

OSISKO MINING COMMITMENT

Respect for human rights is an essential part of Osisko Mining's philosophy and we are committed to treating all our stakeholders with fairness and dignity. We strive to contribute positively to the well-being of the local communities in which we operate by building mutually beneficial relationships, while minimizing any negative social and human rights impact of our activities.

This Human Rights Policy (“**Policy**”) aims to act for the benefit of our stakeholders. We consider our employees, contractors, suppliers, business partners and the local communities and individuals who live near our exploration sites or who are impacted by our business activities as stakeholders.

Our approach is inspired by international instruments such as the International Bill of Human Rights, the United Nations Guiding Principles and the fundamental principles of the International Labor Organization, in order to meet our commitment to implement the Responsible Gold Mining Principles.

1. OBJECTIVE

The policy describes the fundamental principles of Osisko Mining's approach to human rights and how it demonstrates its commitment to respecting internationally recognized human rights, in accordance with the Principles United Nations guidelines on business and human rights.

This policy applies to all Osisko Mining personnel and senior management, as well as to all its business partners.

2. GUIDING PRINCIPLES

Osisko Mining will not participate in actions that violate universal human rights recognized by national and international legislation.

Osisko Mining advocates the following principles in all its actions and all its exploration and production sites:

- Demand unconditional respect for Human Rights from all its employees and collaborators.
- Ensure that this policy is known to all our internal and external stakeholders.
- Guarantee non-discrimination based on sex, age, origin, disability, or any other circumstance likely to be a source of discrimination by promoting equal opportunities and respect for diversity.
- Refuse child labor, forced labor in all its forms and any manifestation of abuse of authority.
- Ensure the safety and protect the health of its employees by making safety an essential value.
- Work closely with local communities by encouraging initiatives and continuous dialogue, paying particular attention to the most vulnerable groups such as ethnic minorities and indigenous populations.
- Reject corruption in all its forms by committing to respect the highest ethical standards as well as to apply the law and the principle of zero tolerance in the face of bad practices.
- Establish whistleblowing and complaint mechanisms to deal with possible cases of human rights violations.
- Recognize the freedom of affiliation and association of its employees.
- Ensure confidentiality and respect for the privacy of all persons.

It is everyone's responsibility to honor our commitments. Osisko Mining expects its employees and various stakeholders to speak openly and raise concerns about possible violations of the Code of Business Conduct and Ethics and this Policy with their manager, supervisor or through the other communication channels made available.

3. GOVERNANCE AND RESPONSIBILITY

Responsibility for the implementation of this Policy rests with Osisko Mining's Audit Committee. The latter will report to the Board of Directors, at least once a year, on any human rights issue arising in Osisko Mining's activities or supply chain. A section will also be included in the Annual Sustainable Development Report.

4. CONFIDENTIALITY

a) *Guarantee of the Confidentiality of Complaints*

Osisko Mining undertakes to take measures to ensure compliance with this Policy. Individuals who are targeted or witnesses to non-compliance with the principles set out in this Policy may report their concerns confidentially through the methods detailed in Osisko Mining's Whistleblower Policy. Complaints suggesting any violation of this Policy will be treated with the utmost confidentiality.

b) *Consequences of Violation of the Policy*

Violations of this Policy may result in disciplinary action and other consequences prescribed by law against the person concerned. The disciplinary process, including the investigation, must be fair, impartial and transparent. Based on the findings, Osisko Mining will take appropriate action, may cooperate with authorities and take legal action against employees found guilty of inappropriate behavior covered by the Policy, if applicable.

5. EFFECTIVE DATE

This Policy is effective as of March 3, 2023. Once in effect, all practices, customs and habits with respect to the matters included in this Policy will be terminated. This Policy may be revised at any time at the discretion of Osisko Mining, with regards to its relevance and effectiveness. Any suggestions for improvement or avenue for discussion can be addressed to the Audit Committee.



John Burzynski
Chief Executive Officer
March 2023