

79
Au
Gold
.....
196.967

FOR A SUSTAINABLE FUTURE

2023 SUSTAINABLE DEVELOPMENT REPORT



OUR SUSTAINABLE DEVELOPMENT REPORT 2023

This Sustainable Development Report covers Osisko Mining Inc. activities in 2023 related to our Windfall, Quévillon, Urban Barry, and Phoenix projects.

It describes our performance from January 1 to December 31, 2023, and gives comparative data for previous years.

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

This report does not include the activities of our subsidiaries or partners.

SUMMARY

A MESSAGE FROM OUR LEADERSHIP	4
OUR COMPANY	8
CORPORATE GOVERNANCE	15
OUR EMPLOYEES	23
SAFETY AND INDUSTRIAL SECURITY	41
COMMUNITY RELATIONS	51
ENVIRONMENT	64
OUR POLICIES, CODES AND PROCEDURES	102

VISIT OUR DATA CENTER

You'll find more information at [osiskomining.com](https://www.osiskomining.com) and at our Data Center:

- 2016 to 2022 Sustainable Development Reports
- Corporate policies and public documents
- Exploration and technical report results

TO GET IN TOUCH

For more information or to share your comments: info@osiskomining.com

Osisko Mining Inc.

Head Office
 155 University Avenue, Suite 1440, Toronto, Ontario M5H 3B7
Phone : (416) 848-9504
Fax : (416) 363-9813
E-mail : info@osiskomining.com

TSX : OSK

Social Media

Website : www.osiskomining.com
 Facebook : [@MiningOsisko](https://www.facebook.com/MiningOsisko)
 Twitter : [@Osisko_Mining](https://twitter.com/Osisko_Mining)
 Instagram : [@Osisko_Mining](https://www.instagram.com/Osisko_Mining)
 LinkedIn : [@Osisko Mining](https://www.linkedin.com/company/Osisko_Mining)

A MESSAGE FROM OUR LEADERSHIP

We are pleased to present our 2023 Sustainable Development Report, highlighting Osisko Mining's progress. On a daily basis, we are committed to promoting sustainable practices that foster environmental protection, strong community relations, and the well-being of our employees. This report shows our efforts in these key areas and demonstrates our commitment to transparent communication with our external partners.

The year 2023 was a year of consolidation and organizational agility. In January we published the feasibility study for the Windfall project. In March we submitted the environmental impact assessment for the project. In March, we also published a human rights policy designed to ensure that all our employees, subcontractors, suppliers and business partners adhere to our human rights values.

Last May, we concluded a major transaction with Gold Fields that led to the creation of a 50/50 joint venture. The Windfall Mining Group was thus created. In June and July, our activities were suspended due to major forest fires. We gradually resumed operations and began expanding the waste rock pile and constructing site water management facilities associated with the 4th bulk sampling operation.

Building strong and meaningful relationships with the communities in which we operate is essential. We have continued to work hard to encourage dialogue and understanding, working with the Council of the Cree First Nation of Waswanipi, and the Lebel-sur-Quévillon town council. But beyond the number of meetings, figures, and statistics in 2023, it will be the human aspect and the relationships that we will remember.

It would be impossible to ignore the fact that our host communities were hit hard by the devastating forest fires in northern Quebec. This major event, combined with the evacuation of several communities and Windfall facilities, highlighted the deep and meaningful nature of our relationships with our various external partners. Throughout this report, you will learn about the impact that these forest fires had on the various components that influence our sustainability performance.

These fires have highlighted the urgent need for concerted action to protect our environment, our facilities, and our communities from the effects of climate change. They have also underscored the crucial nature of our sustainable development efforts. This is why, in the wake of these fires, we developed a program to promote biodiversity. Under this program, the impact of forest fires on birds, wildlife, water, and plant life will be accurately measured over several years.

Our activities are important for the preservation and protection of the environment. We believe in acting responsibly to ensure that our operations are safe and to be proud of our environmental legacy. In 2023, we completed all detailed environmental surveys. Although these studies were carried out for permitting purposes, they were also useful in refining our project design to minimize impacts.

Committed to reducing our carbon emissions from the Windfall project, Osisko Mining has been working for several years to connect the Windfall site to Hydro-Québec's renewable power grid. A power line owned by a subsidiary of CFNW was built and connected in January 2024. We are delighted to be able to count on a supply of renewable energy to reduce our GHG emissions. However, we also recognize that much remains to be done, and that the challenges we face are increasingly complex. This is why we are committed to pursuing our efforts and to continue being innovative in our approach to sustainable development.

We also continued to apply our hiring policy to encourage regional employment. We worked to improve our industrial hygiene practices and made progress in the deployment of our Vision 2025 in health and safety. Furthermore, well-being in the workplace, and a sense of psychological and physical safety are of paramount importance to us. In 2023, we pressed ahead with our efforts to create an exemplary workplace. Several of our workforce policies have been updated with this in mind; in addition, the relocation in 2022 of the mine-school to Windfall to improve employment opportunities for local communities has begun to bear fruit.

All these elements contribute to creating a safe work environment, both psychologically and physically. Over the past few years, the human resources team has invested a great deal of time and energy to get us to where we are today, both in terms of recruitment and workplace quality. It's no coincidence either that we can boast a record of zero lost-time accidents by 2023; rather, it's the fruit of the concerted efforts of all our staff. This result is thanks in particular to the Occupational Health and Safety team, which demonstrated inspiring leadership in mobilizing all employees to achieve this objective.

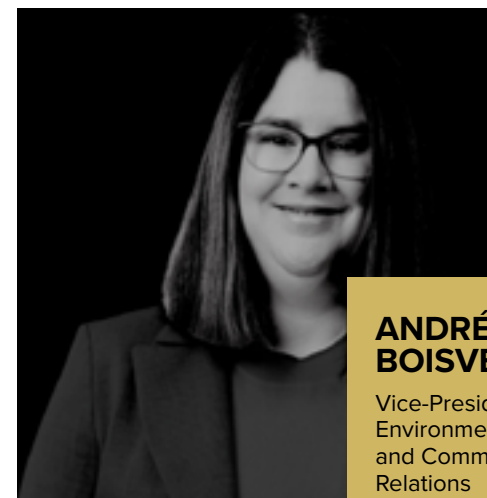
Armed with this expertise, we are pleased to announce that Osisko Mining has maintained an AA rating in MSCI's ESG index. This rating confirms that we are making the right decisions for our environment, for society, and for

sound governance. This report testifies to the team's ongoing efforts to integrate sustainability principles into all our activities. We firmly believe that the long-term success of our company is inextricably linked to our ability to operate in an environmentally, socially, and economically responsible manner.

We would like to extend our sincere gratitude to our employees, business partners, shareholders, and local communities for their continued support and invaluable collaboration in this joint venture for a better future.

Together, we can build a more sustainable and resilient world for future generations.

