corporation, including its business, mineral properties, technical data, financial performance, operating results or prospects. More information can be found in the Corporation's ***Disclosure and Confidentiality Policy***.

### **Insider Trading**

Insider trading occurs when a person trades in shares of Perpetua Resources using non-public material information ("inside information"), which could reasonably be expected to affect a person's decision about whether to buy or sell shares of the Corporation. It also occurs when such information is shared with others for their use to buy or sell Perpetua Resources shares ("tipping"). More information can be found in the Corporation's ***Insider Trading and Reporting Policy***.

Insider trading is a serious violation of the law and can result in severe penalties and criminal charges, including imprisonment.

Employees will be advised of scheduled and special periods when selling or buying shares of Perpetua Resources is prohibited ("a trading blackout period").

### **Public Company Reporting**

As a public company, it is of critical importance that all of Perpetua Resources regulatory filings, as well as other disclosure of information to shareholders, governmental authorities, and all of our other stakeholders, be complete, fair, accurate, timely and understandable. Certain Employees may be called upon to provide necessary information to ensure that our public reports are complete, accurate, timely and understandable, an accountability which must be taken seriously.

### **Communication with the Public**

Only authorized spokespersons are permitted to initiate contact with government officials, analysts, the media and investors on behalf of the Corporation.

Perpetua Resources Chief Executive Officer or the Disclosure Officer may, from time to time, authorize other Employees to speak on behalf of the Corporation.



Employees who are not an authorized spokesperson and are approached by a government official, the media, an analyst, investor or any other member of the public, to comment on the affairs of the Corporation, must refer them to the Chief Executive Officer, the Disclosure Officer, the Compliance Officer or, in the case of investors, the Corporation's Manager of Investor Relations, and immediately notify them that the approach was made. Any inadvertent disclosure to members of the investment community must be reported to a manager or supervisor immediately.

Authorized spokespersons should be truthful in their communications with media and the investment community and must comply with all applicable laws relating to selective disclosures.

Employees should refer to the Corporation's ***Insider Trading and Reporting Policy*** and the ***Disclosure and Confidentiality Policy*** for more information on disclosure of corporate information and insider trading.

### **SECTION 13: THIRD PARTY COMPLIANCE**

Third Parties, as well as their sub-contractors, are an important part of our business and critical to the success of Perpetua Resources.

The Corporation may have legal liability for actions conducted by Third Parties, while working for and on behalf of Perpetua Resources. Therefore, the Corporation places the same compliance expectations on Third Parties working on behalf of Perpetua Resources as we do on our own Employees.

When dealing with Third Parties, Employees should:

- ☐ Conduct the appropriate due diligence prior to entering into a contract with a Third Party, as directed by the Compliance Officer;
- ☐ Ensure that the Third Party is aware that it needs to comply with our Code, and other applicable internal documents and laws, and that this is clearly stated in the respective contract or purchase order, including a provision for a remedy up to and including termination for failure to comply;
- ☐ Enforce the remedy, including termination, as required; and
- ☐ Provide the necessary oversight on the activities carried out by the Third Party.

## **PART 4: ADMINISTRATIVE MATTERS**

### **Violations of the Code**

Violations of this Code are treated as serious matters. Non-compliance with the Code, the law and other dishonest and unethical behavior may result in disciplinary action, including termination of employment and, depending on the nature and the seriousness of the violation, civil or criminal action.

### **Review and Amendment of the Code**

The Corporation's Corporate Governance and Nominating Committee will review the Code annually and update it, when necessary, subject to approval by the Perpetua Resources Board of Directors.

Perpetua Resources will take adequate measures to inform Employees and Third Parties of any material changes to this Code, including disclosure with the SEC to the extent required by law.

### **Waiver of the Code**

As a general rule, no waiver of compliance with the Code is permitted. However, exceptional circumstances may be considered and waiver of the Code for the benefit of an Employee or director may be granted by the Perpetua Resources Board of Directors, which shall be promptly disclosed, to the extent required by law or stock exchange regulations applicable to the Corporation.

### **Compliance Audits**

Perpetua Resources will take reasonable steps to enforce and monitor compliance with this Code and its related policies, and standards, which may include the execution of internal routine and ad-hoc compliance audits on a periodic basis.

### **Records**

All records produced in connection with the Code, including acknowledgements, violation reports and investigations, and records related to disciplinary action, must be retained by the Corporation for not less than seven years following the termination of the individual's employment by Perpetua Resources.

### **Questions About the Code**

If you have any questions about the Code, or any Perpetua Resources-related policies and standards, we encourage you to seek guidance from your manager or supervisor or the Compliance Officer at [ethics@Perpetua.us](mailto:ethics@Perpetua.us)