



2021 SUSTAINABLE DEVELOPMENT REPORT



TOGETHER IN
THE ADVENTURE

OUR 2021 SUSTAINABLE DEVELOPMENT REPORT

This Sustainable Development Report covers Osisko Mining Inc. activities on our Windfall, Quévillon and Urban Barry projects.

It describes our performance from January 1 to December 31, 2021 and gives comparative data from previous years.

In this report, numbers are stated as of December 31 of the applicable year and all financial figures are in Canadian dollars.

This report doesn't include the activities of our subsidiaries or partners.

VISIT OUR DATA CENTER

You'll find more information at osiskomining.com and in our Data Centre:

- 2016 to 2020 Sustainable Development Reports
- Public documents and corporate policies
- Exploration and resource estimate results

TO GET IN TOUCH

For more information or to offer comments or suggestions: info@osiskomining.com

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A MESSAGE FROM OUR LEADERSHIP

LEADERSHIP



Definitely, 2021 was a challenging year. We continued to closely monitor our response to COVID-19. Despite the pandemic, Osisko Mining has moved forward to achieve its vision of being valued by its stakeholders as a sustainable company and an industry leader. We maintained our information sharing and our MSCI sustainability rating to A. Sustainability is anchored in Osisko Mining's business strategy through the Health and Safety, Human Resources, Environmental, Community Relations and Responsible Procurement policies. These policies outline the commitments and the responsibilities of the officers, employees and contractors. For many years, we work in team to maintain and improve our performance in the areas of environment, social and governance (ESG). We put health and safety first, build relationships with our host communities, and create economic value for our local partners. We continued to minimize our effect on the environment through spill, water and waste management, land reclamation and closure planning.

Amid the on-going challenges presented by the COVID-19 pandemic, we have maintained our commitments to meet the conditions of the exemption from the Cree mandatory self-isolation law. We have also implemented a mandatory vaccination policy to enter our exploration sites. Our team of nurses and lab technicians performed over 21,000 COVID-19 tests. The Windfall site lab allowed us to identify and manage COVID-19 positive cases, providing reassurance to our employees, contractors and host communities. We were honoured to win the 2021 Mercure award in the Desjardins Sustainable Development Strategy category for the work ensuring the safe return of our Cree workers during the pandemic.

We continued to implement our Occupational Health and Safety Management System, including the maintenance and training of our response brigades. Standard surface and underground

operating procedures, protocols, plans, policies and systems continue to be updated and we have no fatalities at any of our sites. We began the implementation of two occupational health and safety committees; the Executive Steering Committee and the Windfall Supervisory Committee. We also initiated a third-party review to assess our health and safety performance and develop an action plan.

We held approximately 45 meetings (mostly virtual) with its host communities and sent informational letters to describe our planned exploration activities. Due to the COVID-19 pandemic, we maintained regular communications with the COVID-19 Cree Communications Committee with the Cree First Nation of Waswanipi and the Cree Nation Government. We also, held seven meetings with the Cree First Nation of Waswanipi and Cree Nation Government in order to discuss an Impact and Benefit Agreement (IBA) for the Windfall project. The common vision for the project was significantly advanced and all parties anticipate finalizing the agreement in 2022.

In 2021, we conducted a diversity survey and continued to utilize our Human Resource platform to share information about our values and HR functions; payroll, time keeping, benefits, Human Resource management and talent management. We performed exit interviews with departing employees, using the responses to develop an action plan to reduce turnover rates. In addition, we extended our RSU program to key employees within the organization to increase retention. We conducted annual performance reviews to enhance career development and to ensure each employee's job performance is aligned with our values and objectives.

The Board of Directors continues to operate through its committees to ensure compliance with our Code of Ethics and policies. This year, we

approved a Responsible Procurement policy and a Supplier Code of Conduct to ensure sound practices and providing mutually beneficial business opportunities to local stakeholders. Over 120 First Nations people worked at Windfall, and we invested over \$85 million with business owned by First Nations people, or having Joint Venture agreements with a First Nation partner or community, for work completed on our projects in 2021. We also contributed approximately \$240,000 in donations and sponsorship initiatives, focusing on science and education, environment, health and sports, community and cultural activities, socio-economic partners and sectorial associations.


We invite you to learn more about Osisko Mining's strategic, dynamic, flexible and evolving approach to sustainability. This report highlights our 2021 performance and explain the context. We welcome your comments. As always, we want to thank our employees, First Nations, host communities, financial and government partners, and shareholders for their support.

Sincerely,

John F. Burzynski
Executive Chairman and CEO

Alix Drapack,
Chief Sustainability Officer

2021 HIGHLIGHTS



> 21,000 COVID-19
screening tests and mandatory vaccinations
for workers at Windfall




> \$240,000
in donations and sponsorship



0 fatalities



423,323 m³
of water treated and returned
to environment



175 employees
(30% women)



0 non-compliance
for effluent



> 120 First Nations people
worked at Windfall



42,300 kg
of food waste and cardboard
composted



> \$85 million spent
with First Nations business or First Nation
Joint Venture partnerships



27,991 t CO₂ eq.
produced by Windfal

MSCI

ESG RATINGS

CCC

B


BB

BBB

A

AA

AAA

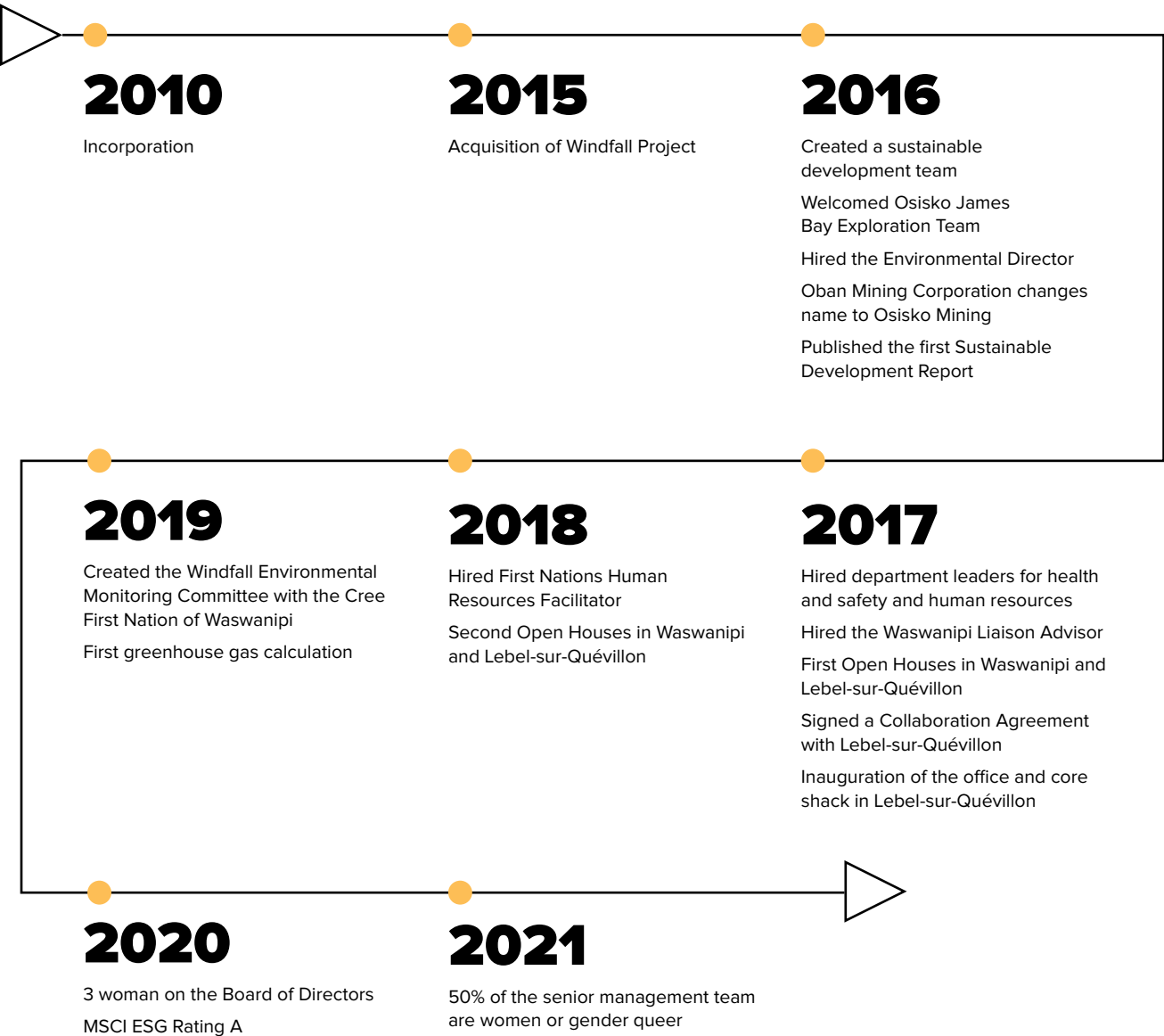


66 In 2021, Osisko Mining received a rating of A (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.”

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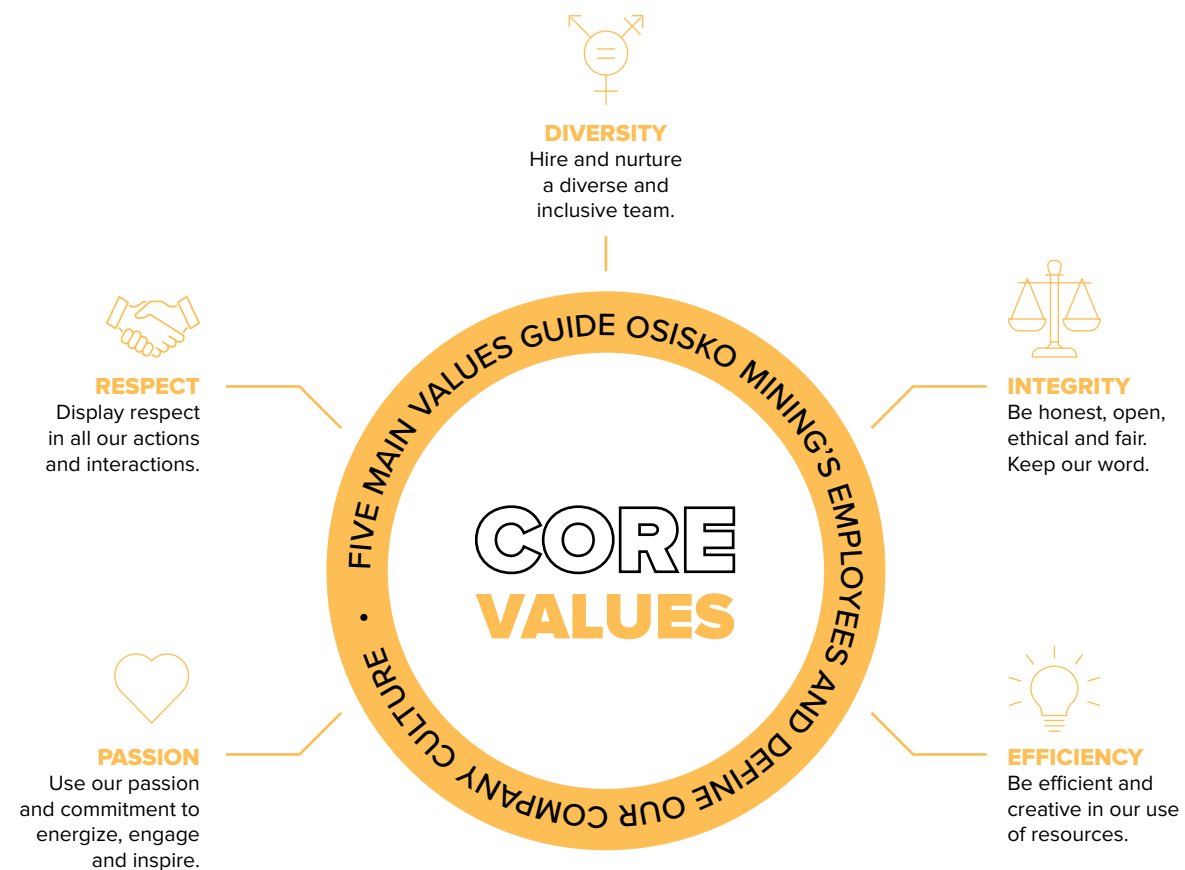
SUSTAINABLE DEVELOPMENT

SUSTAINABILITY ROADMAP



OUR BUSINESS

Osisko Mining is a mineral exploration company focused on the acquisition, exploration and development of gold resource properties in Canada. Our main objective is to create value for all our stakeholders, including our shareholders, employees and host communities.



OSISKO MINING IN NUMBERS

	UNIT	2021	2020	2019	2018	2017	2016
TSX							
				OSK			
SHARES OUTSTANDING	Number	± 346 M	± 334 M	± 290 M	± 257 M	± 208 M	162 M
FULLY DILUTED SHARES	Number	± 393 M	± 385 M	± 312 M	± 282 M	± 250 M	190 M
FULLY DILUTED CASH	\$CAD	± 449 M	± 466 M	± 16 M	± 195 M	± 315 M	± 140 M
MARKET CAPITALIZATION	\$CAD	± 1,319 M	± 1,237 M	± 1,175 M	± 790 M	± 705 M	± 395 M
DEBT	\$CAD	± 154 M	0	0	0	0	0
EQUITY	\$CAD	± 699 M	± 687 M	± 609 M	± 531 M	± 428 M	-
NET REVENUES	\$CAD	0	0	0	0	0	0
CASH AND INVESTMENT	\$CAD	± 240 M	± 269 M	± 138 M	± 136 M	191 M	± 117 M

WE EXPLORE IN QUÉBEC

Windfall is a world-class high-grade gold deposit and our our flagship. Windfall is in Eeyou Istchee James Bay, between the cities of Val-d'Or and Chibougamau, Québec. We also hold a 100% undivided interest in a large group of claims (over 2,400 square kilometres) in the surrounding Urban Barry and Lebel-sur-Quévillon area, Québec.

All our exploration projects are in Québec, Canada.



OSISKO MINING IN NUMBERS

PROJECT	EMPLACEMENT	LOCATION	2021 ACTIVITIES
WINDFALL	Québec	100% owned	Drilling, infill drilling, underground exploration work, updated mineral resources estimate, Preliminary Economic Assessment
QUÉVILLON OSBORNE-BELL	Québec	100% owned	Prospecting, soil geochemical survey and mapping
URBAN BARRY	Québec	100% owned	Drilling, prospecting, soil geochemical survey, mapping and geophysical survey
BLONDEAU-GUILLET	Québec	100% owned ²	Geophysical survey and prospecting by Vior
URBAN DUKE	Québec	30% owned ¹	Drilling by Bonterra Resources

Notes:

1. Bonterra Resources Inc. has an earn-in right of 70% of the property which was executed on July 12, 2021.
2. Vior Inc. has entered into an earn-in right to acquire up to 75% interest on the property on July 25, 2021.

DRILLING ACTIVITIES

PROJECT	UNIT	2021	2020	2019	2018	2017	2016
WINDFALL	m	412,485	281,618	298,196	179,870	386,596	106,000
URBAN BARRY	m	20,205	12,738	16,234	7,302	7,595	-
QUÉVILLON OSBORNE-BELL	m	0	0	32,878	33,976	1,575	-
TOTAL	m	432,690	294,356	347,308	221,148	395,766	106,000

WINDFALL: A WORLD-CLASS DEPOSIT

The Windfall Project is one of the highest-grade resource-stage gold projects in Canada. It is located in Eeyou Istchee James Bay, Québec, is 425 kilometres north-northwest of Montréal, 200 kilometres northeast of Val-d'Or and 115 kilometres east of Lebel-sur-Quévillon. The Windfall Project falls within the traditional territory of the Cree First Nation of Waswanipi.

The site has an exploration ramp that allows for underground mapping work, characterization works and exploration drilling from underground stations. The 2021 surface and underground drilling program is designed to define the mineralized zones in the Main and Lynx Zones.

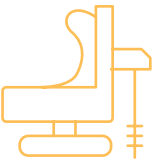
The underground exploration ramp continued to advance towards the Triple Lynx zone. The objective is to collect a third bulk sample from this zone in the second half of 2022. Bulk samples allow us to perform metallurgical testing, confirm ore grade, and better understand geology, structure, controls of mineralization and mining methods. We use this information to support the feasibility study.

To support our activities, our Windfall camp provides dormitories, a cafeteria, a gym and other amenities for our workers. The main camp also includes offices, waste management facilities, drinking water wells and septic fields. We also rented the LaForest camp, located about 30 km from the Windfall site, using this facility as well as the Windfall camp.

NEW VENTILATION RAISE AND
RAMP ADVANCEMENT WORK
IN THE LYNX ZONE.