Yours sincerely,



**ANDRÉANNE
BOISVERT**

Vice-President,
Environment
and Community
Relations



**JOHN F.
BURZYNSKI**

Chairman of
the Board and
Chief Executive
Officer

2023 HIGHLIGHTS



177 employees
(27% women or queer)



23% of Windfall
are members of First Nations



1 non-compliance
in final effluent



0 fatal accidents



275,322 m³
of treated water returned
to the environment



21,845 kg
household waste
composted



7,695 kg
of composted cardboard



\$356 K
in donations and sponsorships



22,407 t CO₂ eq.
produced by the Windfall project



\$ 50 million spent
in aboriginal businesses
or joint ventures

IN 2023, OSISKO MINING RECEIVED A RATING OF AA FROM MSCI ESG RATINGS.

MSCI ESG RATINGS



CCC B BB BBB A AA AAA

Osisko Mining's use of any data from MSCI ESG Research LLC or its affiliates (hereinafter "MSCI"), and the use of MSCI's logos, trademarks, service marks, or index names herein do not constitute sponsorship, endorsement, recommendation, or promotion of Osisko Mining by MSCI. MSCI's services and data are the property of MSCI or its information providers and are provided "as is" and without warranty. MSCI names and logos are MSCI trademarks or service marks.



OUR COMPANY

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 of our stakeholders, including our shareholders, employees, and host communities.



5

Core VALUES

P.R.I.D.E

Five important values guide Osisko Mining employees and define our corporate culture



PASSION

Putting our passion and commitment to energize, engage and inspire.



RESPECT

Demonstrating respect in all our actions and interactions.



INTEGRITY

Be honest, open, ethical and fair. Keep our word.



DIVERSITY

Hire and cultivate an inclusive diverse team.



EFFICIENCY

Be efficient and creative in the use of resources.

EXPLORATION IN QUEBEC

Windfall is our flagship project, a world-class high-grade gold deposit. Windfall is located in the Eeyou Istchee James Bay region, between the towns of Val-d'Or and Chibougamau, Quebec. We also hold a 50% interest in a large group of claims (over 2,300 km²) in the Urban Barry and Lebel-sur-Quévillon areas of Quebec.

All our exploration projects are in Quebec, Canada.



OSISKO MINING PROJECTS

PROJECT	LOCATION	STATUS	ACTIVITY IN 2023
WINDFALL	Quebec	50% owner ⁽³⁾	Exploration drilling, underground definition drilling, and underground exploration work (exploration ramp advancement and underground infrastructure construction)
QUÉVILLON OSBORNE-BELL	Quebec	50% owner ⁽³⁾	Geophysical survey and exploration drilling
URBAN BARRY	Quebec	50% owner ⁽³⁾	Exploration drilling, prospecting, mapping, geochemical soil surveys
BLONDEAU-GUILLET	Quebec	100% owner ⁽²⁾	Prospecting and mapping by Vior
URBAN DUKE	Quebec	30% owned ⁽¹⁾	Exploration drilling by Bonterra
PHOENIX	Quebec	Option agreement ⁽⁴⁾	No activities

1. Bonterra Resources Inc. has a right to acquire 70% of the property, which was executed on July 12, 2021.

2. Vior Inc. has agreed to acquire a right of acquisition of 75% of the property on July 25, 2021.

3. Reflects the transaction between Osisko Mining and Gold Fields concluded on May 1, 2023.

4. Osisko has the option to acquire a 70% interest in the Phoenix property (which, to avoid any ambiguity, includes Urban Duke).

DRILLING ACTIVITIES

PROJECT	UNIT	2023	2022	2021
WINDFALL	m	143,601	132,852	412,485
URBAN BARRY	m	16,141	0	20,205
QUÉVILLON OSBORNE-BELL	m	5,892	0	0
URBAN DUKE	m	3,387	-	-
PHOENIX	m	0	-	-
TOTAL	m	169,021	132,852	432,690



WINDFALL: A WORLD- CLASS DEPOSIT

The Windfall Project is located in the Eeyou Istchee James Bay region of Quebec, 425 km north-northwest of Montréal, 200 km northeast of Val-d'Or, and 115 km east of Lebel-sur-Quévillon. The Windfall Project falls within the traditional territories 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 2022 surface and underground drilling program is designed to define existing mineralized zones in the Main and Lynx Zones.

During 2023, work on the exploration ramp was slowed down so that the company could make progress on detailed engineering and the completion of underground construction projects, including the construction of a ventilation shaft and a pumping station on Level 460. As of December 31, 2023, the exploration ramp was at a vertical depth of approximately 640 meters below surface.

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.

WINDFALL PROJECT

	UNIT	2023	2022	2021
MINING CLAIMS	ha	14,299	12,523	12,523
TOTAL DRILLED	m	143,601	132,852	412,485
EXPLORATION RAMP ADVANCEMENT	m	12,479	12,029	9,862
INVESTED	CAD	65.6 M	96.3 M	150.6 M



OVER 2.1 MILLION METERS OF DRILLING COMPLETED SINCE 2015



AN EXPLORATION RAMP REACHING A VERTICAL DEPTH OF 640 M

For more information on the Windfall Project, please visit [osiskomining.com](https://www.osiskomining.com). To read the recent technical reports compliant with National Instrument 43-101 Standards of Disclosure for Mineral Projects, please visit Osisko Mining's issuer profile on SEDAR (www.sedar.com): the technical report entitled "Feasibility Study for the Windfall Project, Eeyou Istchee James Bay, Quebec, Canada" (dated January 10, 2023, with an effective date of November 28, 2022) was prepared for Osisko Mining by BBA Inc.



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.

In addition, this year we made a concerted effort to complete our policies and procedures with a view to subscribing to the Mining Association of Canada’s Towards Sustainable Mining (TSM) initiative. We have reviewed our environmental, community relations, and human rights policies. We have set up several procedures to give concrete form to the practices we were already implementing. These initiatives confirm our leadership position in our industry.

Our high standards are reflected in our Code of Business Conduct and Ethics. This code is available in English and French 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 fraud and corruption, as set out in our 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, and illegal or unethical activities. The policy also ensures an impartial investigation of such concerns.

In addition, 2023 provided an opportunity to update the charters of the Investment Committee, the Compensation Committee, and the Audit Committee. In addition, as described above, the Board of Directors has approved several policies and monitors their implementation on an ongoing basis. The Osisko Mining team has developed standards that meet or exceed the legal requirements for each department. Please visit osiskominer.com to learn more.



BOARD OF DIRECTORS

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.

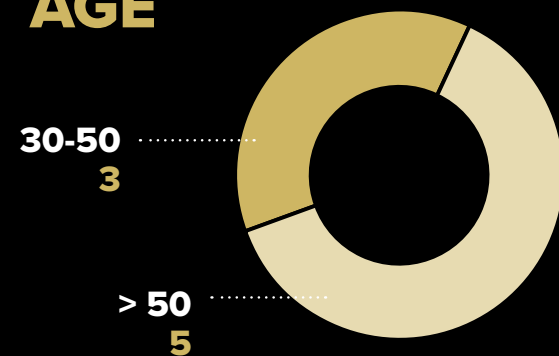
Our Board believes that diversity enriches discussions among directors. It fosters good governance by ensuring the Board possesses a variety of views, qualities, experience, knowledge, and skills to adequately oversee the strategies and activities of the company. For further skill disclosures for each Board member, refer to the Board skills matrix in the Management Information Circular available at osiskomining.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.

