



ALAMOS GOLD INC.

TSX:AGI | NYSE:AGI

Board of Directors and Senior Management 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 executive officers (“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.

In this Policy, diversity refers to any characteristic that can be used to differentiate groups and people from one another. Diversity includes, but is not limited to, characteristics such as gender, gender identity, gender expression religion or creed, ethnicity, race, nationality, culture, language and other ethnic distinctions, aboriginal or indigenous status, sexual orientation, family and marital status, age, disability, and socioeconomic status. The term “executive officer” in this Policy has the meaning attributed to it in National Instrument 58-101 – *Disclosure of Corporate Governance Practices*.

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 stakeholders and other 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 will 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;
- (c) consider the level of representation of women on the Board and in Management positions along with other markers of diversity and in general with regard to succession planning for

the Board and Management and the progress made by the Company towards achieving a diverse Board and Management; and

- (d) in addition to its own searches, as and when appropriate from time to time, engage qualified independent external advisors to conduct a search for candidates who meet the Board's and the Company's expertise, skills and diversity criteria.

2. Application

This Policy sets out the guidelines by which Alamos will endeavor to foster diversity, including specifically gender diversity, at the Board and Management levels.

3. Monitoring and Reporting to the Board

In furtherance of the Company's commitment to diversity, the Vice President, Human Resources, along with the Corporate Governance and Nominating Committee, shall periodically and at a minimum, annually: (i) assess the effectiveness of the nomination process at achieving the Company's diversity objectives outlined in this Policy; (ii) measure the annual and cumulative progress in achieving its gender and other diversity objectives; and (iii) monitor the implementation of this Policy. The Corporate Governance and Nominating Committee will report to the Board with respect to this Policy on a periodic basis. It will also review, and, if necessary, recommend amendments to, this Policy on an annual basis.

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 Management positions over a multi-year period. Gender diversity is one important component of the Company's diversity strategy, and the Board is committed to ensuring that gender diversity is actively pursued. The Board has set a goal of having no less than 1/3 of its independent directors identify as women. With respect to gender diversity in Management, the Company is actively assessing its recruitment, development, and promotion programs in order to increase diversity within the Management team.

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