WINDFALL PROJECT

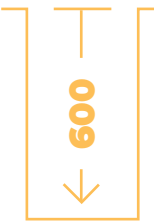
	UNIT	2021	2020	2019	2018	2017	2016
MINING CLAIMS	ha	12,523	12,523	12,400	12,400	12,400	12,400
TOTAL DRILLED	m	412,485	281,618	298,196	179,870	386,596	106,000
EXPLORATION RAMP ADVANCEMENT	m	9,862	2,130	2,345	2,330	-	-
INVESTED	\$CAD	150.6M	92.7M	105.6M	92M	104M	22M



OVER 1.6 MILLION
METERS OF DRILLING
COMPLETED SINCE
2015



POSITIVE RESULTS
FROM THE
2021 UPDATED
PRELIMINARY
ECONOMIC
ASSESSMENT ¹



AN EXPLORATION
RAMP REACHING
MORE THAN 600
METRES VERTICAL
DEPTH



DISCOVERY OF THE
HIGH-GRADE ZONE
GOLDEN BEAR



2021 UPDATED
MINERAL RESOURCE
ESTIMATE ¹

For more information on the Windfall Project and to read the recent technical reports compliant with National Instrument 43-101 Standards of Disclosure for Mineral Projects, please visit osiskomining.com.

Note:

1. The 2021 updated mineral resource estimate relates to a prior mineral resource estimate on Windfall and, accordingly is not a current technical report and has been superseded by the 2022 mineral resource estimate as the current technical report on Windfall for purposes of NI 43-101.



CORPORATE GOVERNANCE

Strong corporate governance is vital to achieving our objectives, maintaining our core values, improving our practices, creating sustainable wealth and preserving our reputation and the trust of our stakeholders.

Our directors commit to maintaining the highest standards of corporate governance according to evolving best practices and regulatory guidance. Our corporate governance practices comply with those set out by the Canadian Securities Administrators, including National Policy 58-201 - *Corporate Governance Guidelines* and National Instrument 58-101 - *Disclosure of Corporate Governance Practices*.

Our high standards are reflected in our *Code of Business Conduct and Ethics*. This Code is available in French and English and applies to all employees, contractors, consultants, officers and directors. It

promotes honest, respectful, accountable and ethical conduct. We have a ZERO tolerance approach to bribery and corruption, as set out in our *Anti-bribery and Anti-corruption Policy*. Our Whistleblower Policy ensures that any of our employees, consultants, contractors, directors or officers may share concerns, confidentially and anonymously, about possible improprieties, illegal or unethical activities. The policy also ensures an impartial investigation of such concerns.

The Board of Directors approved several policies and provides ongoing monitoring of their use. The Osisko Mining team has developed standards for each department that meet legal requirements. Please visit osiskomining.com to learn more.

OUR STANDARDS

- Board & committee mandates, charters & committee chair position descriptions ^{1,2}
- Code of business conduct and ethics ^{1,2,3}
- Whistleblower policy ^{1,2,3}
- Anti-bribery and anti-corruption policy ^{1,2,3}
- Confidentiality and insider trading policy ^{1,2,3}
- Corporate disclosure policy ^{2,3}
- Majority voting policy ²
- Policy on recoupment of incentive compensation
- Diversity policy ^{1,2}
- IT security policies ¹
- Equity ownership policy for executives
- Directors' equity ownership policy

Notes:

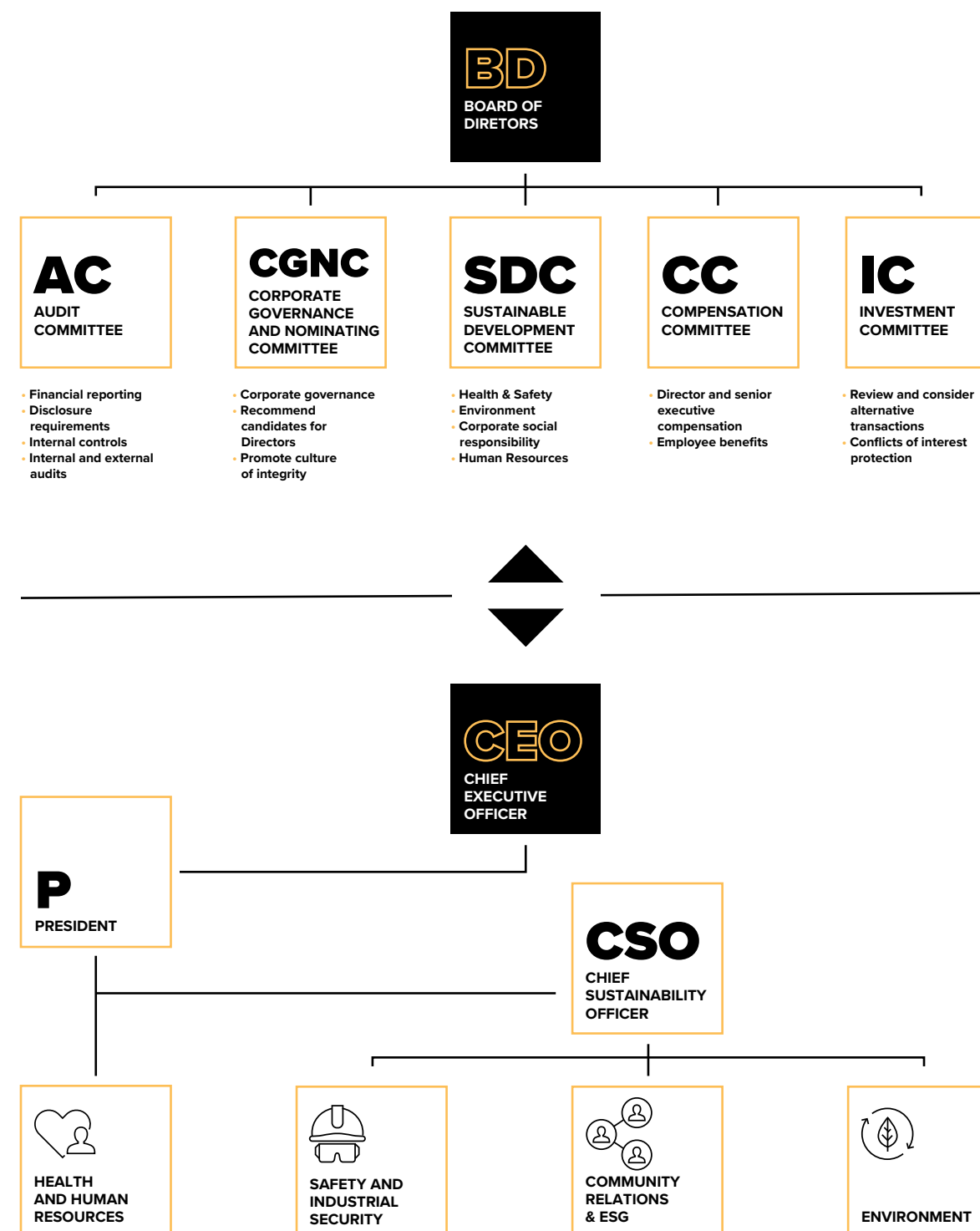
- 1. Osisko Mining's employees have access to these standards through our internal portal (in English and French)
- 2. These standards are publicly available at osiskomining.com.
- 3. Mandatory annual review by Osisko Mining employees

THE BOARD

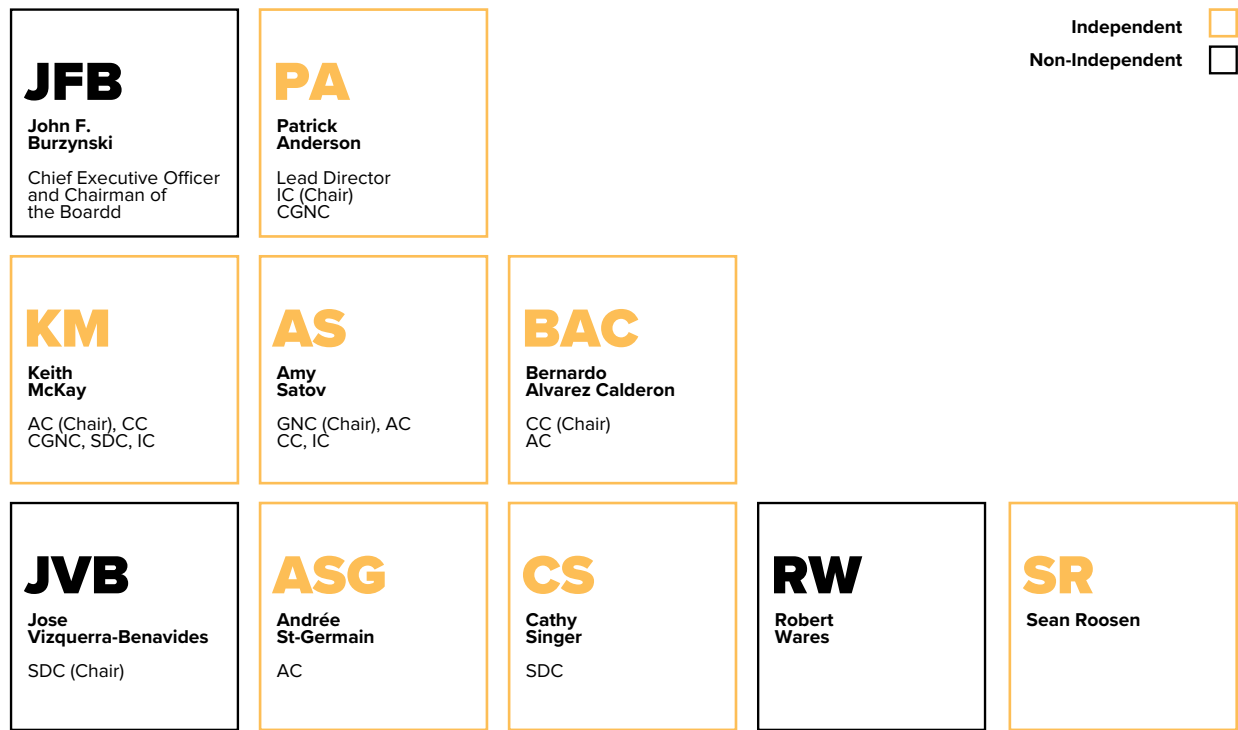
The role of the Board is to oversee Osisko Mining's business strategy and ensure we create long-term value for shareholders and stakeholders. It ensures that we comply with our ethical standards and plays a key role in assessing and controlling major risks to the company. The Board is involved in succession planning and talent management. It also approves the sustainable development strategy and supervises its implementation. The Board meets at least four times a year.

Our Board believes that diversity enriches discussions among directors. It fosters good governance by ensuring the Board possesses a variety of views, qualities, experience, knowledge and skills to adequately oversee the strategies and activities of the company. For further skill disclosures for each board member, refer to the board skills matrix in the Management Information Circular available at osiskominig.com. The Corporate Governance and Nominating Committee seeks directors who represent different genders, ages, cultures, geographic areas and other characteristics of the communities where we conduct our business.

OUR GOVERNANCE FRAMEWORK



BOARD OF DIRECTORS MEMBERS



SHARED RESPONSIBILITIES

BOARD OF DIRECTORS

- Define business strategy
- Review financial information
- Oversee company management and performance
- Protect shareholder rights
- Manage risk

MANAGEMENT

- Execute the business strategy and mission
- Set objectives
- Steer activities
- Monitor performance

DEPARTMENT

- Define guidelines
- Protect the environment
- Monitor health and safety.
- Monitor community relations and socio-economic development
- Oversee operations and finances

EMPLOYEE

- Comply with guidelines
- Maintain personal health and safety
- Hold professional qualifications
- Display ethical conduct and respect

Our employees and management team assessment includes key performance indicators related to the environment, health and safety, society and the economy. The annual incentive program for the Named Executive Officers (NEOs) is based on their performance as a team in achieving corporate objectives approved by the Board at the beginning of each year. NEOs receive half of their annual salary as a set amount, and the other half is conditional and pro-rated on achieving our corporate objectives. In 2021, these were:



In 2021, we earned a score of 19% out of a possible 20% for the sustainability objective. Sustainable development is one of our strategic priorities, along with asset development, performance and securing the future. Maintaining high standards of corporate governance and sustainability supports our social license to operate and preserves the trust of our shareholders and stakeholders in our activities.

MANAGEMENT

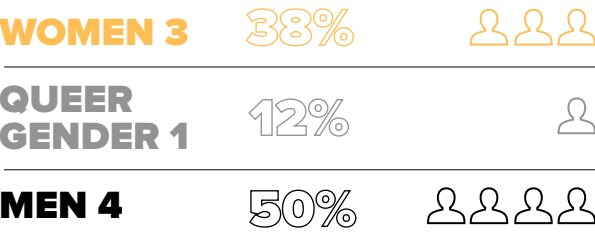
The management team is responsible for the business strategy and mission, steering activities, setting objectives and monitoring performance, under the leadership of our President and our Chief Executive Officer. The team is composed of people with varied backgrounds and experiences. We count three women, one gender queer and four men on the executive team.

In March 2021, Osisko Mining appointed Alix Drapack to the role of Chief Sustainability Officer to oversee the corporation’s sustainability activities including Health & Safety, Environment, Community and First Nation relations, agreements and partnerships. Ms. Drapack joined Osisko Mining in 2016 and was most recently Senior Vice-President Sustainable Development. This new appointment reflects Osisko’s values-based approach and commitment to best practice environmental, social and governance (ESG) principles as the team advances the world-class Windfall deposit towards development.

MANAGEMENT TEAM MEMBERS

JFB John F. Burzynski Chief Executive Officer and Chairman of the board	MS Mathieu Savard President	
DN Don Njegovan Chief Operating Officer	BZ Blair Zaritsky Chief Financial Officer	AD Alix Drapack Chief Sustainability Officer ¹
AM Alexandria Marcotte Vice-President Project Coordination	LM Lili Mance Vice-President Corporate Secretary	MJ Mandy Johnston Vice-President Finance ²

MANAGEMENT TEAM BY GENDER – 2021



WITH THE APPOINTMENT OF MANDY JOHNSTON AS VICE-PRESIDENT FINANCE, OUR EXECUTIVE TEAM IS NOW 50% WOMEN OR GENDER QUEER.

Note:
1. New Chief Sustainability Officer
2. New Vice-President Finance



OUR EMPLOYEES

OUR APPROACH

Osisko Mining provides a meaningful livelihood to our employees, and our success relies on an engaged workforce who support our values and share our corporate culture. Most of our employees work at the Windfall Camp, where we strive to offer a dynamic, welcoming and inclusive environment. We offer to our employees a fair pay and benefits according to the salary range associated with their position. We acknowledge our employees' achievements and provide rewarding opportunities for development. We foster and continuously improve an exemplary organizational culture. Osisko Mining

aims to maintain positive labour relations and high workforce satisfaction. To this end, the Human Resources team engages with our employees to understand their values and ensure Osisko Mining is an attractive employer that motivates and keeps employees.

Our *Human Resources Policy* reflects our values and practices and was approved by the Chief Executive Officer (available at osiskomining.com). The Sustainable Development Committee of the Board of Directors provides oversight, and the President is responsible for managing the implementation.



2021 highlights

- 175 employees
- 30% are women
- 100% live in Canada
 - 88% live in the province of Québec
 - 18% are from First Nations and other communities in Nord-du-Québec
 - 17% are First Nations employees
- \$408,000 invested in training
- Coordination of the COVID-19 response



Our commitments

- Respecting human rights
- Promoting a respectful, diverse and inclusive workplace
- Providing equal opportunities to individuals
- Ensuring a healthy and positive working climate
- Providing training to employees
- Promoting local hiring



Our standards

- Human Resources Policy ^{1,2}
- Workplace Harassment Policy ¹
- Workplace Violence Policy ¹
- Alcohol and Drug in the Workplace Policy ¹
- Preferential Hiring
- Behaviour Improvement ¹
- Professional Development Policy ¹
- Annual Review ³
- Vacation Policy ¹
- Work Attendance Policy ¹
- Home Port Policy ¹
- Video Surveillance ¹
- Goose Break and Moose Break Cultural Leave
- Internship
- Driver Licence Guidelines
- Travel and Expense Policy ¹
- COVID-19 procedures and prevention measures ¹

Notes:

1. Osisko Mining employees have access to these standards through our internal portal (in English and French).
2. These standards are publicly available at osiskomining.com.
3. Mandatory annual review by Osisko Mining employees.

LOOKING BACK AT 2021

In 2021, we proceeded with the reorganization of the human resources department by integrating the health component. The management of the COVID-19 pandemic remains a highlight of 2021. We have maintained our prevention protocols for our exploration sites and administrative offices, while adapting them to the evolution of government and Public Health recommendations. The team also monitored the implementation and compliance of the different protective measures. The mobile laboratory and the COVID-19 screening protocols are still in place at the Windfall site and cover the activities of Camp LaForest.