B.D.

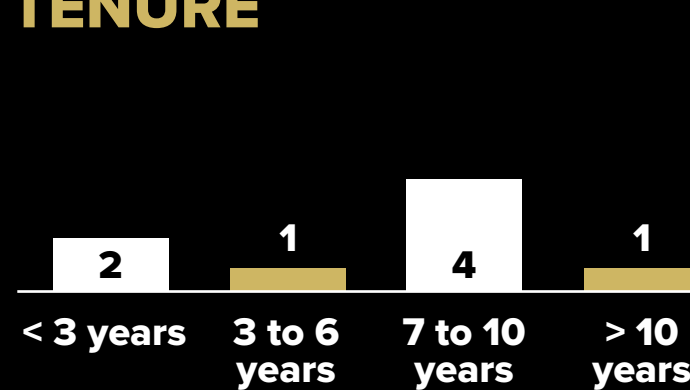
independence and diversity

as of December 31, 2023

AGE



TENURE



INDEPENDENT

75%

NON-INDEPENDENT

25%

MEN

62%

WOMEN

38%



JOHN F. BURZYNSKI
Chief Executive Officer
and Chairman of the Board



JOSE VIZQUERRA-BENAVIDES
SDC (Chair)



BERNARDO ALVAREZ CALDERON
CC (Chair), AC



CATHY SINGER
SDC



ANDRÉE ST-GERMAIN
AC



AMY SATOV
CGNC (Chair)
AC, CC, IC

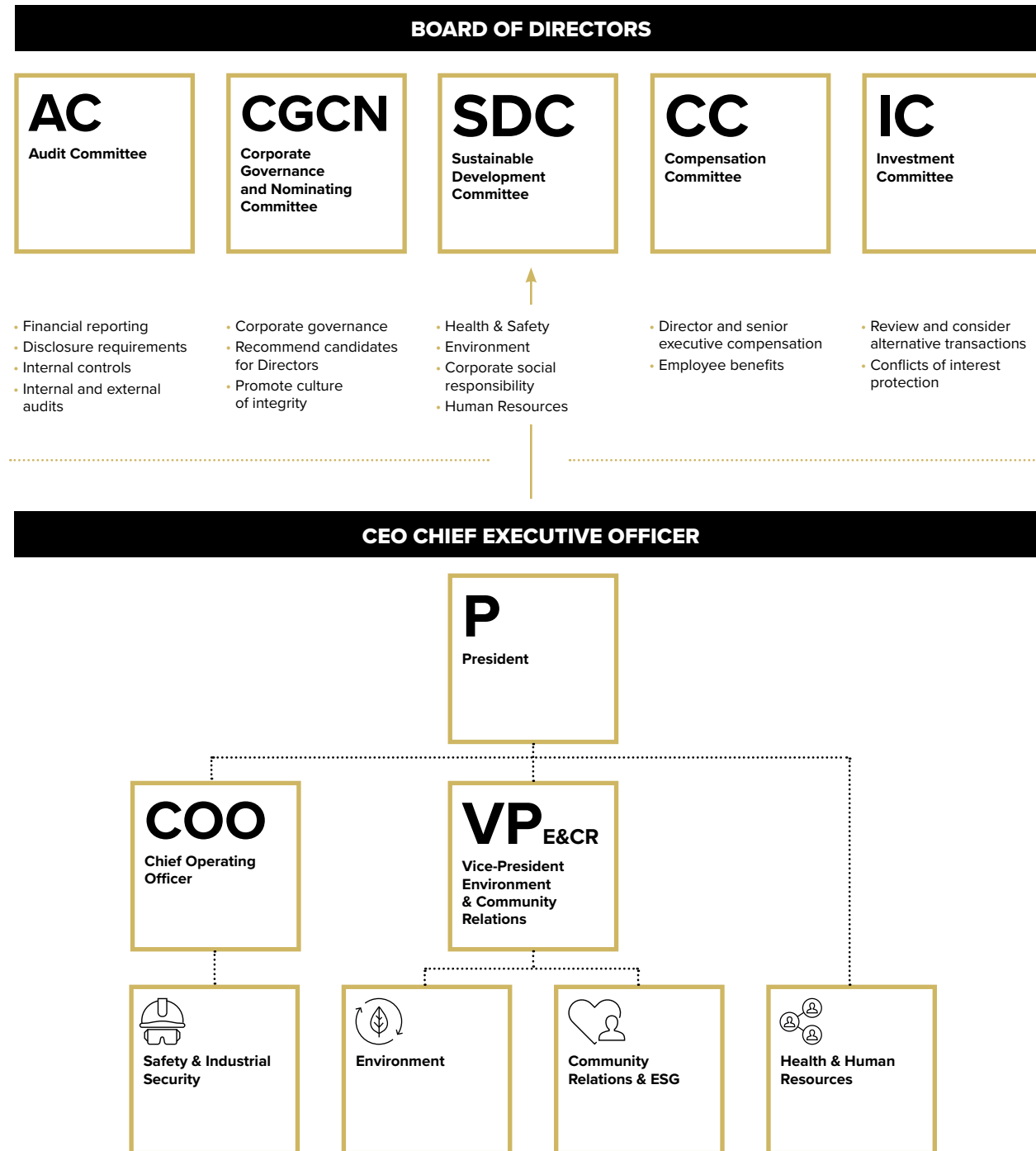


KEITH MCKAY
AC (Chair)
CC, CGNC, SDC, IC



PATRICK ANDERSON
Lead Director
IC (Chair), CGNC

OUR GOVERNANCE FRAMEWORK

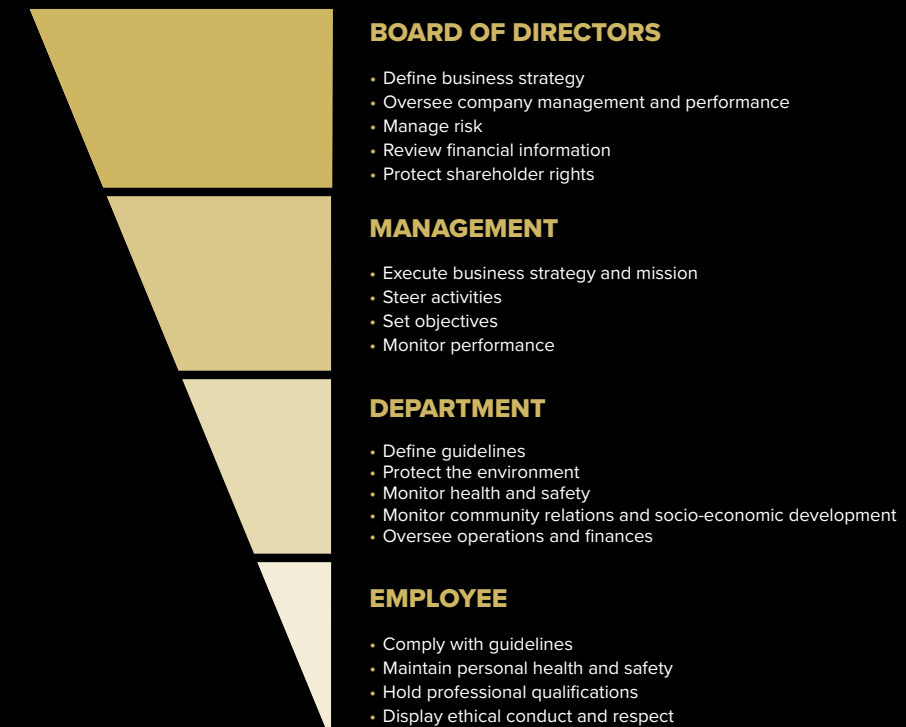


SUSTAINABLE DEVELOPMENT COMMITTEE FOCUS TOPICS

The committee reviews a detailed report on Osisko Mining's actual and target sustainability performance, trends, and main events. We also:

- Monitored the performance and significant incidents in the 4 pillars: environment, health & safety, human resources, and community relations;
- Monitored regulatory compliance;
- Studied the risks related to sustainability and planned measures to deal with these risks.

SHARED RESPONSIBILITIES



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. Our management team has reached the parity range with 40% women or gender queer people.

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	AM Alexandria Marcotte Vice-President, Project Coordination	LM Lili Mance Vice-President and Corporate Secretary
PS Pascal Simard Vice-President, Exploration	RB Ronald Bougie Vice-President, Engineering and Construction	AB Andréanne Boisvert Vice-President, Environment and Community Relations
MJ Mandy Johnston Vice-President, Finance		

MANAGEMENT TEAM BY GENDER

The assessment of our employees and management team includes key performance indicators related to the environment, health and safety, society, and the economy. The annual incentive program for members of upper management is based on their performance as a team in achieving corporate objectives approved by the Board at the beginning of each year. Members of upper management receive half of their annual salary as a set amount, and the other half is conditional and prorated on achieving our corporate objectives. Our key objectives for 2023 were:

- Asset development (20%)
- Financial performance (30%)
- Shareholder returns (25%)
- Sustainability (25%)

In 2023, we earned a score of 25% out of a possible 25% 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 licence to operate and preserves the trust of our shareholders and stakeholders in our activities. For further details concerning the 25% result, please refer to the Management Information Circular available at osiskomining.com.

WOMEN

30%



GENDER QUEER

10%



MEN

60%





OUR EMPLOYEES

OUR APPROACH

Our success relies on a committed workforce that supports our values and shares our corporate culture. We strive to offer a dynamic, welcoming, safe, and inclusive environment. We offer our employees a fair salary and competitive benefits. We acknowledge our employees' achievements and provide rewarding opportunities for development. We foster and continuously improve an exemplary organizational culture.

We also strive to maintain positive labour relations and high workforce satisfaction. To this end, the management team interacts with our employees to stay in constant touch and ensure that we are an attractive employer that motivates and retains its employees.

