



## BOARD DIVERSITY POLICY

Osisko Mining Inc. (the “**Company**”) values the benefits that diversity can bring to its board of directors (the “**Board**”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Diversity on the Board also demonstrates the Company’s commitment to diversity at all levels within the Company.

At all times, the Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Company operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Company will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board. For purposes of this policy, diversity includes business experience, geography, age, gender, race or ethnicity (specifically whether a person is a visible minority, or Indigenous person), and other personal characteristics.

Directors are requested to identify whether they have any diversity characteristics for consideration by the Board when assessing its composition and the Company’s disclosure is based on such self-identification.

With a view to enhancing Board diversity, the Board has adopted the following practices:

- When recruiting new candidates for director, search protocols will extend beyond the networks of existing Board members and will include the identification of women or racially diverse candidates.
- Any search firm engaged to help identify candidates for appointment to the Board will be directed to include women and racially diverse candidates.
- In the event the Board maintains an ongoing list of potential director candidates, the Board will ensure that such list includes women and racially diverse candidates.

In furtherance of Board diversity, the Company aspires to maintain a Board composition in which each gender represents at least 30% of the Board and at least one director who is a visible minority or Indigenous person.

Annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board and achieving the targets set out in this policy.

*Amended and restated on March 4, 2024.*