COVID-19 MANAGEMENT – SCREENING ACTIVITIES

	2021	2020
NUMBER OF TESTS	21,049	9,405
NUMBER OF POSITIVE CASES	9	2

We also continued our collaboration with regional Public Health, the Cree Board of Health and Social Services of James Bay and our contractors. Our COVID-19 follow-up committee formed with the Cree First Nation of Waswanipi and the Cree Nation Government met a few times in 2021 to review the positive cases and we maintained the conditions necessary to maintain the exemption from the local self-isolation law obtained on August 18, 2020. Also, we have been working with our partners to make

double vaccination mandatory as a condition of access to our exploration sites. This obligation came into effect on November 15, 2021. In 2021, our Windfall lab identified nine workers having a positive COVID-19 test result. In all instances, the workers were immediately quarantined and evacuated from site. Our nursing staff worked with local public health authorities to complete appropriate contact tracing. The contact tracing confirmed that no spreading had occurred.



The Windfall onsite laboratory allows to test all our workers and contractors for Covid-19.

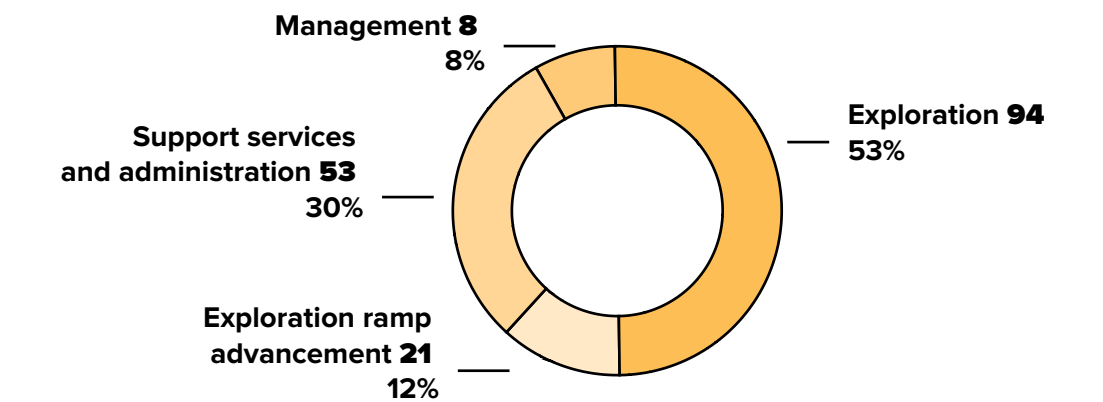
Osisko Mining's initiative and our cooperation with the Cree was recognized at the Gala Les Mercuriades 2021 organized by the Fédération des chambres du commerce du Québec (Québec Federation of Chamber of Commerce). Osisko Mining won the award for Sustainability Strategy.

We continued the rollout of our human resources information system. This gives employees access to instructions, internal protocols and other documents in French and English. This tool helps us track statistics and strategic information on our workforce and address training needs. A module of this system facilitates the posting of our job offers directly on our website, allows interested people to apply online and facilitates the management of applications. We are pleased to have hired two First Nation graduates of the Attestation of College Studies in Mineral Resources Geology program offered in Chibougamau. In addition, with our new platform, our employees can apply to positions via internal posting. Finally, our president offered information sessions at the beginning of the year to all employees to present the company's main objectives and emphasize the company's values.



A PORTRAIT OF OUR WORKFORCE

EMPLOYEE HEADCOUNT BY SECTOR OF EMPLOYMENT - 2021



EMPLOYEES HEADCOUNT BY SECTOR OF EMPLOYMENT

	2021	2020	2019
UPPER MANAGEMENT	8 (5%)	7 (4%)	7 (4%)
EXPLORATION	94 (53%)	128 (66%)	108 (65%)
EXPLORATION RAMP ADVANCEMENT	21 (12%)	11 (6%)	7 (4%)
SUPPORT SERVICES AND ADMINISTRATION	52 (30%)	48 (24%)	44 (27%)
TOTAL	175 (100%)	194 (100%)	166 (100%)



EMPLOYEES HEADCOUNT BY AGE

		2021	2020	2019
UPPER MANAGEMENT	<30	0 (0%)	0 (0%)	0 (0%)
	30-50	4 (50%)	3 (43%)	5 (71%)
	>50	4 (50%)	4 (57%)	2 (29%)
	TOTAL	8 (100%)	7 (100%)	7 (100%)
SUPERVISORS	<30	1 (4%)	0 (0%)	5 (18%)
	30-50	18 (69%)	19 (73%)	19 (68%)
	>50	7 (27%)	7 (27%)	4 (14%)
	TOTAL	26 (100%)	26 (100%)	28 (100%)
OTHERS	<30	56 (40%)	68 (42%)	63 (48%)
	30-50	64 (45%)	71 (44%)	52 (40%)
	>50	21 (15%)	22 (14%)	16 (12%)
	TOTAL	141 (100%)	161 (100%)	131 (100%)
TOTAL	<30	57 (33%)	68 (35%)	68 (41%)
	30-50	86 (49%)	93 (48%)	76 (46%)
	>50	32 (18%)	33 (17%)	22 (13%)
	TOTAL	175 (100%)	194 (100%)	166 (100%)



We strive for respectful workplaces that value cultural differences and that eliminate discrimination. We do not discriminate on any grounds, including gender, race, skin colour, religion, nationality, disability, social origin or political view. Hiring, compensation and promotion decisions are based on competence and

In early 2021, we surveyed our employees to better understand the demographics of our team to implement diversity, equity and inclusion initiatives and training. We also want to improve our recruiting and retention efforts, and ensure we consider the needs of all our employees. 74% of our employees agreed to participate in this anonymous and voluntary survey.

	UNIT	MANAGEMENT	SUPERVISORS	EMPLOYEES	TOTAL
FIRST NATION, MÉTIS OR INUIT	%	0	3	9	7
RACIALIZED PERSON	%	14	6	16	14
PERSON LIVING WITH A DISABILITY	%	14	9	9	9
FRENCH AS MOTHER TONGUE	%	43	97	81	82
ENGLISH AS MOTHER TONGUE	%	43	13	26	25
CREE AS MOTHER TONGUE	%	0	0	7	5
OTHER MOTHER TONGUE	%	29	3	14	11
MEN	%	43	66	64	65
WOMEN	%	43	34	36	33
OTHER GENDER	%	14	0	0	1
MEMBER OF THE LGBTQ2S+ COMMUNITY	%	29	0	4	4

Anonymous and voluntary web survey.
Data collection conducted between May 26 and June 17, 2021 by Léger.
Sample: 147 Osisko Mining employees.
Since respondents had the option of giving multiple answers or not answering, the total may not equal 100%.
LGBTQ2S+: Lesbian, Gay, Bi-sexual, Transgender, Queer, Two-spirited.

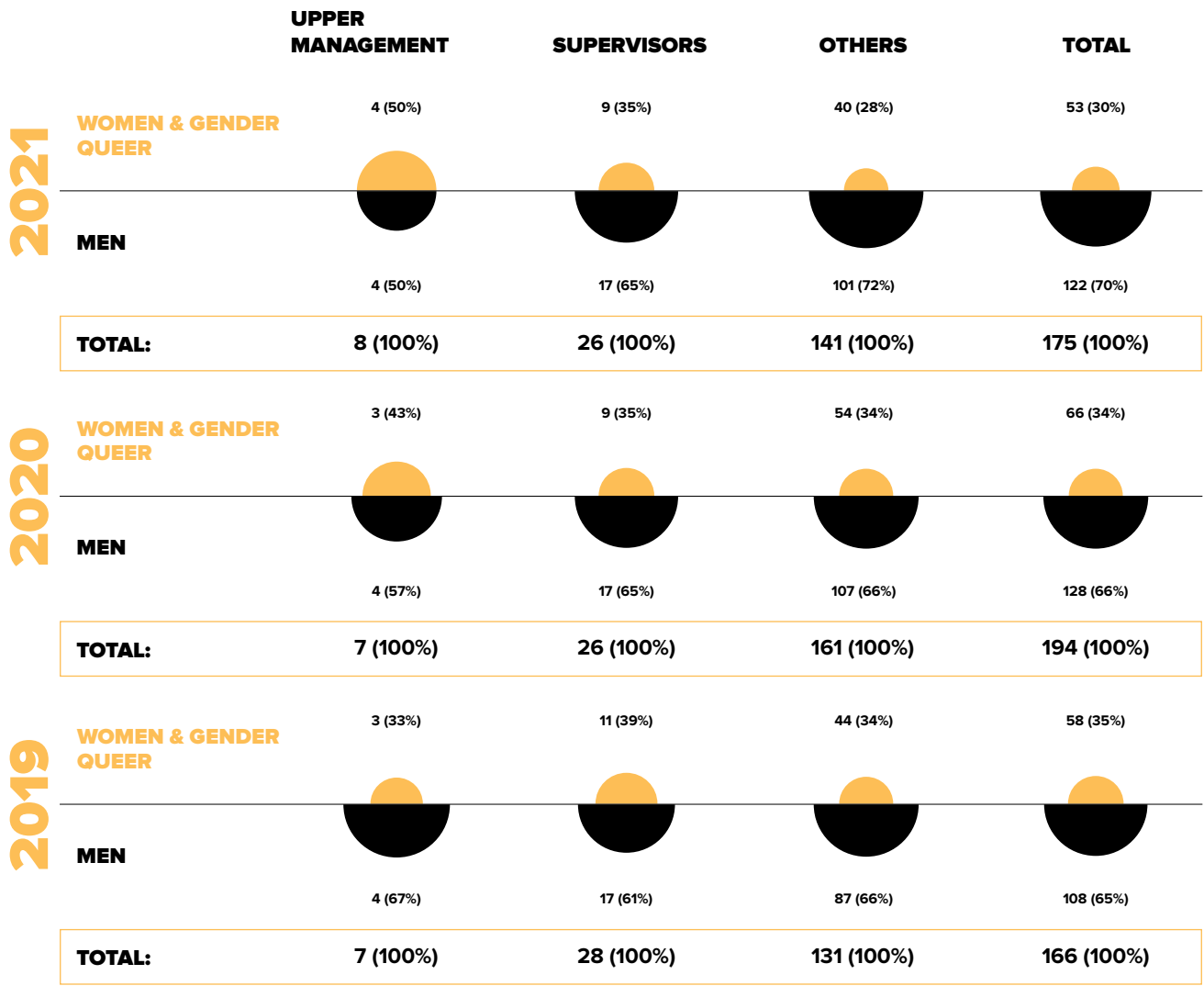


With his background as a miner, Danny is the perfect fit to be our liaison officer in the Cree First Nation of Waswanipi community. He loves to motivate young people to excel and is always a good resource when it comes to finding our new recruits. Danny enjoys spending weekends and vacations at his camp with his family for hunting, fishing, trapping or just relaxing! Take the time to meet him, he is an invaluable resource to better understand the Cree Way of Life. Thank you Danny! ᐅᑦᑭᑦᑭᑦ Meegwetch

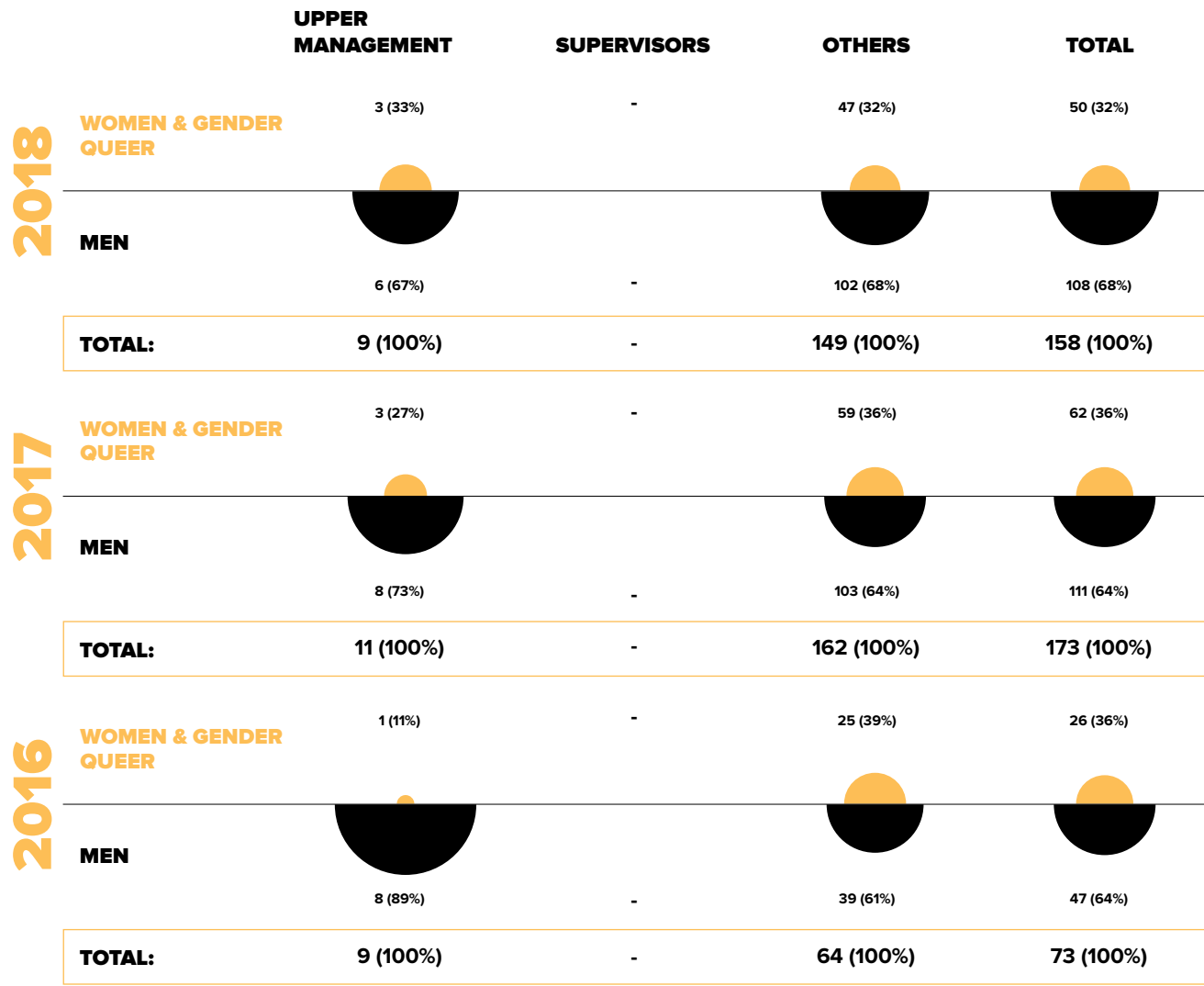
WOMEN IN MINING

The mining industry is still very male-dominated. At Osisko Mining, we are committed to including women at all levels. So far, women and gender queer are on our executive team (50%), among our supervisors (35%) and make up 30% of the company. To support our vision of inclusion, our hiring process includes interviewing at least one qualified female candidate for each new open position.

EMPLOYEES HEADCOUNT BY LEVEL AND BY GENDER



Our Director Community Relations & ESG sits on the Board of Directors of Women in Mining - Québec, which promotes the work of women in the mining sector while encouraging the next generation of students to enter this promising field.



LOCAL EMPLOYMENT AND HIRING PROCESS – FOCUS ON FIRST NATIONS EMPLOYEES AND THE NORD-DU-QUÉBEC REGION

One aspect of building long-term positive relationships with our First Nations partners and local communities is ensuring local jobs for their members. We believe the Windfall Project should benefit the people living in the region, so we have developed a process to support hiring local people, targeting specific positions for local and First Nations posting.

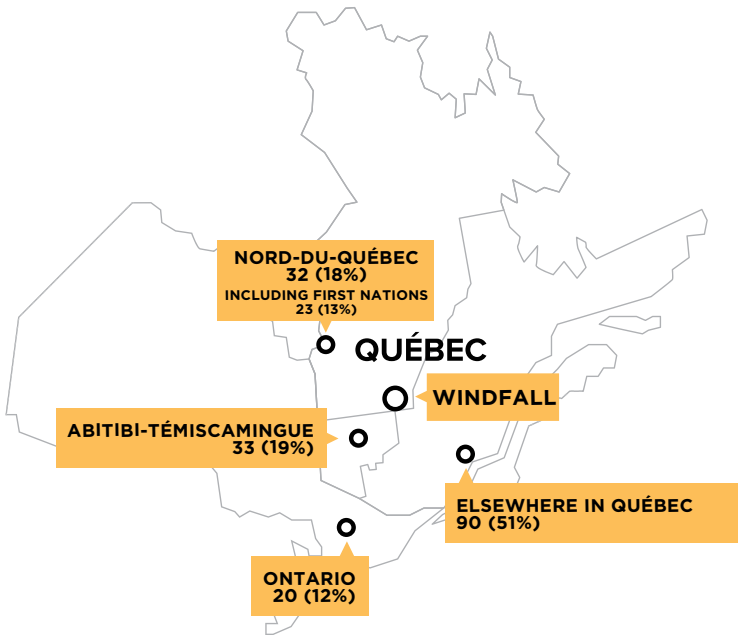
We use social media to reach the local workforce and CSMO-Mines Explore les mines, which helps attract candidates for the mining industry. We also post our open positions in Cree communities. In 2021, our Human Resources Director participated in the activities of the *Comité régional des partenaires du Marché du travail (CRPMT) - Nord-du-Québec* and the *Comité sectoriel de main-d'oeuvre de l'industrie des mines*, as well as in the *Rendez-vous des employeurs du Nord-du-Québec*, addressing the workforce scarcity. In addition, Osisko Mining participates in the Quebec Government's consultation activities for the integration of immigrants and the requalification of the workforce, and is involved in the Quebec Mining Association's Human Resources Committee.