Our Human Resources Policy reflects our values and practices and was approved by the Chief Executive Officer (available at [osiskominer.com](https://www.osiskominer.com)). The Sustainable Development Committee of the Board of Directors provides oversight, and the President is responsible for managing its implementation. We also have a Human Rights Policy, which reports to the Audit Committee. Our approach is inspired by the International Bill of Human Rights, the United Nations Guiding Principles, and the fundamental principles of the International Labour Organization.

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

THE HEALTH AND HUMAN RESOURCES DEPARTMENT'S CHALLENGES FOR THE YEAR

Another important element in 2023 was the maintenance of the mine-school on our Windfall site. As a result of the partnership with the Centre de formation professionnelle de la Baie-James (CFPBJ), two of cohorts of students completed their vocational training in ore extraction (DVS) at our facilities this year. We have hired three of these students in 2023. In addition, in collaboration with the Comité sectoriel de la main-d'œuvre de l'industrie des mines (CSMO Mines), we launched a second Mining Essentials program with participants from Waswanipi.

In 2023, we also increased the size of our underground team to oversee the work of our mining contractor partner. Four new supervisors have joined our team.







We also began work on our Employer Brand, with our new logo for Windfall Mining Group and the start of

our employee and site outreach plan, to put Windfall on the map across the province. The initiative will be rolled out in 2024, with our people at the heart of the communications strategy.






We also completed the rollout of our new human resources information system, which gives employees access to instructions, internal protocols, and other documents in English and French. 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. In addition, with our new platform, our employees can apply for positions via internal posting.

2023 HIGHLIGHTS

FROM JANUARY 1 TO MAY 1, 2023 (OSISKO MINING):

	177 employees (27% women or gender queer)		100% of our employees live in Canada
	90% live in the province of Quebec		12% are from First Nations
	14% are from Indigenous and non-Indigenous communities in Nord-du-Québec		\$368,662 invested in training

FROM MAY 2 TO DECEMBER 31, 2023:

	Windfall Mining Group created (50/50 joint venture between Osisko Mining and Gold Fields)		Summer 2023: forest fires Site closed for two months; we managed to keep our entire workforce mobilized
	OSK 38 employees		WMG 136 employees
	\$214,214 invested in training		

A PORTRAIT OF OUR WORKFORCE

NUMBER OF EMPLOYEES BY SECTOR OF EMPLOYMENT

SECTOR OF EMPLOYMENT	OSK JAN. 1 – MAY 1, 2023	OSK MAY 2 – DEC. 31, 2023	WVG 2023	2022	2021
UPPER MANAGEMENT	10 (6%)	10 (26%)	9 (7%)	10 (6%)	8 (5%)
EXPLORATION	75 (42%)	14 (37%)	50 (37%)	75 (42%)	94 (53%)
EXPLORATION RAMP ADVANCEMENT	42 (24%)	0 (0%)	22 (16%)	42 (24%)	21 (12%)
SUPPORT SERVICES AND ADMINISTRATION	50 (28%)	14 (37%)	55 (40%)	50 (28%)	52 (30%)
TOTAL	177	38	136	177	175

NUMBER OF EMPLOYEES BY AGE

LEVEL	AGE	OSK 2023	WVG 2023	2022	2021
UPPER MANAGEMENT	<30	0 (0%)	0 (0%)	0 (0%)	0 (0%)
	30–50	6 (60%)	3 (33%)	6 (60%)	4 (50%)
	>50	4 (40%)	6 (66%)	4 (40%)	4 (50%)
	Total	10 (100%)	9 (100%)	10 (100%)	8 (100%)
SUPERVISORS	<30	0 (0%)	0 (0%)	2 (6%)	1 (4%)
	30–50	4 (80%)	10 (71%)	26 (74%)	18 (69%)
	>50	1 (20%)	4 (29%)	7 (20%)	7 (27%)
	Total	5 (100%)	14 (100%)	35 (100%)	26 (100%)
OTHERS	<30	5 (21%)	23 (20%)	38 (29%)	56 (40%)
	30–50	13 (54%)	62 (55%)	67 (51%)	64 (45%)
	>50	5 (21%)	28 (25%)	27 (20%)	21 (15%)
	Total	24 (100%)	113 (100%)	132 (100%)	141 (100%)
Total	<30	5 (13%)	23 (17%)	40 (23%)	57 (33%)
	30–50	23 (61%)	75 (55%)	99 (56%)	86 (49%)
	>50	10 (26%)	38 (28%)	38 (21%)	32 (18%)
	Total	38 (100%)	136 (100%)	177 (100%)	175 (100%)

