



## ALAMOS GOLD INC.

TSX:AGI | NYSE:AGI

### Diversity Policy

---

#### 1. Overview

Alamos Gold Inc. (“Alamos” or the “Company”) recognizes and believes in the importance and benefit of having a board of directors (the “Board”) and senior management (“Management”) comprised of highly talented and experienced individuals from diverse backgrounds. Accordingly, the composition of the Board and Management is intended to reflect a diverse mix of skills, experience, knowledge and backgrounds.

Diversity, including specifically gender diversity, promotes the inclusion of different perspectives, ideas and experiences, and ensures that Alamos has the opportunity to benefit from all available talent. The promotion of diversity makes business sense, helps maintain a competitive advantage, improves corporate governance and ensures that the Company better reflects its constituents. Diversity at the Company is also about the commitment to equality and treating all individuals with respect while also recognizing the value of diversity within our organization as a key value driver.

In support of this goal, the Board and relevant Board committees are required to put forward a diverse group of candidates, and shall, when identifying candidates to nominate for election to the Board or appointment as Management:

- (a) consider candidates who are highly qualified based on business expertise, functional experience, knowledge, personal skills and character against objective criteria, having due regard to the benefits of diversity, the needs of the Board, the Corporation’s current and future plans and objectives, as well as anticipated regulatory developments;
- (b) consider criteria that promote diversity, including with regard to gender, ethnicity, age, national origin, disability, and sexual orientation or any other area of potential difference;
- (c) consider the level of representation of women on the Board and in Officer positions along with other markers of diversity when making recommendations for nominees to the Board or for appointment as Management and in general with regard to succession planning for the Board and Management; and
- (d) when required, engage qualified independent external advisors to assist the Board in conducting its search for candidates who meet the foregoing criteria.

## **2. Application**

This Policy sets out the guidelines by which Alamos will endeavor to foster diversity, including specifically gender diversity throughout the Company including at the Board level and applies to executive and non-executive directors, and executive management.

## **3. Monitoring and Reporting to the Board**

The Vice President, Human Resources, along with the Corporate Governance and Nominating Committee shall periodically and at a minimum, annually, report to the Board on the implementation of this Policy.

Recognizing the need for considered and effective progression in respect of this Policy, success will be measured based on, among other things, the relative increase in diversity on the Board and in senior management positions over a multi-year period. The Company has set a goal of having no less than 1/3 of independent directors be female.