We participated in some local virtual job fairs and at the National Job Fair in Montréal where we were able to introduce the mining industry to job seekers from the larger centers.

In 2021, 136 of our 175 employees were working at the Windfall site. The remaining team members worked in our Toronto, Québec City, Montreal, Waswanipi and Lebel-sur-Quévillon offices. Due to COVID-19, many of our employees have been working from home and some are continuing to telework in 2022.

In 2021, 32 (18%) of Osisko Mining's employees came from one of the First Nations or Jamesian communities in Nord-du-Québec; 33 (19%) lived in the neighbouring region (Abitibi-Témiscamingue); and 90 (51%) lived elsewhere in the province of Québec. In all, 88% of our employees live in Québec and 12% in the adjacent province of Ontario. Due to the scarcity of skilled labour and the relatively small population living in northern communities, we must expand our recruitment pool in the province of Quebec and transport employees to site using fly-in and fly-out.

EMPLOYEES HEADCOUNT BY PLACE OF RESIDENCE – 2021



EMPLOYEES HEADCOUNT BY PLACE OF RESIDENCE

	2021		2020		2019		2018
	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY	TOTAL
FIRST NATION COMMUNITIES IN NORD-DU-QUÉBEC	23 (13%)	23 (17%)	18 (9%)	18 (12%)	23 (14%)	23 (20%)	19 (12%)
NON FIRST NATION COMMUNITIES IN NORD-DU-QUÉBEC	9 (5%)	8 (6%)	11 (6%)	9 (6%)	7 (4%)	5 (4%)	8 (5%)
ABITIBI-TÉMISCAMINGUE	33 (19%)	31 (23%)	37 (19%)	31 (21%)	31 (19%)	24 (21%)	24 (15%)
QUÉBEC (OTHER REGIONS)	90 (51%)	70 (52%)	106 (55%)	88 (58%)	85 (51%)	63 (54%)	85 (54%)
ONTARIO	20 (12%)	2 (1%)	22 (11%)	5 (3%)	20 (12%)	2 (2%)	22 (14%)
TOTAL CANADA	175 (100%)	139 (100%)	194 (100%)	151 (100%)	166 (100%)	117 (100%)	158 (100%)

We focused a lot of energy again this year on selecting and interviewing candidates. Due to the short-term nature of mining exploration activities, Osisko Mining hires numerous people in temporary positions. We also conduct exit interviews with all employees who resigned to help us develop actions to increase retention.

EMPLOYEES HEADCOUNT BY TYPE

	2021	2019	2019	2018
TEMPORARY	114 (65%)	93 (48%)	71 (43%)	68 (43%)
PERMANENT	61 (35%)	101 (52%)	95 (57%)	90 (57%)
TOTAL	175 (100%)	194 (100%)	166 (100%)	158 (100%)

EMPLOYEE TURNOVER RATE (VOLUNTARY)

	2021	2020	2019	2018
TEMPORARY	22%	27%	35%	28%
PERMANENT	5%	12%	11%	9%
TOTAL	11%	17%	21%	18%

NUMBER OF NEW HIRES

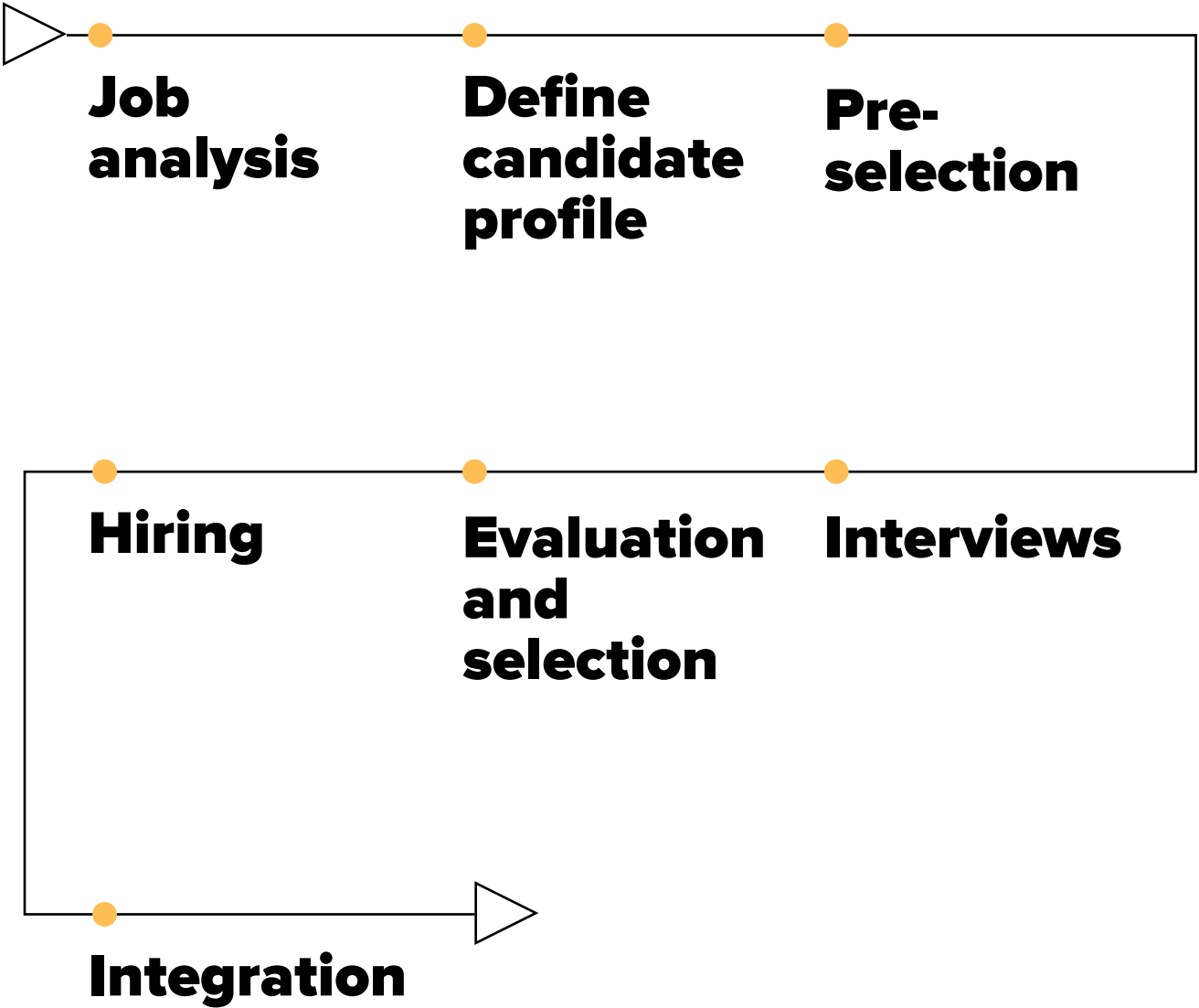
	2021	2020	2019
TEMPORARY	30	54	64
INTERN	18	5	23
PERMANENT	28	14	28
TOTAL	76	73	115

LOCAL EMPLOYMENT

1

THE PERSON MUST FIT THE QUALIFICATIONS NEEDED FOR THE POSITION

2





Pauline Matoush and Jean-Pierre Bosum are working with us after completing the college attestation program in mineral resources geology at Chibougamau.

TOTAL EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS

	2021	2020	2019
TOTAL NUMBER OF EMPLOYEES	175	194	166
NUMBER PARTICIPATING IN A PERFORMANCE REVIEW	192	150	153
% PARTICIPATING IN A PERFORMANCE REVIEW	92%	77%	92%

In 2019, we provided 23 paid internships for students pursuing careers in the mining industry, among them five (22%) from First Nation communities. In 2020, due to the pandemic situation and the need to reduce the number of workers at the Windfall site, we provided five paid internships, four of which (80%) went to First Nation students. In 2021, we provided 19 paid internships, 3 of which (16%) went to First Nation students coming from Cégep de Chibougamau. We have also continued discussions with the *Centre de formation professionnelle de la Baie-James* and the *Sabtuan Regional Vocational Training Centre* of the Cree School Board to develop a partnership for the integration and training of First Nation workers.

NUMBER OF INTERNSHIPS AND SUMMER JOBS

	2021	2020	2019	2018	2017
TOTAL NUMBER OF INTERNSHIPS AND SUMMER JOBS	19	5	23	21	17
PROPORTION OF FIRST NATION STUDENTS	3 (16%)	4 (80%)	5 (22%)	-	-



VISIT OF WASWANIPi AND ITS VOCATIONAL TRAINING SCHOOL.

PROVIDE A HEALTHY WORKPLACE

We offer employees a healthy workplace by providing on-site nurses, maintaining high hygiene standards, and giving access to fitness facilities and healthy food. Our logistics team conducted a survey to understand workers' food preferences and improve the cafeteria menus. In addition, we offer a private health insurance plan and a telemedicine service to our permanent workers. All Windfall workers also have access to the flu shot.

We are continuing our efforts to prevent the spread of COVID-19, including maintaining our testing facility at the Windfall site and modifying our various protocols, spaces and hygiene standards in consultation with our Cree partners and according to the recommendations of Public Health and the CNESST¹.



An on-site gym and infirmary are available to all Windfall workers.

Note:

1. The CNESST is the organization to which the Québec government has entrusted the promotion of rights and obligations in the workplace. It ensures that these rights and obligations are respected by workers and employers. This commission deals with matters related to labour standards, pay equity or occupational health and safety.



SAFETY AND INDUSTRIAL SECURITY

OUR APPROACH

The health and safety of our employees and partners is our priority. We constantly work to improve our protocols and strengthen our safety and industrial security team to ensure the health, safety and well-being of our workers and contractors.

Investigations are undertaken to determine the underlying causes of declarations. Our team promotes removing the cause at source, compliance with existing procedures and good ergonomic practices. They ensure the development of new procedures, the acquisition of adequate work tools, and the modification of problematic work areas. Every day, they remind workers that safety is important. This affects their mindset and helps them assess the risks and comply with safe procedures before

performing a task. Our team also carries out inspections and prompt interventions to reinforce instructions and put corrective measures in place. Creating a positive safety culture requires visible leadership that demonstrates concern for workers' safety, so our contractors and Osisko Mining supervisors conduct regular joint surface and underground inspections.

Our *Health and Safety Policy* reflects our values and practices and was approved by the Chief Executive Officer (available at osiskomining.com). The Sustainable Development Committee of the Board of Directors provides oversight, and the Chief Sustainability Officer is responsible for managing the implementation under the guidance of the President and with the collaboration of the Chief Operating Officer.



2021 highlights

- Coordinated the COVID-19 response
- 21,049 COVID-19 tests performed
- 0 fatalities
- 1,295,832 hours worked (employees and contractors)
- 8.49 total recordable injury frequency rate (employees and contractors)
- 2.01 lost time injury frequency rate



Our commitments

- Protecting the health and safety of our workers, partners and the general population
- Implementing our Occupational Health and Safety Management System
- Developing emergency action plans
- Conducting prevention activities
- Providing employees with an education program



Our standards

- Health and Safety Policy ^{1,2}
- Occupational Health & Safety Management System
- Emergency Response Plan and Procedures ¹
- Accident and Incident Reporting and Investigation ¹
- Management of Personal Protective Equipment ¹
- Risk Assessments by Job Description ³
- Working procedures ¹
- COVID-19 procedures and prevention measures ¹

Notes:

1. Osisko Mining employees have access to these standards through our internal portal (in English and French).
2. These standards are publicly available at osiskomining.com.
3. Mandatory annual review by Osisko Mining employees.

2021 PERFORMANCE AND KEY ELEMENTS

There were several changes in the Security and Industrial Safety Department in 2021. We were pleased to welcome new team members: two Superintendents Security and Industrial Safety and two Health and Safety Advisors. We benefit from their expertise acquired in the mining and construction industry.

In 2021, our employees and contractors worked 1,295,832 hours: the highest ever recorded. This compares to the number of hours recorded in 2019 prior to the pandemic and the temporary shutdown period of the Windfall site in 2020. No work-related fatalities occurred at our exploration sites. However, our Health and Safety incident frequency rates increased in 2021.

Our challenge is to ensure that new workers have the proper skills to work safely in our environment. As a result, we have revised the content of our introductory site sessions designed for all employees, contractors and visitors. These sessions are available online since January 2022 and must be completed prior to arriving at the site. Also, we have initiated a program for the management and qualification of contractors which will be implemented in mid 2022.

In 2021, the largest proportion of declarations comes from the drillers (contractors), followed by the employees of the geology department (Osisko Mining) and underground workers (contractors). Just under a third of the reported injuries were related to hands. Investigations are being conducted to determine the underlying causes of the injuries. We have initiated a process to diagnose weaknesses in our health and safety performance. An action plan is being developed to control the most critical risks, improve leadership and to provide a clear vision. Key performance indicators will be developed to measure our progress.



SAFETY STATISTICS – EXPLORATION PROJECTS

	2021	2020	2019	2018	2017
FIRST AID	134 (30) (104)	91 (15) (76)	114 (38) (76)	104 (30) (74)	131 (-) (-)
MEDICAL AID	20 (1) (19)	10 (2) (8)	10 (0) (10)	17 (3) (14)	26 (-) (-)
LOST TIME	13 (1) (12)	2 (1) (1)	3 (1) (2)	3 (1) (2)	8 (-) (-)
RESTRICTED WORK	22 (5) (17)	18 (2) (16)	16 (1) (15)	20 (3) (17)	22 (-) (-)
FATALITIES	0 (0) (0)	0 (0) (0)	0 (0) (0)	0 (0) (0)	0 (-) (-)
WORKING HOURS	1,295,832 1,028,928 266,904	915,249 240,309 674,940	1,059,621 306,225 753,396	851,304 266,307 584,997	993,388 - -
LOST TIME INJURY FREQUENCY RATE	2.01 (0.75) (2.33)	0.44 (0.83) (0.30)	0.57 (0.65) (0.53)	0.7 (0.75) (0.68)	1.6 (-) (-)
CUMULATIVE FREQUENCY RATE	5.40 (4.50) (5.64)	4.37 (2.50) (5.04)	3.59 (1.31) (4.51)	5.4 (3.0) (6.5)	6 (-) (-)
TOTAL RECORDABLE INJURY FREQUENCY RATE	8.49 (5.25) (9.33)	6.56 (4.16) (7.41)	5.47 (1.31) (7.17)	9.4 (6.0) (10.94)	11.27 (-) (-)

- ☐ TOTAL (EMPLOYEES AND CONTRACTORS)
- ☐ OSISKO MINING EMPLOYEES
- ☐ CONTRACTORS

Lost Time Injury Frequency Rate (LTIFR) =
$$\frac{\text{Number of Lost Time Accidents} \times 200,000 \text{ Hours}}{\text{Hours Worked}}$$

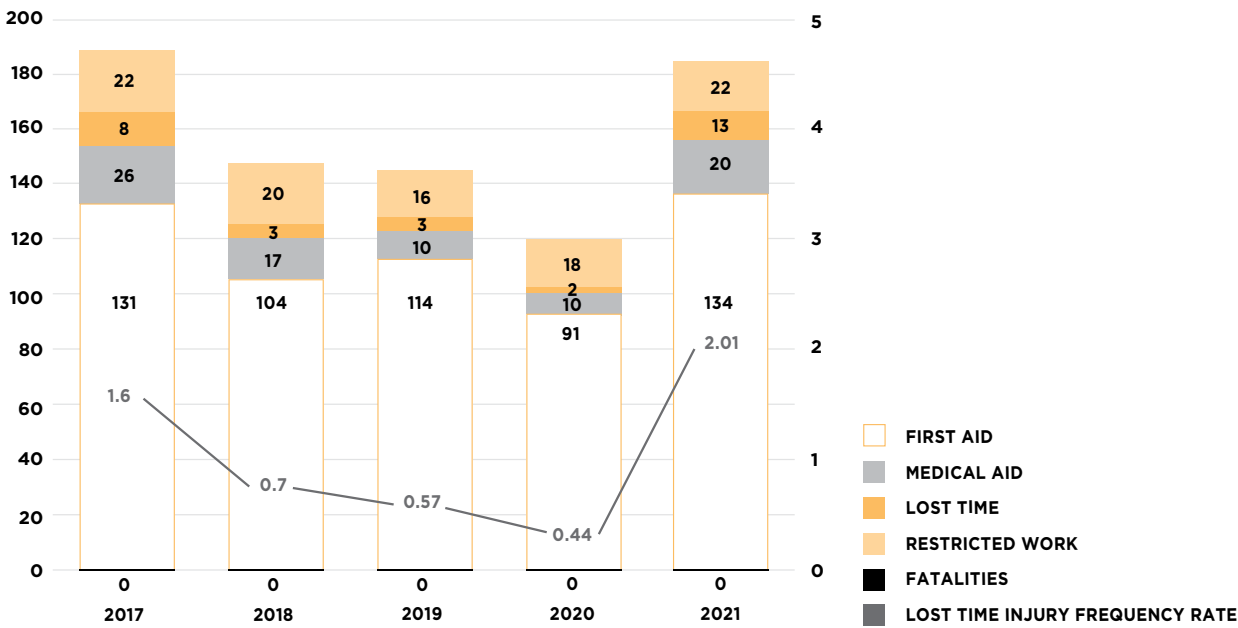
Cumulative Frequency Rate (CFR) =
$$\frac{(\text{Number of Lost Time} + \text{Restricted Work Injuries}) \times 200,000 \text{ Hours}}{\text{Hours Worked}}$$

Total Recordable Injury Frequency Rate (TRIFR) =
$$\frac{(\text{Total Medical Aid Injuries} + \text{Restricted Work Assignments} + \text{Lost Time Accidents}) \times 200,000 \text{ Hours}}{\text{Hours Worked}}$$

Note:

In 2019, Osisko Mining transferred assets to O3 Mining: Marban deposit, Garrison deposit, certain other exploration properties and earn-in rights and a portfolio of selected marketable securities. Since 2020, the statistics include our activities on Windfall, Quévillon and Urban Barry projects.