DIVERSITY, EQUALITY, AND INCLUSION

We are committed to promoting a respectful, diverse, and inclusive work environment and implementing practices to ensure every individual has an equal opportunity to evolve according to their skills. The diversity of our workforce is a strength and helps us succeed by bringing together varied experiences, backgrounds, skills, and viewpoints. We strive to create the conditions for greater inclusion within our leadership and workforce, and to eliminate barriers that impact First Nation workers.

As a result, our employees live among different cultures and speak different languages fluently. We have offices and operations in three main areas of Canada: Eeyou Istchee James Bay in northern Quebec, southern Quebec, and southern Ontario.

We strive for respectful workplaces that value cultural differences and eliminate discrimination. Hiring, compensation and promotion decisions are based on competence and qualifications, in compliance with the principles of employment equity. When we post jobs and recruit candidates, we aim to remove unnecessary barriers to be more inclusive. In keeping with the principles of the Charter of Human Rights, we encourage the hiring of women and members of local communities with equivalent skills.



JOHANNE LACOMBE

Accounts payable specialist

With over five years' experience on the accounting team at Osisko Mining, Johanne is proud to be involved in the development of the Windfall project. We share her supervisor's assessment of her as a reliable, autonomous, and committed employee. With strong family values, Johanne has a balanced approach to work, and recognizes the need to collaborate with and support her colleagues. She has a strong sense of belonging and considers Osisko Mining a family.



PAULINE MATOUSH

Responsible for QA/QC delivery and follow-up & geotechnical engineer

Hard-working, friendly, proud of her work, generous, motivated, and positive, Pauline finds a sense of fulfillment in a job well done, and particularly appreciates the people she meets at work. Pauline loves reading, board games, films, music, and travelling. With a background in prospecting and geology, Pauline will continue her professional development by participating in the next cohort of first responders at the Windfall project site.



JÉRÉMY ARSENEAULT

Industrial safety and security advisor

Involved in the Windfall project since 2017, Jérémy is a perfect example of career advancement at Osisko Mining; from core sawyer, to core library technician, to team leader, to industrial safety and security advisor and active member of the safety brigades. Jérémy is dedicated, helpful, respectful, and friendly—essential qualities for working on the Windfall project site. When not working on site, he is most likely enjoying the woods on his snowmobile or all-terrain vehicle.

WOMEN IN MINING

We are committed to the inclusion of women at all levels; women and gender queer are on our management team (40%), among our supervisors (24%), and make up 27% of the company's workforce. To support our vision of inclusion, our hiring process includes interviewing at least one qualified female candidate for each new open position.

NUMBER OF EMPLOYEES BY LEVEL AND BY GENDER

LEVEL	GENDER	OSK	WMG	2022	2021
UPPER MANAGEMENT	Women and gender queer	4 (40%)	2 (12%)	4 (40%)	4 (50%)
	Men	6 (60%)	7 (78%)	6 (60%)	4 (50%)
	Total	10 (100%)	9 (100%)	10 (100%)	8 (100%)
SUPERVISORS	Women	2 (40%)	1 (7%)	11 (24%)	9 (35%)
	Men	3 (60%)	13 (93%)	35 (76%)	17 (65%)
	Total	5 (100%)	14 (100%)	46 (100%)	26 (100%)
OTHERS	Women	9 (39%)	31 (27%)	37 (28%)	40 (28%)
	Men	14 (61%)	82 (73%)	94 (72%)	101 (72%)
	Total	23 (100%)	113 (100%)	131 (100%)	141 (100%)
TOTAL	Women and gender queer	15 (38%)	34 (25%)	52 (27%)	53 (30%)
	Men	23 (61%)	102 (75%)	135 (72%)	122 (70%)
	Total	38 (100%)	136 (100%)	187 (100%)	175 (100%)

LOCAL EMPLOYMENT AND HIRING PROCESS: FOCUS ON FIRST NATION 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 that the Windfall project must have a positive impact on employability and local economies, for the people who live in the area. We have therefore developed a recruitment process that supports the hiring of local people, targeting specific positions to post in local and First Nations communities.

We use social media to reach out to the local workforce, and we use the services of the Comité sectoriel de main-d'œuvre de l'industrie des mines (CSMO Mines), a consultation structure within which representatives of companies and workers' associations in the mining sector implement strategies to address the common challenges of workforce attraction and development, as well as human resources management issues in the mining industry. Our Human Resources Director is Employer Co-Chair of CSMO Mines. She participated in the activities of the Commission des partenaires du marché du travail (CPMT), and our human resources team was present at the Rendez-vous des employeurs du Nord-du-Québec to address the issue of workforce scarcity. In addition, we participate in the Quebec government's consultation activities on immigrant integration and workforce requalification, and are involved in the Quebec Mining Association's human resources committee. We participated in a number of 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 major centres.

Our total workforce for Osisko Mining and Windfall Mining Group in 2023 consisted of 177 employees, 138 of whom worked at the Windfall site. The remaining team members worked in our offices in Toronto, Montréal, Waswanipi, and Lebel-sur-Quévillon, or from

