
POLICY STATEMENTS
Policy No. 88.2
Human Rights Policy

Effective Date:
October 15, 2025

I. PURPOSE

The purpose of this policy ("Policy") is to formally recognize MDU Resources Group, Inc.'s (the Company) commitment to conducting its business operations in a way that respects the human rights and dignity of all people. We strive to be a good corporate citizen and an employer of choice. These commitments are aligned with and embodied in our Leading with Integrity Policy, which includes provisions on salient human rights, such as non-discrimination and freedom from harassment.

II. POLICY STATEMENT

While governments have the primary role of protecting human rights, the Company has a responsibility to respect human rights and can have a positive impact in the communities where it operates. The Company supports, and its conduct is consistent with, the spirit and intent of the UN Universal Declaration of Human Rights, UN Guiding Principles On Business and Human Rights, OECD Guidelines for Multinational Enterprises, and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, where applicable to business.

III. SCOPE

This Policy shall cover all employees of the Company and its subsidiaries.

IV. PROCEDURE

A. **Employees.** The Company treats all employees with respect and dignity and promotes respect in the workplace. The Company provides equal employment opportunities to all employees and job applicants regardless of age, race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, genetic information, or any other personal characteristics determined to be a protected category under applicable law.

Our Company strives to adhere to all applicable laws and the ILO principles concerning freedom of association and collective bargaining, nondiscrimination, forced labor and human trafficking, and underage workers in the workplace. The Company will not tolerate any form of harassment, including sexual harassment, of an employee or employment candidate.

The Company respects the right of employees to join, form, or not join a labor union consistent with applicable organizing law without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally-recognized union, the Company is committed to establishing a constructive dialogue with their freely-chosen representative and bargaining in good faith.

The Company compensates employees competitively with wages and benefits relative to industry and local labor markets, and in accordance with applicable collective bargaining agreements. The Company works to ensure compliance with applicable wage, work hours, overtime, and benefits laws.

POLICY STATEMENTS
Policy No. 88.2
Human Rights PolicyEffective Date:
October 15, 2025

B. **Safe and Secure Workplace.** Employee health and safety is of primary importance. The Company is committed to providing a safe, healthy, and productive workplace free of violence and other unsafe or disruptive conditions, and to comply with applicable safety and health laws and regulations. The Company protects personnel and assets and provides a secure environment in which business operations can be successfully conducted.

C. **Community.** The Company supports socioeconomic development in the communities where it operates through its contributions to the MDU Resources Foundation.

The Company respects the rights of people and seeks to identify human rights adversely impacted by our operations and takes appropriate action to avoid, minimize, or mitigate them.

The Company embeds human rights into our environmental and social impact assessments, as appropriate. While meeting legal requirements, we will engage in ongoing, proactive two-way communications with communities and knowledgeable stakeholders, and consult with those affected, including indigenous people, where possible and appropriate.

D. **Suppliers and Contractors.** We expect our suppliers and contractors to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy.

E. **Reporting Concerns.** Every employee is responsible for maintaining a work environment that reflects respect for human rights and is free from all discrimination and harassment. If any employee in good faith believes that someone is violating this Policy and/or the law, they should report it immediately to their manager, a human resources representative, an officer, or through the Company's ethics hotline, which allows reporting anonymously. No reprisal or retaliatory action will be taken against any employee for raising concerns under this Policy in good faith.

V. SUPPLIER RESPONSIBILITIES

The Company expects any parties who do any business on its behalf to also conduct its business in ways that uphold the principles of this Policy.

VI. ADMINISTRATION

The Management Policy Committee has the responsibility for the overall administration and compliance of this policy.

POLICY STATEMENTS
Policy No. 88.2
Human Rights Policy

Effective Date:
October 15, 2025

VII. QUESTIONS AND COMMENTS

The Company welcomes questions and comments regarding this Policy, all of which should be sent to the Chief Legal Officer and Corporate Secretary at chieflegallofficer@mduresources.com. All questions and comments will remain confidential.

Reviewed By: /s/ Anthony D. Foti
Chief Legal Officer
and Corporate Secretary

Approved By: /s/ Nicole A. Kivisto
President and
Chief Executive Officer