SAFETY STATISTIC - EXPLORATION PROJECTS - OSISKO MINING EMPLOYEES & CONTRACTORS



OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

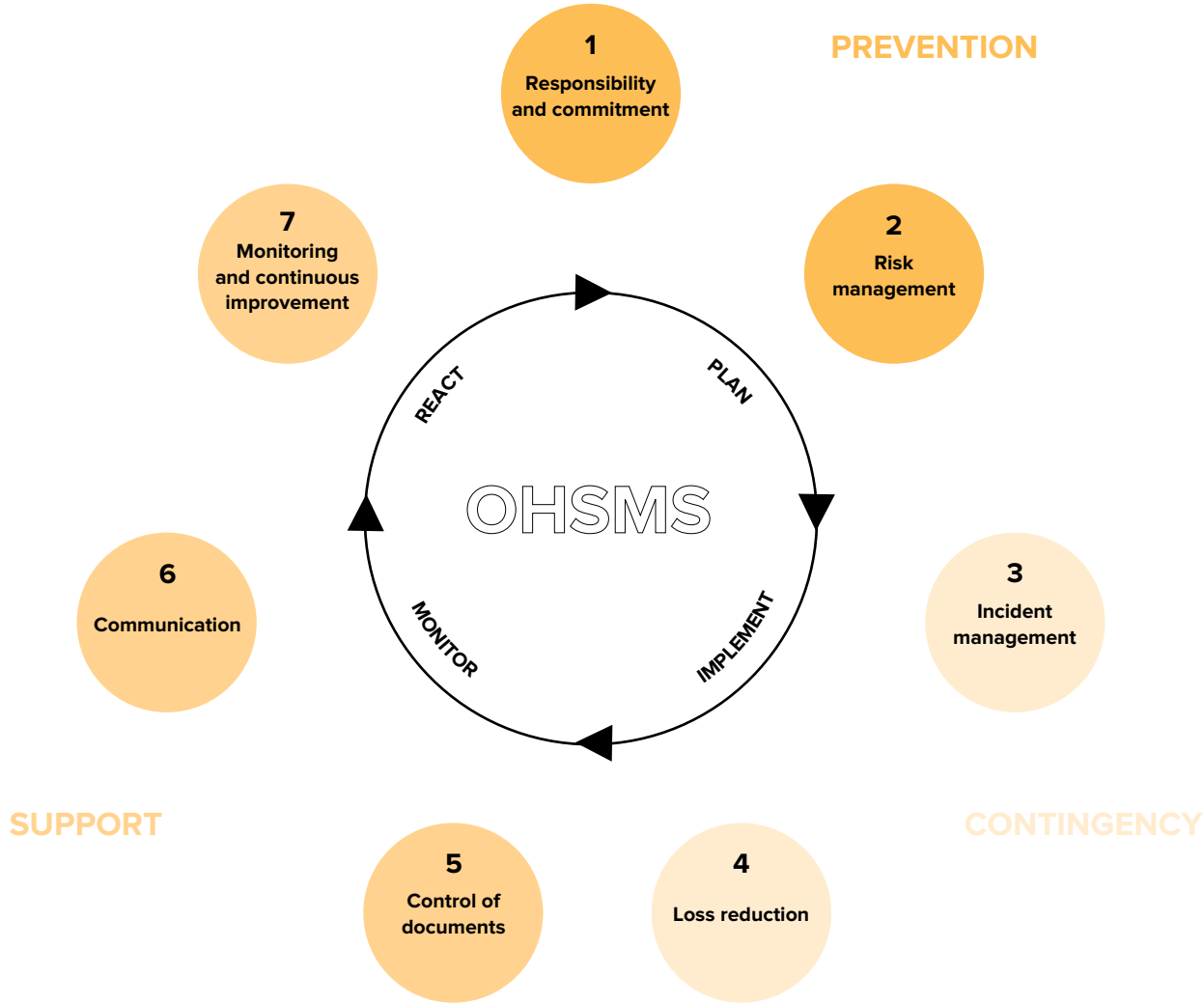
Our *Occupational Health & Safety Management System* (OHSMS) is a systematic, organized approach to reducing risks and preventing harm. It helps identify and control workplace hazards to provide a healthy and safe workplace for everyone who interacts with our operations.

Our approach is to effectively manage health and safety by identifying risks, planning and implementing proper controls. We follow strict health and safety standards and have processes in place for continuous improvement. We developed the standards, procedures and our OHSMS documents to meet applicable Québec laws and industry best practices. We regularly update our OHSMS to maintain the proper controls, meet any legislative changes and adapt to any new activities.

We investigate each major incident to find the root causes and take immediate action to prevent a reoccurrence. We take ongoing preventive action and corrective measures.

CONTINUOUS IMPROVEMENT

- This year, we strengthened supportive tools for our OHSMS, including updating among other things:
- **Accident and incident declaration program and investigation process.**
 - **Site access procedure for Windfall and LaForest camps.**
 - **Inspection forms.**
 - **Guidelines for the mine rescue team and plan a training program for the fire brigade and workplace first aiders.**
 - **Drug and Alcohol action plan and implementation of a random search procedure.**
- We have also maintained or continued:
- **Risk assessments for each job description (annual review).**
 - **Risk assessments for new tasks and non-routine tasks.**
 - **A program that positively reinforces safe behaviour, called R+.**
 - **Underground working cards.**
 - **A daily bonus for workers who are members of the fire, workplace first aiders and mine rescue brigades.**



HEALTH AND SAFETY TRAINING

To ensure our workforce is ready to respond to emergencies, our Health & Safety team and other employees received training. We maintain training matrix and files. This year our team has been trained on:

- COVID-19 protocols.
- Health & Safety strategic management.
- Training in workplace first aid and CPR.
- Mining modules.
- Workplace Hazardous Materials Information System.
- Simulations and training for our workplace first aiders and mine rescue brigades.
- Various safety procedures, including but not limited to: equipment, machinery, vehicles, handling and signage.



EMPOWERING OUR EMPLOYEES AND CONTRACTORS

We remind people of their power to ensure their own safety and the safety of others. Our *Responsible Procurement Policy* and our *Supplier Code of Conduct* require our contractors to protect the health and safety of workers and the general population. We expect contractors' workers to meet the same expectations as our employees and require everyone coming on our sites to undergo our introduction safety training. In 2021, we offered training sessions to our contractors to optimize incident reporting and the implementation of corrective measures.

TOTAL NUMBER OF PARTICIPANTS IN HEALTH AND SAFETY INTRODUCTION SESSIONS

PROJECT	CATEGORY	2021	2020	2019
WINDFALL & URBAN-BARRY	Employees	39 (100%)	80 (100%)	58 (100%)
	Contractors	728 (100%)	662 (100%)	443 (100%)
	Visitors	28 (100%)	3 (100%)	334 (100%)
QUÉVILLON OSBORNE-BELL	Employees	0 (100%)	0 (100%)	9 (100%)
	Contractors	0 (100%)	0 (100%)	93 (100%)
	Visitors	0 (100%)	0 (100%)	0 (100%)

MANAGING COMMUNICATION

In 2021, we worked to make the introductory site training online. The new platform is available since early 2022 and will include, in addition to training tracking, qualification elements for contractors. We organized information sessions with the various work teams and contractors to improve the quality of communication and prevention actions, incident reporting and corrective actions. We have begun the implementation of two occupational health and safety committees; the Executive Steering Committee and the Windfall Supervisory Committee. The committee formed by the workers will be launched in 2022 and training sessions are planned.

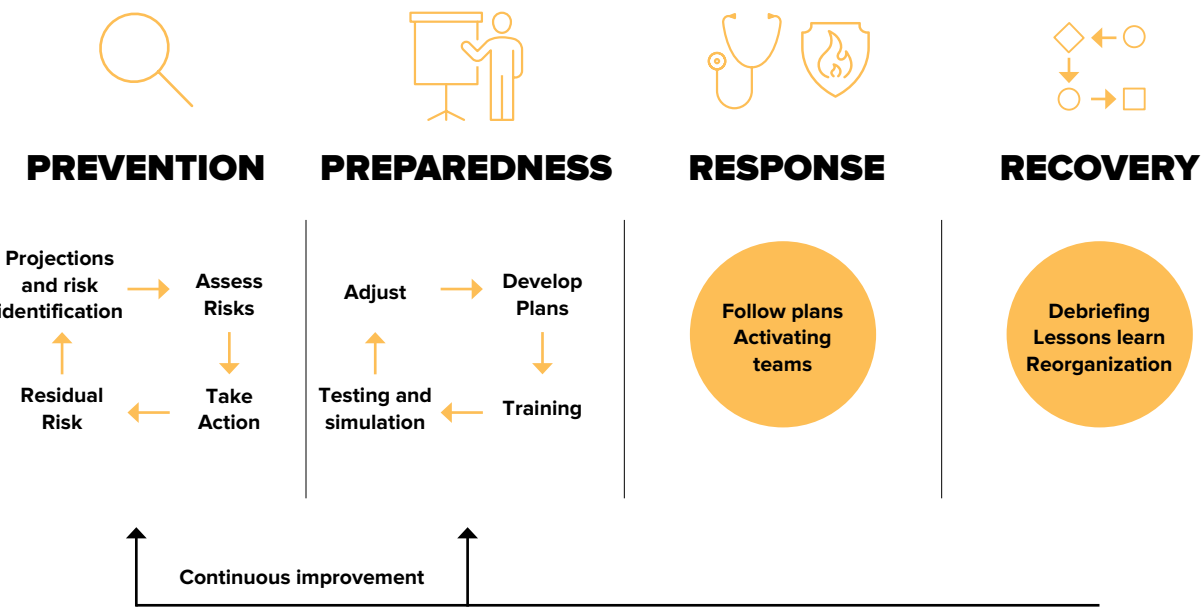
Our safety communication strategy includes:

- **Daily meetings on site including health and safety topics.**
- **Monthly distribution of a dashboard focused on statistics.**
- **The R+ (positive reinforcement) program to reward improvement and initiative.**
- **Underground working cards.**
- **Visual communications in common and working areas.**



EMERGENCY RESPONSE PLAN

As stated in our Health and Safety Policy (available at [osiskominer.com](https://www.osiskominer.com)), we develop emergency action plans to address potential risks identified at our exploration sites. Emergency preparedness is managed through our company’s own Emergency Response Plan (ERP) which sets out responsibilities for different levels of emergency, the mechanisms for cooperation with external responders during major incidents and communication with different stakeholders. For any emergency, the response must prioritize the safety of people, then the protection of the environment and finally the protection of material goods.



RESPONSE TEAMS

At Windfall, we have response teams in place to respond to emergencies. During the year, the members of the mine rescue team participate in simulations. We retain the services of external specialized trainers, such as Sauvetage Minier Québec, and we also have our own certified trainers, notably in cardiopulmonary resuscitation (CPR).

TOTAL NUMBER OF PARTICIPANTS IN RESPONSE TEAMS TRAINING SESSIONS (WINDFALL PROJECT)

	2021	2020	2019
MINE RESCUE TRAINING			
Number of sessions conducted	25	9	15
Total number of participants - Employees	22 (100%)	17 (100%)	12 (100%)
Total number of participants - Contractors	9 (100%)	3 (100%)	3 (100%)
FIRE BRIGADE TRAINING			
Number of sessions conducted	2	4	26
Total number of participants - Employees	9 (100%)	14 (100%)	14 (100%)
Total number of participants - Contractors	1 (100%)	3 (100%)	12 (100%)
WORKPLACE FIRST AIDERS TRAINING			
Number of sessions conducted	5 (100%)	14	26
Total number of participants - Employees	8 (100%)	62 (100%)	10 (100%)



INTERNAL INSPECTIONS

In 2021, we conducted more than 300 health and safety inspections. Our teams pay particular attention to underground activities without forgetting surface activities. Our team conducts joint inspections with the department's supervisors and conducts visits with the participation of contractors. We ask our workforce to report all injuries, incidents or near misses, no matter how seemingly trivial. Analysis of this data allows us to identify trends and improve our practices.

EXTERNAL INSPECTIONS

At our Windfall Project, we have regular audits conducted by the CNESST ¹. In 2021, we had five audits by the CNESST and all non-compliances were promptly corrected.

H&S INSPECTIONS

	2021	2020	2019	2018	2017	2016
INTERNAL INSPECTIONS SURFACE AND UNDER-GROUND)	>300	>375	>425	>400	>250	6
EXTERNAL INSPECTIONS (CNESST)	5	2	2	6	3	-



Note:

1. The CNESST is the organization to which the Québec government has entrusted the promotion of rights and obligations in the workplace. It ensures that these rights and obligations are respected by workers and employers. This commission deals with matters related to labour standards, pay equity or occupational health and safety.



COMMUNITY RELATIONS AND SOCIO-ECONOMIC DEVELOPMENT

OUR APPROACH

Osisko Mining has built a reputation as a good corporate citizen, particularly with the Cree of the James Bay Eeyou Istchee territory in Northern Québec, by taking concrete action through our sustainable development strategy and policies. Good relations with our host communities are an important part of having the Windfall Project accepted in the Cree First Nation of Waswanipi traditional territory. This importance is underlined in all our policies and our *Community Relations Policy* reflects our values and practices and was approved by the Chief Executive Officer (see osiskomining.com). The Sustainable Development Committee of the Board of Directors provides oversight, and the Chief Sustainability Officer is responsible for managing the implementation.

We work with our host communities in a spirit of partnership, openness, integrity and respect. We aim to build long-term positive relationships with our First Nations and local communities by maintaining ongoing communication, learning about community values and concerns, and working to address those concerns. We also strive to build long-term benefits to our communities by hiring a local workforce, favouring local purchases, tax transparency and regional prosperity and social development. We strive to create wealth and healthy relationships for our host communities.

Over the years, we have built a relationship of trust with the Crees by developing communication protocols with them, implementing a joint environmental monitoring committee, hiring members of their communities and doing business with their companies and joint ventures.



2021 highlights

- 35 meetings with the Cree First Nation of Waswanipi representatives and community members
- 22% of our workforce at Windfall are First Nation
- 74% of our purchases were in Québec and Ontario
- \$85M spent with First Nation-owned companies or joint ventures
- \$240K contributed to various events and organizations
- \$170M spent on exploration and related activities



Our commitments

- Establishing and maintaining respectful relationships with host communities.
- Ensuring that host communities thoroughly understand the nature of the activities carried out.
- Managing operations in a responsible way that minimizes the effects of our activities.
- Ensuring that employees and subcontractors demonstrate respect and integrity in their interactions with the communities, First Nations, organizations, groups and individuals.
- 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.



Our standards

- Community Relations Policy ^{1,2}
- Community Relations Protocol
- Responsible procurement policy ^{1,2}
- Supplier Code of Conduct ^{1,2}
- Sponsorship and Donations Guidelines – Project Level
- Waswanipi Consultation Protocol on Exploration Activities

Notes:

1. Osisko Mining employees have access to these standards through our internal portal (in English and French).
2. These standards are publicly available at osiskomining.com.

2021 KEY ELEMENTS

Again in 2021, one of the key challenges was managing the communication around COVID-19. Our COVID-19 follow-up committee formed with the Cree First Nation of Waswanipi and the Cree Nation Government met a few times to review the positive cases and we maintained the conditions necessary to maintain the exemption from the local self-isolation law obtained in the summer of 2020. Also, we have been working with our partners to make double vaccinations mandatory as a condition of access to our exploration sites. Maintaining the COVID-19 testing laboratory at the Windfall site not only enhances the sense of security of the workers, but also provides Cree community members better access to rewarding jobs at Osisko Mining, First Nation companies and joint ventures. Discussions about the management of COVID-19 helped build trust among the Cree partners and facilitated the negotiation meetings for an Impact Benefit Agreement (IBA) on the Windfall project.