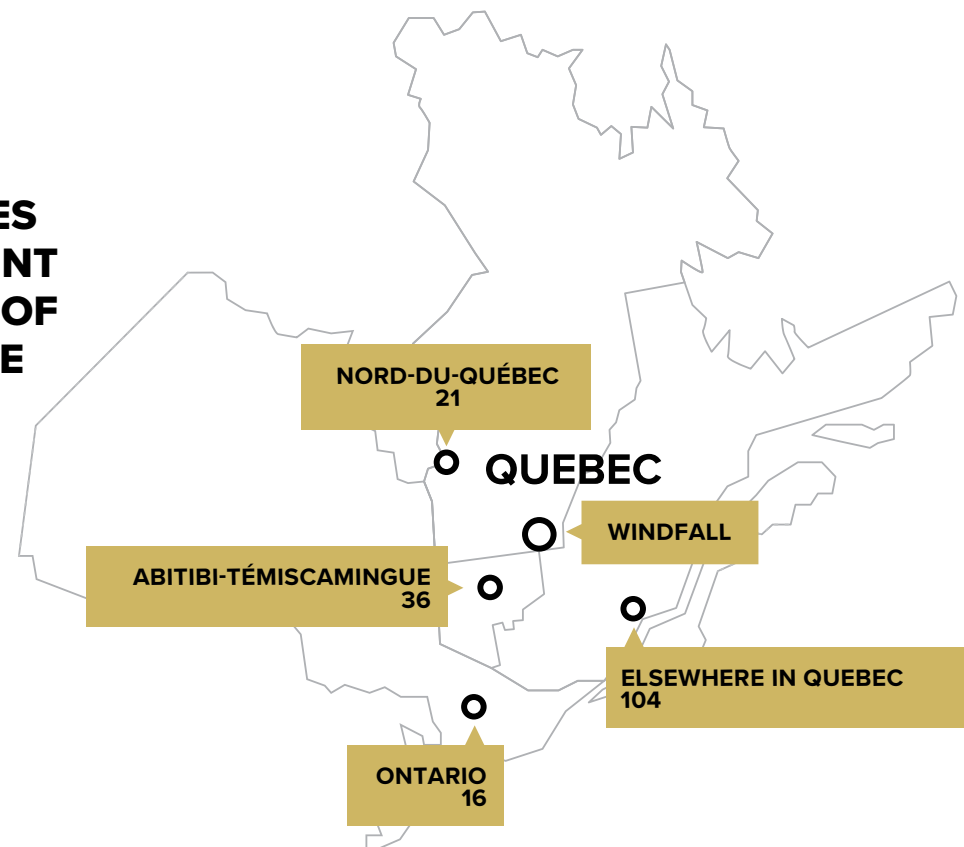
home. Of these, 14 (8%) employees came from one of the First Nations or Jamesian communities in Nord-du-Québec; 37 (21%) lived in the neighbouring region (Abitibi-Témiscamingue); and 98 (55%) lived elsewhere in the province of Quebec. In all, 90% of our employees live in Quebec and 10% in Ontario. Due 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 use shuttle services to transport employees.

Hiring activity was high in 2023. Due to the advancement of the project, the finalization of the feasibility study, and the need for specific skills, coupled with ongoing exploration which remains more of a short-term activity, we have hired a total of 44 new employees in 2023. We are gradually moving from the advanced exploration phase to a permanent workforce base for construction and operations.

NUMBER OF EMPLOYEES BY PLACE OF RESIDENCE

REGIONS	2023		2022		2021	
	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY
FIRST NATIONS COMMUNITIES IN NORD-DU-QUÉBEC	14 (8%)	13 (10%)	21 (12%)	20 (15%)	23 (13%)	23 (17%)
NON-FIRST NATION COMMUNITIES IN NORD-DU-QUÉBEC	12 (7%)	10 (8%)	5 (3%)	4 (2%)	9 (5%)	8 (6%)
ABITIBI-TÉMISCAMINGUE	37 (21%)	36 (29%)	36 (20%)	33 (24%)	33 (19%)	31 (23%)
QUEBEC (OTHER REGIONS)	98 (55%)	49 (40%)	97 (55%)	77 (56%)	90 (51%)	70 (52%)
ONTARIO	16 (9%)	16 (13%)	18 (10%)	3 (3%)	20 (12%)	2 (1%)
TOTAL CANADA	177 (100%)	124 (100%)	177 (100%)	137 (100%)	175 (100%)	134 (100%)

2023 EMPLOYEES HEADCOUNT BY PLACE OF RESIDENCE



1
THE PERSON MUST FIT THE QUALIFICATIONS NEEDED FOR THE POSITION

2

- A Cree person from Cree First Nation of Waswanipi
- A Cree person from another Cree community in Eeyou Istchee James-Bay
- A person from Nord-du-Québec
- A person from Abitibi-Témiscamingue
- A person from province of Quebec
- A person from anywhere in Canada



NUMBER OF EMPLOYEES BY TYPE

STATUS	2023 OSK	2023 WMG	2022	2021
TEMPORARY	1 (2%)	11 (8%)	37 (21%)	114 (65%)
PERMANENT	37 (98%)	125 (92%)	140 (79%)	61 (35%)
TOTAL	38 (100%)	136 (100%)	177 (100%)	175 (100%)

EMPLOYEE TURNOVER RATE (VOLUNTARY)

STATUS	2023 OSK	2023 WMG	2022	2021
PERMANENT	25%	10%	15%	5%

NUMBER OF NEW HIRES

STATUS	2023 OSK	2023 WMG	2022	2021
TEMPORARY	2 (17%)	5 (12%)	7 (9%)	30 (39%)
INTERN	6 (50%)	5 (12%)	17 (22%)	18 (24%)
PERMANENT	4 (33%)	32 (76%)	53 (68%)	28 (37%)
TOTAL	12 (100%)	42 (100%)	77 (100%)	76 (100%)



FIRST NATION EMPLOYEES

In 2023, 16 (9%) of all Osisko Mining and Windfall Mining Group employees combined identified as members of First Nations, particularly from the Cree community of Waswanipi. This figure rises to 14% if only Windfall Project employees are considered.

NUMBER OF FIRST NATION EMPLOYEES

	2023 (OSK + WMG)		2022		2021	
	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY	TOTAL	WINDFALL ONLY
FIRST NATION EMPLOYEES	16 (9%)	15 (14%)	25 (14%)	24 (17%)	30 (17%)	30 (22%)
TOTAL NUMBER OF EMPLOYEES	178 (100%)	110 (100%)	177 (100%)	138 (100%)	175 (100%)	139 (100%)

The participation of First Nation workers is key to the company's success. Cree First Nation community members fill many positions, including Waswanipi community liaison officer, water treatment system operator, general labourer, geology technician, quality control technician, core shack technician, and core cutter. Osisko Mining allows its employees to participate in traditional activities, such as hunting seasons.

Since 2017, an Osisko Mining liaison officer has been based in the Waswanipi community. His contribution is invaluable in recruiting Cree workers. He works in conjunction with the Human Resources Facilitator based at Windfall Camp to ensure the integration of First Nation employees and to support supervisors in their team management. We also work with the Cree School Board, the Centre de formation professionnelle de la Baie-James, Apatisiwin Skills Development, and Emploi Québec to recruit First Nation employees. A partnership has also been established with Minipro-Cree to help us with recruitment and to provide tailor-made training for employees.



EMPLOYEE DEVELOPMENT

Investing in employee training not only enhances skills and qualifications, but also strengthens our people's sense of belonging and motivation. Because of the type of industry in which we operate, we place great emphasis on health and safety training. We also provide coaching and leadership training to enhance the

skills of our supervisors. We encourage our employees to take part in ongoing training by attending seminars related to their field of work. Employees have access to language classes and courses on technical software specialized in geology and underground ramp advancement.

EMPLOYEE TRAINING

HOURS AND INVESTMENT	2023 OSK	2023 WMG	2022	2021
TOTAL HOURS OF TRAINING	1597	1858	9426	1329
HOURS OF TRAINING (MEN)	1117	1096	8773	856
HOURS OF TRAINING (WOMEN)	481	763	654	473
PAYROLL EXPENSES	1.05%	2.63%	2.56%	2.80%
INVESTMENT	\$154,429	\$214,214	\$368,662	\$ 408,054

To ensure continuous feedback with its employees, Osisko Mining conducts an annual standardized performance review of all employees. This enables a formalized discussion between our employees and their superiors, in a caring, standardized setting, to give and receive feedback. Personalized development plans are also discussed at these annual meetings. In 2023, 100% of Osisko Mining employees received a performance review. We did not evaluate new employees (who had been with us for less than three months), or inactive employees, and the performance of the management team was evaluated by the Compensation Committee of the Board of Directors.

EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS

	2023 OSK	2023 WMG	2022	2021
TOTAL NUMBER OF EMPLOYEES	38	136	177	175
NUMBER PARTICIPATING IN PERFORMANCE REVIEW	38	113	160	162
% PARTICIPATING IN A PERFORMANCE REVIEW	100%	83%	90%	92%

TRAINING THE NEXT GENERATION

In 2023, we provided 11 paid internships to students from various centres, at vocational, college, and university levels.

NUMBER OF INTERNSHIPS AND SUMMER JOBS

	2023 OSK	2023 WMG	2022	2021
TOTAL NUMBER OF INTERNSHIPS AND SUMMER JOBS	6	5	17	19
PROPORTION OF FIRST NATION STUDENTS	0 (0%)	0 (0%)	0 (0%)	3 (16%)

MINING ESSENTIALS PROGRAM

Mining Essentials is an employment training program that teaches essential and work readiness skills. Specifically designed for the mining industry, this program aims to familiarize participants with the various jobs that can be found in a mining company (from extraction to processing to the kitchen and rooms, as well as surface services and administration). In the summer of 2023, we welcomed second cohort of seven candidates from Waswanipi. The students had the opportunity to take part in both the theoretical and practical components directly on the Windfall site. They were able to experience and observe a number of different trades: an introduction to the geology department, working with core shack technicians and drill core samplers, working with underground miners, an introduction to emergency services, a tour of the water treatment facilities, janitorial services, and kitchen. Cultural activities and visits to training facilities were also scheduled. The program ended in August

with five graduates. We are proud to have completed the program, despite the forest fires in the summer of 2023. The creativity and perseverance of the teachers, the Windfall HR team, and the students made this second cohort a success.



The proud graduates of the first Mining Essentials cohort in Waswanipi!

TRANSFER OF THE MINE SCHOOL

In partnership with the Centre de formation professionnelle de la Baie-James (CFPBJ), Osisko Mining transferred the mine school from the Matagami mine to its Windfall exploration site in 2022. The theoretical component of the CFPBJ's Diploma of Vocational Studies (DVS) in ore extraction is attended by students in Chibougamau for 6 to 8 weeks. Then, a cohort of eight students, accompanied by two trainers, come to the site on rotations of 7 days on and 7 days off, for practical training in the mine school. This practical component lasts three months. In 2023, Windfall welcomed its fourth DVS cohort in ore extraction. Two students have been hired to work at our facilities in 2023. Finally, the CFPBJ is also working on setting up a Cree cohort for this DVS.

PROVIDING AN ENVIRONMENT THAT PROMOTES HEALTH AND WELL-BEING

Windfall's Health Office plays an essential role in maintaining the physical and mental well-being of our workers. Whether it's preventing illness and psychosocial risks, treating work-related injuries, or providing care in emergency situations, healthcare professionals play a crucial role in the daily lives of workers by offering medical consultation, first aid, and health advice.

safe and healthy working environment for all employees and contractors.

We are also continuing our efforts to prevent the spread of COVID-19 and other respiratory infections by constantly monitoring the recommendations and protocols put in place by Public Health.

In addition, Osisko Mining offers all its employees a telemedicine service and an employee assistance program, as well as a private group insurance plan for the vast majority of its employees, all through external resources.

The Health Department is also responsible for the redress of files with the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)¹, and works in collaboration with the site's Human Resources and Safety and Industrial Security teams.

In 2023, the Health Department's challenge was to integrate certain elements of industrial hygiene, including biological monitoring of exposure (noise, dust, etc.) to assess the effectiveness of existing prevention programs. By integrating health services, industrial hygiene, and biological exposure monitoring with external resources, our Health Office ensures a



Christian Racine, our Health Services Coordinator, and the team of nurses he supervises are committed to the well-being of our workers.

1. The CNESST is the organization to which the Quebec 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, and occupational health and safety.



SAFETY AND INDUSTRIAL SECURITY

OUR APPROACH

The health and safety of our employees and partners are values that influence all our day-to-day decisions. We continue to develop our health and safety culture in collaboration with the management team to provide a safe working environment for our employees and contractors.

We encourage our employees to report any high-risk situation so that we can put control measures in place, use best practices, and review our risk analyses with the ultimate aim of reducing risks at source. We conduct investigations to determine the real causes of incidents and put in place corrective measures to protect workers against any repetition of similar accidents. Our team encourages the elimination of causes at source, compliance with existing procedures, and the adoption of good working practices. We have set up a daily risk analysis system to help workers recognize risks and protect themselves against them. Our corporate health and safety culture gives workers the power to stop work if they feel their safety or that of their colleagues is at risk. The workers then discuss the matter with their foreman so that the situation can be rectified and work can resume safely. Our occupational health and safety team is on site every day to provide all the support needed to ensure that work proceeds safely and smoothly.

Creating a positive safety culture requires leadership that demonstrates visible, tangible attention to worker safety.

Our health and safety policy reflects our values as well as the roles and responsibilities of each level of response in protecting the health, safety, and physical integrity of our workers.

At Osisko Mining, the Sustainable Development Committee of the Board of Directors provides oversight, and the Chief Operating Officer is responsible for managing the implementation under the guidance of the President.

OUR COMMITMENTS

- Protecting the health and safety of our workers, partners, and the general population
- Implementing our Occupational Health and Safety Management System
- Maintaining an effective emergency plan
- Carrying out prevention activities on a daily basis

THIS YEAR'S CHALLENGES FOR THE SAFETY AND INDUSTRIAL SECURITY DEPARTMENT

The establishment of a new occupational health and safety culture has enabled us to achieve a full year without a single compensable accident; this exceptional achievement is thanks to our employees taking the time each day to carry out a risk analysis of their work area and implement control measures to ensure safe working conditions.

In 2023, our employees and contractors worked 1,118,124 hours at the Windfall site. There were no work-related fatalities, no lost time accidents, and a reduction in the severity of our accidents requiring restricted work.

In 2023, the reports with the highest degrees of severity came from our drilling, construction, and camp management activities. The severity and frequency of our accidents are decreasing, indicating that the implementation of our new culture is beginning to bear fruit, and we continue to move towards our Vision 2025 to be recognized as a leader in occupational health and safety.

