

NEW PACIFIC METALS CORP.

Human Rights Statement

(Adopted by the Board of Directors on October 24, 2025)

New Pacific Metals Corp. ("we" or the "Company") is committed to supporting the human rights of our employees, local community members and all other stakeholders affected by our operations. We do not tolerate human rights abuses throughout any of our business activities, including child labour or forced labour of any kind. We strive to comply with all applicable regulations and laws and endeavour to act in accordance with the International Bill of Human Rights, the Universal Declaration on Human Rights, and the UN Voluntary Principles on Security and Human Rights. All New Pacific employees are expected to uphold and respect the human rights of others, including but not limited to complying with the Company's Code of Business Conduct & Ethics, Anti-Corruption Policy and other Company policies and procedures.