We continued to meet with members of the Waswanipi Cree First Nation as part of the Windfall Environmental Monitoring Committee and following the consultation protocol on our exploration activities. We also continued our work to include Cree traditional knowledge in the environmental assessment of the Windfall Project. The son of tallyman W25B participated in the surface water and terrestrial fauna surveys this spring. We also had discussions with

tallymen W25A and W25B regarding the location of the future tailings management facility and considered their land use and concerns in the alternative assessment.

We also continued our activities with the City of Lebel-sur-Quévillon through our Collaboration Committee. In August 2021, the City of Lebel-sur-Quévillon passed a resolution to confirm the city's support to the Windfall project. During the year, we continued our consultation and information activities with our local First Nation and non-First Nation stakeholders. These included current and upcoming exploration activities, updated mineral resource estimates, local employment and supply, and infrastructure and equipment planned for the future Windfall mine site. To maximize local economic benefits, we developed a new Responsible Procurement Policy. We produced a video presenting the results of our updated 2021 Preliminary Economic Study¹ (available on our social networks and on miniereosisko.com). This video was presented to the Cree First Nation of Waswanipi Band Council and to the community members at their general assembly. It was also distributed to the representatives of the cities of Northern Québec.

For our good practices and initiatives, we won the 2021 Indigenous and Community relations Award of the Mining Magazine.



Note:

1. The 2021 updated mineral resource estimate relates to a prior mineral resource estimate on Windfall and, accordingly is not a current technical report and has been superseded by the 2022 mineral resource estimate as the current technical report on Windfall for purposes of NI 43-101.

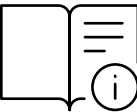
2021 MAIN COMMUNITY EVENTS

- JANUARY:**
 - Environmental Monitoring Committee meeting.
 - Collaboration Committee meeting with Lebel-sur-Quévillon and Administration régionale Baie-James (ARBJ).
 - Meeting with Secrétariat aux affaires autochtones
- FEBRUARY:**
 - Participation in Eeyou Istchee James Bay Contractors and Suppliers Day - Société du Plan Nord.
 - Meeting on Urban-Barry and Windfall exploration activities – Trapline W25A.
- MARCH:**
 - Environmental Monitoring Committee meeting.
 - Meeting on Urban-Barry and Windfall exploration activities – Trapline W25A.
- APRIL:**
 - Environmental Monitoring Committee meeting.
 - Presentation to Cree First Nation of Waswanipi Band Council.
 - Meeting on Urban-Barry exploration activities – Trapline W25A.
 - Update meeting with Anishnabe First Nation of Lac Simon Band Council.
 - Collaboration Committee meeting with Lebel-sur-Quévillon and ARBJ.
 - Follow-up meetings with Lebel-sur-Quévillon.
 - Regional Interministerial Table meeting.
- MAY:**
 - Environmental Monitoring Committee meeting.
 - Meetings on Urban-Barry exploration activities – Traplines W25A and W26.
 - Follow-up meeting with Lebel-sur-Quévillon.
 - Tallyman's son represented the Cree community in the surface water and terrestrial fauna surveys – Trapline W25B.
- JUNE:**
 - Windfall Environmental Monitoring Committee meeting.
 - Presentation to Cree First Nation of Waswanipi General Assembly.
 - Meeting on Urban-Barry exploration activities – Trapline W25B.
 - Meeting with the Chief of the Anishnabe First Nation of Lac Simon.

- JULY:**
 - Meeting with Secrétariat aux affaires autochtones.
- AUGUST:**
 - Environmental Monitoring Committee meeting.
 - Meetings with Miyuu Kaa joint ventures.
 - Presentation to Cree First Nation of Waswanipi Band Council.
 - Waswanipi community and Vocational Centre visit with Human Resource team.
- SEPTEMBER:**
 - Meeting with Cree Nation Government Grand Chief.
 - Environmental Monitoring Committee meeting.
 - Meeting with Secrétariat aux affaires autochtones.
 - COVID-19 follow-up meetings with the Cree First Nation of Waswanipi and the Cree Nation Government.
 - Meeting with Anishnabe First Nation of Lac Simon Band Council.
- OCTOBER:**
 - Windfall Environmental Monitoring Committee meeting.
 - Meetings on the Impact & Benefit Agreement with the Cree First Nation of Waswanipi and the Cree Nation Government.
 - Presentation to Cree First Nation of Waswanipi Band Council.
 - Meetings with Miyuu Kaa joint ventures.
 - Meeting with Anishnabe First Nation of Lac Simon Band Council.
- NOVEMBER:**
 - Windfall Environmental Monitoring Committee meeting.
 - Meetings on the Impact & Benefit Agreement with the Cree First Nation of Waswanipi and the Cree Nation Government.
- DECEMBER:**
 - Meeting on the Impact & Benefit Agreement with the Cree First Nation of Waswanipi and the Cree Nation Government.
 - Meetings on Urban-Barry and Windfall exploration activities – Traplines W25A&B.

ENGAGEMENT WITH OUR COMMUNITIES

We have a Community Relations protocol to help identify stakeholders and engage with our communities.



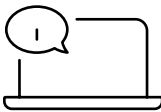
Planning

- Identify opportunities to inform.
- Identify the stakeholders.
- Contact key stakeholders.
- Written notices and obtain authorizations.
- Meetings.
- Inform employees and entrepreneurs



Implementation

- Ongoing communication.
- Address concerns.
- Respect commitments.
- Feedback.
- Follow-up.



Documentation

- Reports.
- Minutes.
- Authorizations.
- Notices.
- Communication protocols.
- Concerns and commitments.
- Communication file.

We have a flexible approach and adapt it based on feedback from the community. We aim to understand the views and concerns of our stakeholders and are open about our activities and our performance. The team builds relationships with our host communities and stakeholders, First Nation and non-First Nation, who have an interest in our activities. We do this using multiple channels:

- **Sharing information through regular meetings with land users and officials, such as stakeholders or strategic committees.**
- **Presenting to communities, schools, governments, land users and socio-economic partners.**
- **Sending information letters to our key stakeholders.**
- **Organizing surface and underground site visits for our key stakeholders and for educational purposes.**
- **Participating in community events and cultural activities.**
- **Encouraging ongoing formal and informal dialogue and consultation activities.**
- **Ensuring our activities benefit host communities.**

These activities help us learn from our host communities about their culture, activities and relationship to the land. We seek their knowledge to minimize the potential negative effects and maximize the positive impacts of our projects on their traditional activities, cultural sites and the environment. In 2021, we held more than 50 meetings, in person or virtually, in all regions where we have projects. On the Windfall Project, we regularly met with Cree First Nation of Waswanipi representatives and the stewards of traditional Cree territories (tallymen) to share information on land use. We also met with the Anishnabe First Nation of Lac Simon.

As the Windfall Project progresses, we will adjust the communication and consultation plans to engage both the First Nation and Non-First Nation communities based on input from stakeholders. Our aim is to inform and consult with the First Nations and the public on the project's activities, to collect their comments and to address their concerns through action.

Osisko Mining recognizes the unique views of the First Nation communities and their rich contribution to our social diversity, including their languages, cultures, values, histories, traditional knowledge and special connections to the natural environment. We also respect their institutions, their self-determination and rights.

CREE FIRST NATION OF WASWANIPi

The Windfall Project is located on the traditional lands of the Cree First Nation community of Waswanipi, specifically on the traplines W25B and W25A. The Cree village of Waswanipi is located about 75 km north-northwest of the project.

Over the years, we have provided information on exploration work to the Chief, the Deputy Chief, the Director of Natural Resources, the Mining Coordinator, the Tallymen, the Cree Trappers' Association, the Cree Mineral Exploration Board, and the Apatisiwin Skills Development (previously the Cree Human Resources Development). We held meetings with the Tallymen to explain the nature of the work and to understand their use of the land. As a good neighbour, we occasionally offer the tallymen services to facilitate the continuation of their traditional activities, such as opening roads or donating fuel. Since 2017, we have had a community liaison officer with an office in the Band Office.

In 2021, we held approximately 35 face-to-face or virtual meetings with the Cree First Nation of Waswanipi representatives and community members. These included monthly meetings of the Windfall Environmental Monitoring Committee, presentations to the Band Council or to the General Assembly. We held seven meetings with the Cree First Nation of Waswanipi and the Cree Nation Government to discuss an Impact and Benefits Agreement (IBA) for the Windfall project. The common vision for the project was significantly advanced and all parties anticipate finalizing the agreement in 2022. It will include key chapters on training, employment, business opportunities, environmental management and culture.

To familiarize our workforce with the Cree culture, we produce posters on different aspects of the Cree Way of Life. We have also incorporated information on the territory and the traplines into the Windfall site introduction training. This summer, a few representatives from our team were lucky to visit the community and attend one of the fishing derbies.



Our human resources facilitator reaches out to the community through fishing.



At the Waswanipi cultural center, we learn to dye moose hides with smoke.

FIRST NATIONS OF LAC SIMON AND OBEDJIWAN

We communicate with two other First Nation communities: the Algonquin Anishinabeg Nation of Lac Simon and the Atikamekw of Obedjiwan community. Over the years, we have visited both communities and presented our exploration programs. We have met with the Atikamekw of Obedjiwan community six times since 2017, and hosted the chief and council at the Windfall Project. We have met with the Algonquin Anishinabeg Nation of Lac Simon nine times since 2017.

LEBEL-SUR-QUÉVILLON

The nearest non-First Nation community to the Windfall Project is Lebel-sur-Quévillon, where Osisko Mining operates a core shack and office. Since 2016, we have met more than 25 times with representatives and community members to discuss the Windfall Project, including sharing information on exploration activities, employment, business opportunities, results and studies.

We signed a Collaboration Agreement with the city of Lebel-sur-Quévillon in 2017. This aims to ensure transparency and effective communication with the city, to foster the social acceptance of the project, and to maximize socio-economic benefits for Lebel-sur-Quévillon, all in a spirit of partnership. Since 2019, the *Administration Régionale Baie James* (ARBJ) has also attended the committee meetings. In August 2021, the City of Lebel-sur-Quévillon adopted a resolution to confirm the city's support to the Windfall project.

"The collaboration agreement signed in 2017 between Lebel-sur-Quévillon and Osisko Mining has forged a strong relationship. We see the positive benefits of the Windfall project and are excited to continue our partnership to maximize the benefits for our citizens and local entrepreneurs." Alain Poirier, Mayor of Lebel-sur-Quévillon, press release dated August 12, 2021.

Even though the Windfall Project is not on the Senneterre, Chapais, and Chibougamau territory, our stakeholders felt that local entrepreneurs could benefit from business opportunities generated by the project.



Fête de la famille in Lebel-sur-Quévillon



Miyuu Kaa Gestion ADC provides housekeeping and catering services at Windfall.

LOCAL ECONOMIC DEVELOPMENT AND INCLUSIVE PROCUREMENT

Our exploration activities create economic value in Québec and in Canada overall through job creation, local procurement and payments to government.

In 2021, Osisko Mining spent about \$191 million on exploration and related activities, mostly on the Windfall project.

We strive to find business opportunities for our local entrepreneurs and First Nations partners. In 2021, 74% of our purchases were in Québec and Ontario, including \$85 million with First Nation-owned companies or joint ventures. Our procurement team looks near the Windfall Project when issuing a call for tenders and invites at least one First Nation company to bid when a company offering the service is available.

A committee within Osisko Mining worked to develop a local procurement program to formalize the good practices we already had in place. The program includes a Responsible Procurement Policy and a Supplier Code of Conduct (available on [osiskomin-ing.com](https://www.osiskomin-ing.com)).

SPENDING & LOCAL FOOTPRINT

	2021	2020	2019
EXPLORATION AND RELATED ACTIVITIES EXPENSES	\$191M	\$106M	\$111M
GENERAL AND ADMINISTRATION EXPENSES (INCLUDING SALARIES, BENEFITS AND SEVERANCE)	\$10.6M	\$9.81M	\$12.4M
EMPLOYEE-PAID TAXES	\$8.6 M	\$11.3 M\$	\$11.5M
PAYMENTS TO GOVERNMENT	\$0.6M	\$1M	\$1M
PURCHASES IN QUÉBEC AND ONTARIO	74%	82%	83%
CONTRACTS AND PURCHASES FROM INDIGENOUS BUSINESSES	\$85M	\$35M	\$40M

We also report on payments in accordance with the Government of Canada's Extractive Sector Transparency Measures Act (ESTMA). You'll find this report at [osiskomin-ing.com](https://www.osiskomin-ing.com).

In 2021, 22% of the Windfall Project workforce (employees and entrepreneurs) came from First Nation communities, particularly Waswanipi. Since 2017, we have had 60 to 106 First Nation workers at the Windfall site, representing between 12% and 22% of the workforce depending on the year.

Osisko Mining works with our First Nation partners to give business opportunities to local companies. We use First Nation businesses and joint ventures for civil works, catering, road maintenance, fuel supply, underground exploration development and drilling services. We encourage them to hire locally and increase their number of First Nation workers.

FIRST NATION WORKERS (EMPLOYEES AND CONTRACTORS)

PROJECT	2021	2020	2019	2018	2017	2016
WINDFALL & URBAN BARRY	105	106	62	55	80	12
OTHER PROJECTS	0	0	0	6	12	9
TOTAL	105	106	62	61	92	21

INVESTING IN OUR COMMUNITIES

Through our Community Relations policy, Osisko Mining has committed to developing our host communities through community-focused sustainability projects. In 2021, we invested more than \$240,000 in two levels, corporate and project-related.

SPONSORSHIP & DONATIONS

CATEGORY	2021	2020	2019	2018
PROJECT LEVEL	\$78, 907	\$42,748	\$100,896	\$95,109
CORPORATE LEVEL	\$161,325	\$219,677	\$303,863	\$392,550
TOTAL	\$240,232	\$262,425	\$404,759	\$487,659



Fishing derbies in Waswanipi



Pink Mine campaign to fight breast cancer

CORPORATE SPONSORSHIP

Our corporate sponsorship and donation program supports industry-related programs, education, health, environmental initiatives and sports teams.

We are continuing contributions to the *Osisko Mining Inc. Decolonization and Indigenization Initiative Fund* created in 2020 in partnership with the Faculty of Social Sciences at the University of Ottawa, to:

- **Support the integration of Indigenous histories, methodologies, and worldviews into the curriculum.**
- **Better acknowledge Indigenous learners and improve the retention of Indigenous students.**
- **Help develop shared understanding between Indigenous and non-Indigenous students.**
- **Foster greater appreciation for the complexity of the social landscape and a greater collaboration between diverse people.**

We also contribute to the University of Ottawa's *Bled Future Achievers Leadership Forum*, aimed at youth between the ages of 14 and 18 who hail from Inuit, Métis, First Nation and Caribbean communities across Canada. It should be noted that in 2021, the Forum could not be held due to COVID-19. We have a five-year commitment for a twotal of \$125,000 to support both initiatives.

We are continuing contributions to the *Osisko Field Education Fund*, created in 2018 in collaboration with the University of New Brunswick's Earth Sciences Department. Together, Osisko Mining, Osisko Gold Royalties and Osisko Metals have collectively committed a total of \$250,000 to the program over five years. We also support the Canadian Mineral Industry Education Foundation who offers scholarships to undergraduate students with a strong interest in a career in the mining industry.







We also support *Mining4Life* and the *Big Brothers Big Sisters of Toronto*. *Mining4Life* is an industry-wide initiative helping create and support programs that treat and prevent disease, build healthy living and advance education for children in need. The SickKids Foundation supports the highest priority needs, such as research, clinical advances and compassionate care. Big Sisters of Toronto works with youth aged 7-16 and matches them with a mentor who helps them overcome adversity in their lives and develop the confidence needed to reach their full potential.



