

Osisko Mining considers nurturing positive, mutually beneficial relationships with local and Aboriginal communities to be an integral part of the application of our five core values: respect, passion, diversity, integrity and efficiency. Osisko Mining understands the importance of respectfully maintaining and continuously improving an exemplary culture of community engagement.

Osisko Mining Inc. is committed to:

- Establishing ongoing dialogue and respectful relationships with host communities through sharing of information and recording, understanding and working collaboratively on responding to concerns;
- Strictly complying with laws and regulations in the jurisdictions in which we operate;
- Evaluating each of our activities in terms of the potential negative impacts and risks for the natural, human and social environments, with the goal of adopting mitigation measures aimed at prevention and protection;
- Ensuring that stakeholders potentially affected by the impacts of our activities are identified at an early stage and consulted;
- Adapting the community consultation approach to meet the uniqueness of each site;
- Contributing to the socio-economic development of host communities through investments in community-based sustainable development projects;
- Contributing to the economic development of host communities by creating employment opportunities and promoting local purchasing;
- Ensuring that employees and subcontractors interact with Aboriginal and local communities, organizations, groups and individuals with respect and integrity through raising awareness and acceptance of cultural differences and fostering diversity and inclusion in our workplaces;
- Establishing and maintaining a feedback system and complaint mechanism, conducting appropriate investigations and identifying and completing corrective actions;
- Aiming for continuous improvement by implementing community relationship management programs, annually reviewing our commitments and objectives, recording concerns and responses, and developing plans and targets to improve performance; and
- Ensuring that the necessary resources – human, material and financial – are available to promote, plan and guide this policy.

In order to achieve our community relations objectives, Osisko Mining expects:

- All executive, managers and supervisors to be ambassadors in promoting and maintaining our relationships with our host communities;
- The Aboriginal and Community Relations Department to support this policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this policy;
- The Board of Directors' Sustainable Development Committee to meet on a regular basis to monitor our community relations practices including any necessary corrective actions taken to improve it and confirm that Osisko Mining Inc. adheres to this policy



---

John Burzynski  
President and CEO  
Date: May 4<sup>th</sup>, 2020