IREN LIMITED

Environmental, Social and Governance (ESG) Policy

(As of December 3, 2024)

IREN is committed to developing excellence in ESG management and reporting. IREN strives to integrate ESG into our assets with a focus on practical, impact-based outcomes, champions ESG as the right thing to do and works with suppliers to promote IREN's ESG expectations.

Environmental

Environmental factors are those which affect the natural environment, such as greenhouse gas emissions, climate change, resource use, waste management, water scarcity and damage to biodiversity. In light of our environmental responsibilities, IREN:

- Targets markets with under-utilized renewable energy

- Recognises that environmental management is a business priority that should be integrated into business processes from the purchase of goods to the actual mining of Bitcoin

- Strives to conduct our activities in a manner consistent with the principles of sustainable management and care for the environment

- Promotes an environmentally aware culture through management commitment and by educating and training our employees

- Identifies and minimises risks, including those that may be brought about by climate change, by assessing, controlling and monitoring environmental aspects and impacts

- Seeks to minimize our resource usage (energy, water and waste) and reduce our greenhouse gas emissions and carbon footprint

- Commits to compliance with all relevant environmental legislation, regulations, codes of practice and standards

Social

Social factors are those which affect individuals whether they are employees, customers, suppliers or members of the local community. Social issues include human rights, modern slavery and labour management, occupational health and safety, supply chain management, impact on energy pricing, bribery and corruption and the issues relating to conflict zones and community relations. In recognising our social responsibilities, IREN:

- Provides a flexible, inclusive, supportive, healthy and safe work environment and values for our employees and contractors

- Assesses and addresses risks of modern slavery in our operations and supply chains and reports under the Australian *Modern Slavery Act 2018* (Cth) and the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (R.S.C. 2023, c. 9)

- Encourages the education, training and development of our people

- Respects and encourages diversity and alternate perspectives amongst our employees, clients and suppliers

- Strives to have a positive impact on the communities in which we operate

- Recognises that First Nations people are the original custodians of our land with a focus on the protection of cultural heritage on our sites

- Support employees who perform charitable and community work including by providing workplace flexibility

Governance

Governance factors are those which indicate how companies or assets are run or 'governed', in particular the alignment of a company's Board and management with shareholders. Governance issues include Board composition, remuneration, accounting and audit practices. Given our governance responsibilities, IREN:

· Conducts business ethically and implements appropriate corporate governance practices

· Seeks to apply best practice business risk management processes

· Regularly audits our businesses for compliance with standards and community expectations

· Recognises that cyber security is a threat to our operations and implements appropriate systems, policies, and training to minimise this threat

· Commits to compliance with all regulatory and contractual obligations