PROJECT-LEVEL SPONSORSHIP PROGRAM

A LINK WITH THE NORTHERN REGIONS

Osisko Mining’s project-level sponsorship and donations focus on support for:

FIELD OF INTEREST	CONTRIBUTION EXAMPLES	
SCIENCE AND EDUCATION	Initiative with the University of Ottawa on Indigenous leadership and the students of Université du Québec en Abitibi-Témiscamingue. Actions related to perseverance and academic success with Cégep de l’Abitibi-Témiscamingue and Val-d’Or Vocational Centre.	
ENVIRONMENT	Contribution to the Restor-Action Cri fund for the cleanup of orphaned exploration sites on Eeyou Istchee James Bay territory. The conference Energy and Environment in a Nordicity context by the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance	
HEALTH AND SPORT	Sporting events and projects, especially for families and young people or better access to sports infrastructure, including the sports teams of La Taïga High School in Lebel-sur-Quévillon, the Lebel-sur-Quévillon Snowmobile and Equestrian Clubs and the Waswanipi Hockey Clubs. Contribute to financing campaigns that support research, improvement in the quality of health services or better access to medical infrastructure, including the Waswanipi Mental Health Committee and the National Addictions Awareness Week, the Fondation Lebel financing campaigns that improve the quality of health services in Lebel-sur-Quévillon hospital, the Ressource pour personnes handicapées who serve people with disabilities in Lebel-sur-Quévillon, Leucan Abitibi-Témiscamingue which helps families with a child suffering from cancer and the Quebec Breast Cancer Foundation.	
COMMUNITY AND CULTURAL ACTIVITIES	Supporting community and cultural events as well as organizations that offer services to a precarious clientele or fight against poverty, notably in Waswanipi and Lebel-sur-Quévillon: fishing derbies, support for Cree tallymen during the goose hunting season, the Fête de la famille and the Maison des jeunes de Lebel-sur-Quévillon, Agora Boréale an intercultural association in Lebel-sur-Quévillon.. Contribution to the participatory budget of the City of Lebel-sur-Quévillon. Citizens voted for the ice trail project to be built in the winter of 2022.	
SOCIO-ECONOMIC PARTNERS	Supported our socio-economic and business partners, including the Cree Nation Abitibi-Témiscamingue Economic Alliance. Salon Talent International of Lebel-sur-Quévillon. Artemis Project for women entrepreneurs.	
SECTOR ASSOCIATIONS	Activities and projects that improve public awareness of the mining industry.	



ENVIRONMENT

OUR APPROACH

Osisko Mining aims to make a positive contribution to socio-economic development while reducing our environmental footprint and considering the concerns of the host communities where we conduct our activities.

As a mining exploration company, our work involves some environmental risks, which our Environmental Policy approved by the Chief Executive Officer addresses (see osiskomining.com). The Sustainable Development Committee of the Board of Directors provides oversight, and the Chief Sustainability Officer is responsible for managing the implementation.

We evaluate the potential effects of our activities, minimize the risks to the environment, and provide tools and training to our employees and contractors. A strong team supports our environmental objectives and conducts regular inspections to ensure compliance with laws, regulations and protocols.

These protocols are in place to ensure conservation, reasonable consumption of natural resources and consumable goods, while minimizing waste. We have environmental strategies to manage accidental spills, waste and water. When drilling activities are completed, we have a plan to reclaim the land. As per the Mining Act, Osisko Mining has filed a closure plan and its related financial commitment to the Québec government for the Windfall Project.

We monitor our activities and report quarterly our performance to the Board of Directors. We also share information through the monthly *Windfall Environmental Monitoring Committee*, created with the Cree First Nation of Waswanipi. This committee involves the Tallyman, his family and the community with the objective of sharing information, addressing concerns through actions and ultimately building a better project. Our priority is to be transparent and to show respect in our actions and interactions with the communities.



2021 highlights

- 423,323 m³ of water treated and returned to environment
- 0 non-compliance for effluent
- 30,300 kg of food waste composted
- 12,000 kg of cardboard composted
- 27,991 t CO₂ eq. produced by Windfall



Our commitments

- Evaluate the potential effects of our activities
- Minimize risk to the environment
- Provide tools and training to our workforce
- Ensure the conservation and reasonable consumption of natural resources and consumable goods
- Reduce waste
- Properly manage accidental spills, waste and water
- Continuously improve our environmental management



Our standards

- Environmental Policy ^{1,2}
- Spill Management Plan ¹
- Water Treatment Procedures
- Effluent quality monitoring (Dir. 019 and MDMER)
- Groundwater quality monitoring
- Environmental Effects Monitoring (MDMER)
- Residual and Hazardous Material Management Procedures
- Drill and site inspections

Notes:

1. Osisko Mining employees have access to these standards through our internal portal (in English and French).
2. These standards are publicly available at osiskomining.com.

2021 KEY ELEMENTS

Our environmental monitoring activities continued at the Windfall site throughout the COVID-19 pandemic. We complied with applicable health measures, adapted our working protocols and advised other departments on how to prevent disinfecting products from affecting our water and septic system treatment processes. We have also ensured the proper disposal of biomedical waste.

Water management is core to our work. One of the challenges is to reduce the levels of ammoniacal nitrogen in the ramp water and in the contact water from the stockpile prior to discharge. We deploy several tools for the management of ammoniacal nitrogen to maintain the compliance of our effluent. This year we installed a new ammoniacal nitrogen evaporation unit which allowed us to be even more efficient in our management of this contaminant. In 2021, we took advantage of the new collection basin and a new pumping system. In addition, we installed a second Geotube® for suspended solids filtration. These elements allowed us to facilitate water treatment operations by giving us more flexibility.

It has been a very busy year in terms of collecting baseline data for the Environmental Impact Assessment. Teams from our consultant, assisted on occasion by members of the Cree First Nation of Waswanipi community, were deployed from May to October to establish the baseline of the Windfall site. Fieldwork targeted the disciplines of soils, water and sediment quality, hydrology, noise, avifauna and small mammals, herpetofauna, chiropterans and fish. Groundwater sampling and geochemical characterization testing of mineralized material, waste rock and tailings also continued.

Two important projects have started in 2021: the development of an environmental management system and an online project information platform. These two tools will consolidate and integrate all of Windfall's environmental work and allow for the sharing of Windfall project information with the public.

New talents joined the Windfall environmental team this year. We are fortunate to have a full and diverse team with the expertise that will allow us to meet our environmental mission. Fifty percent of the water treatment team is composed of Osisko employees who are also community members from the Cree First Nation of Waswanipi. The team is now structured so that everyone can share their strengths and grow in a meaningful career.



ENVIRONMENTAL COMPLIANCE

Our environmental team keeps abreast of environmental laws and regulations, and we participate in the Quebec Mining Association's environment committee and the regional interdepartmental table pilot project (Table interministérielle régionale). The environmental department aligns our exploration activities with all legal requirements and communicates regularly with legislators to maintain compliance and to fill the reports required by our activities.

Ultimately, the management team is responsible for regulatory compliance and the Sustainability Committee of the Board of Directors oversees all environmental activities.

ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT

Prior to the construction of the future mine site, the Windfall project will be submitted to the Environmental and Social Impact Review Committee (COMEX). As the project advances, we are continuing the environmental assessment process to evaluate the potential impacts of the project on the environment and local communities. We work with various stakeholders to understand, assess and mitigate the impacts of the project. Local communities are consulted, and scientific experts are involved. Once completed, the impact report will include baseline studies to present the current state of the environment at the proposed mine site. The study will also assess the potential effects of the project and will describe mitigation measures to minimize the identified impacts. To facilitate stakeholder consultation and the work of the various analysts, we are working on the implementation of a web platform that will host documents and data related to the environmental and social impact assessment. The launch of this platform is planned for 2022.

ENVIRONMENTAL MANAGEMENT SYSTEM

In 2021 we have been working on a gap analysis in order to set up an environmental management system based on the principles of the ISO 14001:2015 standard. A site visit was conducted with our consultant in order to fully understand the activities of the site. A maturity grid was filled out and the determination of significant environmental aspects was completed. A first phase of deployment of our new environmental management system is planned for 2022.

INTERNAL AND EXTERNAL INSPECTIONS

The environmental team conducted surface and underground inspections throughout the year. Drill sites are visited every other day and an inspection form has been prepared to guide and formalize the inspections. The laydown areas of the exploration drilling companies and the underground contractor are also visited regularly, as are the storage areas for hazardous waste and contaminated soil. We report environmental incidents to the appropriate authorities.

In 2021, the Québec Ministry of Environment and Climate Change (MELCC: *Ministère de l'Environnement et de la Lutte contre les changements climatiques*) conducted its annual inspection of the Windfall site. No non-compliance was found and no fines or penalties were issued. Environment and Climate Change Canada (ECCC) inspectors did not conduct any visits during the past year.

WATER MANAGEMENT

Ensuring conservation and reasonable consumption of natural resources, including water, is important to Osisko Mining. Although our activities are concentrated in Québec, and this province of Canada is not a region of water stress, our operations rely on water. We therefore estimate, calculate, measure and report the water consumption of our exploration activities on our projects. Water consumption is one of the environmental statistics we share with the Board of Directors and the Windfall Environmental Monitoring Committee created with the Cree First Nation of Waswanipi. At the Windfall project, we use water for exploration drilling, underground equipment and at the camp.

The following table shows water consumption for Osisko Mining’s exploration activities.

WATER USAGE - EXPLORATION ACTIVITIES

PROJECT	ACTIVITY	SOURCE	QUANTITY (M³)			TREATMENT UNITS
			2021	2020	2019	
WINDFALL	Exploration drilling	Surface water	440,511 ¹	331,830 ¹	421,800 ¹	Natural settlement
	Exploration ramp	Groundwater infiltration	380,253 ²	297,026 ^{2*}	204,952 ²	Effluent treatment system
		Runoff stockpile	43,070 ³	39,909 ³	17,534 ³	
	Exploration camp	Surface water	15,196 ²	12,175 ²	13,793 ²	Septic system
URBAN BARRY	Exploration drilling	Surface water	53,449 ¹	15,150 ¹	19,000 ¹	Natural settlement
QUÉVILLON OSBORNE-BELL	Exploration drilling	Surface water	-	-	21,500 ¹	Natural settlement
	Coreshack	Municipal	-	-	-	Suspended solids removal system
TOTAL			932,479	735,999	698,579	

ACTIONS TO REDUCE WATER CONSUMPTION

- Use of a chemical dust suppressant rather than water to manage the dust on the roads at the Windfall site.
- Reuse of groundwater for the operation of underground equipment.
- Grouting of exploration drill holes to minimize groundwater infiltration and thus reducing the volume of water to treat.

Notes:

1. Estimated
 2. Measured
 3. Calculated
- * Data corrected after publishing the 2020 sustainable development report

DRINKING WATER AND DOMESTIC WATER

In 2021, the camp used 15,196 m³ of drinking water. The camp facilities are permitted to accommodate 300 workers; three groundwater wells provide drinking water and three septic installations receive wastewater. Each year, the flowmeters at Windfall are validated to ensure the compliance of measured volumes. Drinking water is sampled weekly and compared to standards. There were two non-compliances, but the water remained potable throughout the year. On two of the weekly samples the results were over standard for atypical bacteria colonies. The environmental team disinfected the distribution system and the wells, changed the filters and installed a new UV lamp system. In order to be prepared in the event of an interruption of the drinking water supply, an agreement was signed with a company specialized in drinking water supply. A customized emergency plan was prepared to plan the supply steps in detail.



A UV lamp system facilitates the water quality management.

SURFACE WATER AND DRILLING ACTIVITIES

The surface drill rigs use surface water from water bodies or nearby existing drill holes. We ensure that wastewater from drilling activities is free of contaminants before returning it to the environment. We employ best practices by excavating sumps on drill sites when necessary to control sediment migration and ensure natural settlement. We backfill these sumps once drilling activities are completed.

The environmental team ensures compliance with standards by conducting inspections and by educating and raising awareness among workers. Our technicians are trained, so they fully understand the regulation and the challenges related to drill hole setup and closure. They must ensure that drill holes are kept at a mandatory distance from riparian zones, and we have a process to comply with regulations addressing drilling in wetlands.



MINE WATER AND RUNOFF WATER

In a collection pond and sedimentation pond, we collect groundwater pumped from the exploration ramp and runoff water from the lined waste rock stockpile channelled through ditches. This water is treated including metal removal, suspended solid precipitation, reduction of ammoniacal nitrogen concentration and pH adjustment.

A water cleaning system removes suspended solids from groundwater collected in the ramp before we reuse it for underground equipment. This avoids using fresh water for underground machinery.



THE WATER TREATMENT SYSTEM IS DESIGNED TO TREAT WATER FROM THE UNDERGROUND EXPLORATION RAMP AND RUNOFF WATER FROM THE WASTE ROCK STOCKPILE



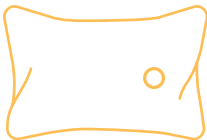
**INFLUENT =
UNDERGROUND WATER
RUNOFF WATER**



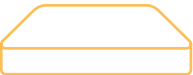
**COLLECTION AND
SEDIMENTATION
PONDS**



**METAL REMOVAL
SUSPENDED SOLID
PRECIPITATION**



**FILTRATION
GEOTUBE**



**POLISHING
POND**



**EFFLUENT =
TREATED WATER
RELEASED TO THE
ENVIRONMENT**



PH ADJUSTMENT



**AMMONIACAL
NITROGEN
TREATMENT**

A zeolite adsorption system reduces the ammoniacal nitrogen concentration caused by explosives used during underground blasting activities. After cycles of ammoniacal nitrogen adsorption, zeolite becomes saturated and must be replaced and disposed of as a contaminated material. To reduce both the quantity of saturated zeolite and disposition costs, we have an ammonia air stripping system.

In 2021, we worked on the commissioning of an electro oxidation unit acquired in 2020, whose technology called ECOTHOR™ allows the reduction of ammoniacal nitrogen levels. The project is done in collaboration with E2Metrix and through the participation in the federal *Clean Growth Program*, which aims to support clean technology research, development and demonstration projects. Several adjustments are still necessary to integrate this technology into our treatment system.

We validate all flowmeters on Windfall site to ensure the accuracy of measured volumes and we take fixed-date flow readings to improve the reliability of our data. We compare infiltration rates to our hydro-geological model and update it based on the existing and planned openings as well as the drill holes. We also identified water inflows in the underground exploration ramp and sealed some drill holes.

We closely monitor the quality of water returned to the environment. In 2021, we pumped about 380,253 m³ of water from the exploration ramp and collected 43,070 m³ of contact water from the lined waste rock stockpile. We treated and returned 423,323 m³ of water to the environment and the effluent remained compliant throughout the year.

The sampling results of the effluent are reported to MELCC (Quebec Ministry of *Environment and Climate Change*) and to *Environment and Climate Change Canada (ECCC)*. The Windfall effluent is subjected to the MELCC's Directive 019 and to the *Metal and Diamond Mining Effluent Regulations* (MDMER). As required by MDMER, we began a three-year Environmental Effects Monitoring study including receiving environment characterization and monitoring. The first three-year cycle was completed this year.

Water treatment operates 24 hours a day to ensure the effluent complies with regulations. The operator's training is captured in several procedures and is provided by the environmental supervisors. On an annual basis, we conduct a simulation of a non-compliant effluent in order to evaluate our response effectiveness. The results of the simulation are used to improve our systems and update our Emergency Response Plan to improve our management of a non-compliant effluent. Two of our four water treatment operators are community members from the Cree First Nation of Waswanipi. Water quality has been identified by the community as a concern and by employing members from the community, we are able to show our commitment to transparency.



SPILL MANAGEMENT

Our employees and contractors work to prevent accidental spills and to ensure a prompt and safe management of all releases. The main tools for this include the spill management plan, training new workers, regular inspections and enforcing on-site rules. We share spill statistics and causes with new employees to encourage awareness and prevention.

All new Osisko Mining and contractor workers must attend a presentation on spill management. Our spill management plan aims to:

- Provide readily accessible prevention and management information to workers.
- Comply with federal and provincial regulations.
- Comply with our Health & Safety and Environment policies.
- Minimize the environmental effects of spills.
- Ensure the safe and effective recovery and disposal of spilled materials.

To proactively prevent spills, the Windfall Environmental team performs regular inspections, including at the camp site, ramp sector, underground, exploration drills sites, fueling stations and maintenance facilities.

All employees and contractors are aware of reporting and cleaning procedures. Spill kits are available at strategic locations and employees are trained to use them. We also maintain a mobile environmental emergency unit with the appropriate materials to clean spills. We have a vacuum unit to recover contaminated water and solids. Contaminated soil goes into sealed containers before transportation off site and disposal at an authorized facility.

All spills were reported and all but one spill was fully cleaned. One diesel spill occurred in the vicinity of the diesel generators and migrated under fixed infrastructure. The majority of contaminated soil was excavated and the portion that could not be excavated was declared to the regulators and put in the Quebec registry of contaminated soils and will be managed when the infrastructure is removed. The total number of spills continues to reduce year on year and reflects the vigilance of the Environmental team, which encourages reporting even the smallest spills. All spills, whatever the quantity, must be reported to Québec's *Ministère de l'Environnement et Lutte aux changements climatiques* (Ministry of Environment and Climate Change), to the Board of Directors and to the *Windfall Environmental Monitoring Committee*.

SPILLS

	2021		2020		2019	
PROJECT	< 20 L	20 L <	< 20 L	20 L <	< 20 L	20 L <
WINDFALL	73	10	84	12	72	14
URBAN BARRY	6	1	3	0	12	0
QUÉVILLON OSBORNE-BELL	0	0	0	0	15	0
TOTAL	79	11	87	12	99	14

WASTE MANAGEMENT

DOMESTIC WASTE

The Windfall site has a domestic waste management facility equipped with a composter and containers to sort non-compostable domestic waste, metal (copper and iron) and wood. Compost is stored on the overburden stockpile. Authorized companies collect and transport the waste materials to designated locations for recycling or proper disposal.

The composter collects food, hand paper towels and recycled cardboard, at a rate of roughly 580 kg of food waste and 230 kg of recycled cardboard per week. Composting activities reduce garbage transportation from site to Lebel-sur-Quévillon. We store the compost on the overburden stockpile for use in the progressive restoration of the site.

Any remaining domestic non-compostable waste is bulky light material. We compact this waste to significantly reduce the number of trips to landfill. Windfall is a remote site and both the use of the composter and the garbage compactor reduces transportation costs and greenhouse gas emissions. We estimate that the compactor reduces trips to landfill by 60%.

To reduce single-use products, we give reusable water bottles and coffee mugs to our workers. Due to the health guidelines related to COVID-19, we postponed our objective to significantly reduce single-use products in the cafeteria by one year. We have set up boxes at the Windfall site to collect masks used as a barrier measure against COVID-19 and send them for recycling.

We measure or estimate all waste material generated at and leaving Windfall and report these quantities to the Board of Directors and the *Windfall Environmental Monitoring Committee*.

WASTE MANAGEMENT

DESCRIPTION	2021	2020	2019	DISPOSAL
FOOD WASTE (KG)	30,300	29,115	35,424	Composter on site
CARDBOARD (KG)	12,006	11,625	12,315	Composter on site
METAL (T)	204	108	120	Recycling
WOOD (M³)	1,260	990	900	Authorized landfill
OTHER (M³)	990	750*	1,800	Authorized landfill

Note:

* Data corrected after publishing the 2020 sustainable development report

HAZARDOUS WASTE

Hazardous waste is stored in shipping containers with a mesh floor providing secondary containment. The hazardous waste is sorted and identified before pick-up and disposal by authorized companies.

We store contaminated soil from spills in a water-proof container for pickup and disposal by authorized companies.

Saturated zeolite from water treatment is recovered and disposed of by an authorized company. The ammonia air stripping system reduced considerably the use of zeolite. This year we did not have to

dispose contaminated zeolite.

The Environmental team ensures that contractors also properly manage their hazardous waste. Procedures are in place to store, label, segregate and properly dispose of residual hazardous materials, and our Environmental team regularly inspects the storage sites.

We track the quantities of hazardous waste that leave site and report this to the Board of Directors and the *Windfall Environmental Monitoring Committee*.

HAZARDOUS WASTE MANAGEMENT - WINDFALL PROJECT

DESCRIPTION	2021	2020	2019	DISPOSAL
HAZARDOUS WASTE (PICKUPS)	10	10	12	Authorized site
CONTAMINATED SOIL (T)	480	140	360	Authorized site
CONTAMINATED ZEOLITE (T)	0	33	78	Authorized site

WASTE ROCK

The waste rock stockpile is lined, and ditches channel the water to the effluent treatment system. Since the acquisition of Windfall project, we advanced the underground exploration ramp to take bulk samples in Zones 27, Lynx, and soon Triple Lynx. Additional characterization is being done in the Caribou and Lynx Zone. The footprint of the lined stockpile has been expanded twice over the years and includes the footprint of the historic unlined waste rock stockpile used by a previous operator to store waste rock. The following table shows the evolution of waste rock tonnage on the lined stockpile.

WINDFALL WASTE ROCK STOCKPILE

YEAR	TONNES	SURFACE (M²)
BEFORE 2016	18,500	23,000
2017	29,166	23,000
2018	225,914	39,000
2019	419,197	39,000
2020	604,256	85,900
2021	871,592	85,900

CLIMATE CHANGE, ENERGY AND AIR QUALITY

Climate change is a challenge that requires foresight and adaptation. Osisko Mining recognizes the need to be innovative in our approach to energy use and greenhouse gas (GHG) emissions. Based on the information contained in a Windfall Feasibility Study and Environmental Assessment expected in 2022, we will develop GHG reduction targets and an action plan. We are also aware that climate change can have various impacts, the design of water management infrastructure takes into account climate change and we will seek to better assess these impacts in relation to our activities and thus develop a strategy to minimize the risks.

The Windfall project is isolated and the Environment and Climate Change Canada (ECCC) weather stations used for future infrastructure design are far from the site. Osisko Mining therefore proceeded to install a complete weather station at the Windfall site to support design efforts, operations and closure planning.

Greenhouse gas emissions are considered during the project design by looking at options for the mill location and tailings technologies, transportation routes and truck fleet composition, mining techniques and energy sources. So far, we have ruled out installing an off-site ore processing plant. Instead, Osisko Mining plans to concentrate all future Windfall mine infrastructure at the current site, thereby minimizing ore transportation. To replace the diesel generators and reduce the site's reliance on fossil fuels, we envision the construction of a power line connected to the provincial hydroelectric grid.

The current Windfall activities consist of exploration drilling and advancement of an exploration ramp to collect bulk samples and to complete characterisation work. Our total energy consumption can vary widely due to the pace of the surface and underground exploration activities. The factors influencing air quality therefore mainly relate to dust and the emission of greenhouse gases through fuel and explosives consumption.



Windfall site weather station

DUST

Osisko Mining has measures in place to limit dust emitted by vehicle movement. During summer and dry periods, a tanker puts a dust suppressant on the roads in busy sectors to keep dust levels down. In addition, slower speeds reduce dust, so we limit the speed to 30 km/h on most road segments on site.

FUEL

The Windfall camp is in a remote location on the Eeyou Istchee James Bay Territory, accessible by forestry roads. It is not connected to the electrical grid, so diesel generators supply electricity for the camp facilities, the exploration ramp facilities and equipment.

Osisko Mining and our contractors mainly use diesel for fixed equipment, such as generators and drill rigs. Diesel is also used for heavy mobile equipment, like underground off-road vehicles and road maintenance equipment. Propane heats the camp, the underground exploration ramp air and the drill rig water during cold weather. Gasoline is used on-site for the light-vehicle fleet, which includes pickups, buses and other small vehicles.

WINDFALL FUEL CONSUMPTION

FUEL TYPE	2021 (kL)	2020 (kL)	2019 (kL)
DIESEL - COLOURED	9,632	6,332	6,730
PROPANE	948	813	931
DIESEL - CLEAR	579	669	562
GASOLINE	524	306	426
JET- A	41	0	39

GHG releases from the project are estimated under the Environment and Climate Change Canada (ECCC) GHG Emission Reporting Program (GHGRP) and the Québec regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere (RMRCECA). The GHG emissions are related to process and on-site stationary and mobile fuel combustion sources. GHG and air contaminant emissions for 2020 have been reported at both the provincial and federal levels. A correction has been made to the 2020 GHG declaration early in 2022.

WINDFALL GREENHOUSE GAS EMISSIONS

CATEGORY	2021 t CO ₂ eq.	2020 t CO ₂ eq.	2019 t CO ₂ eq.
CO ₂ (CARBON DIOXIDE)	27,810	20,741*	22,043
CH ₄ (METHANE)	85	53*	69
N ₂ O (NITROUS OXIDES)	96	74*	82
TOTAL (SCOPE 1)	27,991	20,868*	22,194

Notes:

1. According to GHGRP methodology

* Data corrected after publishing the 2020 sustainable development report

Exploration activity at Windfall was at an all-time high and emissions followed suit at 30,150t CO₂ éq. Under the *Règlement concernant le système de plafonnement et d’échange de droits d’émission de gaz à effet de serre* (RSPEDE), Osisko Mining is required to cover each tonne of CO₂eq of its audited emissions as they exceeded the emission threshold of 25,000 metric tonne CO₂eq for the year 2021. Osisko Mining has registered with the Compliance Instrument Tracking System Service, the management and tracking system for accounts and compliance instruments issued through participating Western Climate Initiative cap-and-trade programs. In addition, the audit process of the emissions has begun.

BIODIVERSITY MANAGEMENT

We avoid operating in protected areas, identified biological refuges and known archaeological sites, and we respect land that has special value for First Nations people. We strive to minimize the footprint of our operations and we reclaim the land once we have finished working in areas. When designing and operating our facilities, we look for the most efficient technologies and techniques to minimize environmental risks.

At Windfall, we are in the design stage of the mining project. We are currently collecting baseline data to assess the effects on biodiversity through an Environmental Impact Assessment, which includes stakeholder engagement. Since 2016, Osisko Mining has been collecting environmental information on the Windfall site, including data on climate, aquatics, benthic organisms in water, vegetation, terrestrial fauna, caribou and other species, surface water and air quality. We also study sediment, noise, traffic and archeology. In 2021, major baseline data collection campaigns took place.

The data help us understand the existing ecosystem so that we can consider the effects of future mine development at the site. By working with stakeholders, we can address concerns during the project design and commit to mitigation measures. We are working with the Cree First Nation of Waswanipi and the Tallymen to include Cree context and Cree traditional knowledge in each sectorial report of the Environmental Assessment.

EMBEDDING BIODIVERSITY AT ALL STAGES OF THE MINING PROCESS

EXPLORATION	Assessment of biodiversity risks, including location of protected areas, presence of protected species and areas valued by First Nations
DESIGN AND CONSTRUCTION	Environmental impact assessment, including the collection of baseline data and the determination of avoidance, mitigation or remediation measures. This assessment is carried out in collaboration with scientific experts and local stakeholders, in full compliance with legislation and is followed by public hearings. This assessment is part of the project design and government approval is required before proceeding to the construction phase.
OPERATION	An action plan will be developed with monitoring programs. The monitoring programs will include input from our host communities and the on-going sharing of data.
CLOSURE	The closure plan will ensure the environmental safety of the site and its infrastructure. Progressive restoration solutions will be in place.

Our main potential impacts on biodiversity include land disturbance and deforestation; habitat fragmentation from roads; dust; and negative impacts to animals from our infrastructure. We closely monitor the quality of water returned to the environment and have started a three-year Environmental Effects Monitoring study including receiving environment characterization and monitoring.

We favour *preventive* measures (avoid and minimize) over *compensatory* measures (restore and offset). Our biodiversity protection measures include:

- Do not conduct activities in areas protected by legislation.
- Respect areas valued by First Nations.
- Reuse previous site footprints where possible to avoid unaffected areas.
- Adopt safe and clean technologies.
- Avoid wetlands and respect protective corridors around streams and bodies of water.
- Develop emergency plans for unplanned events.
- Restore sites to ensure physical and chemical stability through progressive rehabilitation measures.
- Regularly update closure and rehabilitation plans.
- Raise environmental awareness by providing employees with the appropriate training and tools

INVASIVE ALIEN SPECIES MANAGEMENT

The Windfall site was the subject of a characterization study to better understand the surrounding plant species. One of the results of this baseline was that we identified no invasive alien species (IAS) in the study area. Although invasive alien species are less widespread in Northern Québec, we pay special attention to preventing their occurrence and spread. This includes introducing measures to limit the risks of introducing IAS during our work. For example, gatekeepers inspect all machinery entering the Windfall site, ensuring the equipment meets our health and safety standards and that it is clean and free of debris or dirt.

SPECIAL-STATUS SPECIES MANAGEMENT

We know that some special-status animal species may inhabit areas near our exploration activities. Special-status species likely to be observed in the vicinity of the Windfall site include:

SPECIAL-STATUS SPECIES AT WINDFALL

CATEGORY	WILDLIFE SPECIES
ENDANGERED ¹	Northern long-eared bat ³
	Little brown bat ⁴
THREATENED ¹	Canada warbler ⁵
	Woodland caribou
SPECIAL CONCERN ¹	Common nighthawk ⁵
	Olive-sided flycatcher ³
	Rusty blackbird ⁶
VULNERABLE ²	Bald Eagle ⁵
	Woodland caribou
LIKELY TO BE DESIGNATED THREATENED OR VULNERABLE ²	Silver-haired bat ⁵
	Red bat ⁵
	Hoary bat ⁵

No plant species with a particular status have been listed. We have incorporated information about woodland caribou into the mandatory introductory training for all Windfall workers.

Notes:

- 1. As per the Government of Canada's Species at Risk Act
- 2. As per the Québec government's act respecting threatened or vulnerable species
- 3. Near Threatened as per the International Union for Conservation of Nature (IUCN) Red List of Threatened Species
- 4. Endangered as per IUCN Red List of Threatened Species
- 5. Least concern as per IUCN Red List of Threatened Species
- 6. Vulnerable as per IUCN Red List of Threatened Species

WINDFALL ENVIRONMENTAL MONITORING COMMITTEE

The *Windfall Environmental Monitoring Committee* was created in 2019. Its objective is to ensure effective consultation with the Tallyman's family and the Cree First Nation of Waswanipi. The Tallyman's family acts as an environmental monitor and is invited to perform site inspections, make suggestions and raise concerns.

This committee meets monthly and includes a family representative from W25B trapline, the Waswanipi Mining Coordinator, the Waswanipi Local Environment Advisor, the Osisko Mining Environmental Supervisor and the Osisko Mining Director of Community Relations and ESG. Other community members may also participate, including the Deputy Chief, the Cree Trappers' Association representatives, the Waswanipi Forestry Consultant Expert or Osisko Mining experts.

Each month, we share information about our exploration and construction activities and environmental performance and protocols. We organize surface and underground site visits. The information gathered during these meetings is transmitted to the management team to adjust activities and answer questions and concerns.

This committee is also working on ways to incorporate Cree traditional knowledge into environmental baseline reports to be included in the Environmental Assessment in 2022. We also discussed more precise land use within a 10 km radius of the Windfall site to prepare for planning the permanent infrastructure of the future mine site.



Tallyman's son taking part in a wildlife survey and surface water sampling campaign, spring 2021.

PLANNING FOR CLOSURE

ONGOING DRILLING ACTIVITIES

Osisko Mining follows reclamation guidelines for drilling trails and pads. This means that once we know drill pads will not be reused for future drilling, we reclaim them in two stages:

1. Remove equipment, garbage and fuel from the drill site. Install flags on drill casings, backfill sumps, level drill pad areas and spread overburden.
2. Assess the condition of vegetation and, if necessary, seed to promote regrowth



AREAS DISTURBED & REMEDIATED (1ST STAGE) - DRILL PADS (M²)

	2021		2020		2019	
PROJECT	Disturbed	Remediated	Disturbed	Remediated	Disturbed	Remediated
WINDFALL	28,790	21,800	48,050	11,800	111,000	49,000
URBAN BARRY	111,250	111,250	95,850	95,850	25,600	25,600
QUÉVILLON OSBORNE-BELL	-	-	-	-	66,665	66,665
TOTAL	140,040	133,050	143,900	107,650	203,265	141,265

In 2021, we partially reclaimed surface areas used for drilling. This included removing logs, levelling areas, and spreading overburden. The Windfall exploration program includes intensive infill drilling aimed at supporting a resource estimate and feasibility study. Most affected areas have the potential to be re-drilled.

CLOSURE PLAN AND FINANCIAL ASSURANCE

Certain exploration activities specified in the Québec Mining Act require us to submit a closure plan and associated financial assurance. These must be updated every five years or when there are major changes to the project. The plan and the calculation of the financial guarantee are done by an independent firm and are submitted for approval to Quebec Ministry Énergie et Ressources naturelles (MERN - Energy and Natural Resources).

The Windfall closure plan includes a description of the activities and the site; measures for protection, rehabilitation and closure; the closure cost estimate; and the financial assurance. The plan also presents

the closure and rehabilitation work schedule, including post-closure monitoring and emergency and temporary suspension measures. The Windfall five-year closure plan update was filed in early 2022 and is under review by MERN.

The following table shows the updates to the Windfall closure plan over the years and the progression of the financial assurance. Currently Osisko Mining has posted a bond in the sum of \$5,601,294 to the Québec government as financial assurance for the Windfall Project.

WINDFALL CLOSURE PLAN AND FINANCIAL ASSURANCE

YEAR	OWNER	CLOSING PLAN SUBMITTED TO QUÉBEC GOVERNMENT	FINANCIAL ASSURANCE
2007	Noront	Initial Plan	\$385,000
2012	Eagle Hill	5-year update	\$570,000
2017	Osisko Mining	5-year update	\$2,800,000
2018	Osisko Mining	Addendum - major change	\$3,512,850
2020	Osisko Mining	Addendum - major change	\$5,601,294
2022	Osisko Mining	5-year update	Under review

The infrastructure of the Windfall site has been developed with a view to closure and restoration of the site to a condition compatible with its natural environment. The objective of the protection, reorganization and reclamation measures is to return the site to a satisfactory condition by:

- eliminating unacceptable health hazards and ensuring the safety of people;
- limiting the generation and spread of substances that may adversely affect the receiving environment and, in the long term, aiming to eliminate all forms of maintenance and monitoring
- restoring the site to a visually acceptable condition for the community;
- restoring the infrastructure site to a condition compatible with future use.

The remediation plan focuses on the Windfall site’s physical, chemical and biological characteristics. In summary, the plan will consist of dismantling all buildings, removing equipment, sealing openings, stabilizing the land, treating contaminated soils, and revegetating impacted areas. Monitoring of the chemical and physical stability of the site is also planned, including agronomic and water quality monitoring.

2021 SUSTAINABLE DEVELOPMENT REPORT



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