2023 HIGHLIGHTS



0 fatal accidents



1,118,124 hours worked
(employees and contractors)



0 lost time accidents



0.0 lost time
injury frequency rate

SAFETY STATISTICS – EXPLORATION PROJECTS

	2023		2022	2021
	OSK JAN. - MAY	GMW MAY - DEC.		
FIRST AID	46 (10) (36)	81 (6) (75)	105 (29) (76)	134 (30) (104)
MEDICAL AID	3 (0) (3)	3 (0) (3)	19 (2) (17)	20 (1) (19)
LOST TIME	0 (0) (0)	0 (0) (0)	7 (2) (5)	13 (1) (12)
RESTRICTED WORK	9 (2) (7)	9 (0) (9)	14 (1) (13)	22 (2) (17)
FATALITIES	0 (0) (0)	0 (0) (0)	0 (0) (0)	0 (0) (0)
HOURS WORKED	429,951.65 150,127 279,824.65	688,172.75 202,043.75 468,129	845,556 243,072 602,484	1,295,832 1,028,928 266,904
LOST TIME INJURY FREQUENCY RATE	0 (0) (0)	0 (0) (0)	1.66 (1.65) (1.66)	2.01 (0.75) (2.33)
CUMULATIVE FREQUENCY RATE	4.19 (0) (2.14)	2.62 (0) (1.23)	4.97 (2.47) (5.98)	5.40 (4.50) (5.64)
TOTAL RECORDABLE INJURY FREQUENCY RATE	5.58 (2.66) (7.15)	3.49 (0) (4.94)	9.46 (4.11) (11.62)	8.49 (5.25) (9.33)

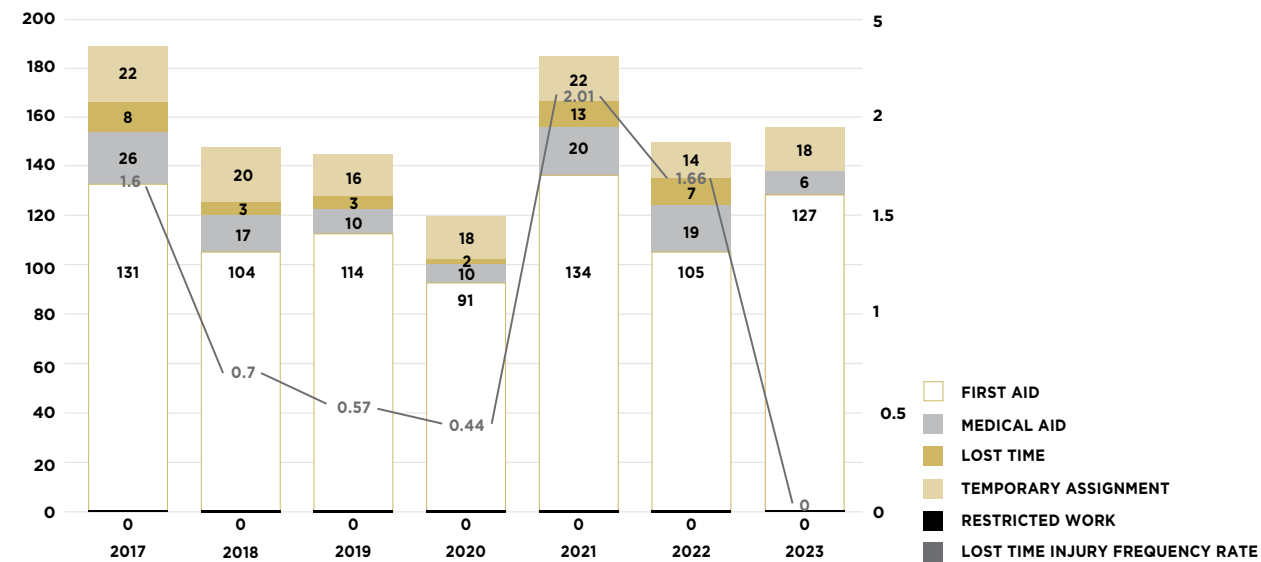
- TOTAL (EMPLOYEES AND CONTRACTORS)
- OSISKO MINING EMPLOYEES
- CONTRACTORS

$$\text{Lost time injury frequency rate (LTIFR)} = \frac{\text{Number of lost time accidents} \times 200,000 \text{ hours}}{\text{Hours worked}}$$

$$\text{Cumulative frequency rate (CFR)} = \frac{(\text{Number of hours lost} + \text{Number of work-restricting injuries}) \times 200,000 \text{ hours}}{\text{Hours worked}}$$

$$\text{Total Reported Injury Frequency Rate (TRIFR)} = \frac{(\text{Total number of injuries requiring medical attention} + \text{Number of restricted work assignments} + \text{Number of lost time accidents}) \times 200,000 \text{ hours}}{\text{Hours worked}}$$

SAFETY STATISTICS – EXPLORATION PROJECTS – OSISKO MINING EMPLOYEES AND CONTRACTORS



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our Occupational Health & Safety Management System (OHSMS) is a systematic, organized approach to reducing risks and preventing harm. It helps us 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 comply with applicable Quebec laws and industry best practices. We regularly review our OHSMS to maintain adequate controls, reflect changes in legislation, and adapt it to our new activities.

We investigate each major incident to find the root causes and take immediate action to prevent recurrence. We conduct ongoing prevention activities and take corrective action when necessary.



CONTINUOUS IMPROVEMENT

This year, we implemented an action plan to make our site safer by :

- formalizing the annual review of our OHSMS program
- establishing the interdependence of our workers and the right to stop work if unsafe
- encouraging workers to report to us on a daily basis any opportunities for improvement that they may observe on a daily basis
- carrying out Phase 1 of the analysis of our leadership and commitment to OHS at the director level

We are also continuing to :

- carry out overall risk assessments for each job description
- carry out task safety assessments for new and non-routine tasks
- provide underground work cards, as well as at least two audits per year, as recommended by the QMA
- award the daily bonus for workers who are members of the fire brigade, 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 have received and will keep up-to-date training on:

- health and safety strategic management
- workplace first aid and CPR
- mining modules
- the Workplace Hazardous Materials Information System (WHMIS)
- simulations and training for our workplace first aiders, fire brigade, and mine rescue brigades

EMPOWERING OUR EMPLOYEES AND CONTRACTORS

We remind our workers of their power to ensure their own safety and that of others by stopping work if it is unsafe (interdependence). Our Responsible Procurement Policy and our Supplier Code of Conduct require our contractors to protect the health and safety of workers and the general public. We expect contractors' employees to meet the same requirements as our own, and we require all those who come to work on our sites to undergo our introductory health and safety training. In 2022, we offered training sessions to our contractors to optimize incident reporting and the implementation of corrective measures.

TOTAL NUMBER OF PARTICIPANTS IN ON-SITE INTRODUCTORY HEALTH AND SAFETY SESSIONS

PROJECT	CATEGORY	2023	2022	2021
WINDFALL AND URBAN-BARRY	Employees	24 (100%)	94 (100%)	39 (100%)
	Contractors	457 (100%)	561 (100%)	728 (100%)
	Visitors	35 (100%)	50 (100%)	28 (100%)
QUÉVILLON	Employees	0 (100%)	0 (100%)	0 (100%)
	Contractors	0 (100%)	0 (100%)	0 (100%)
	Visitors	0 (100%)	0 (100%)	0 (100%)

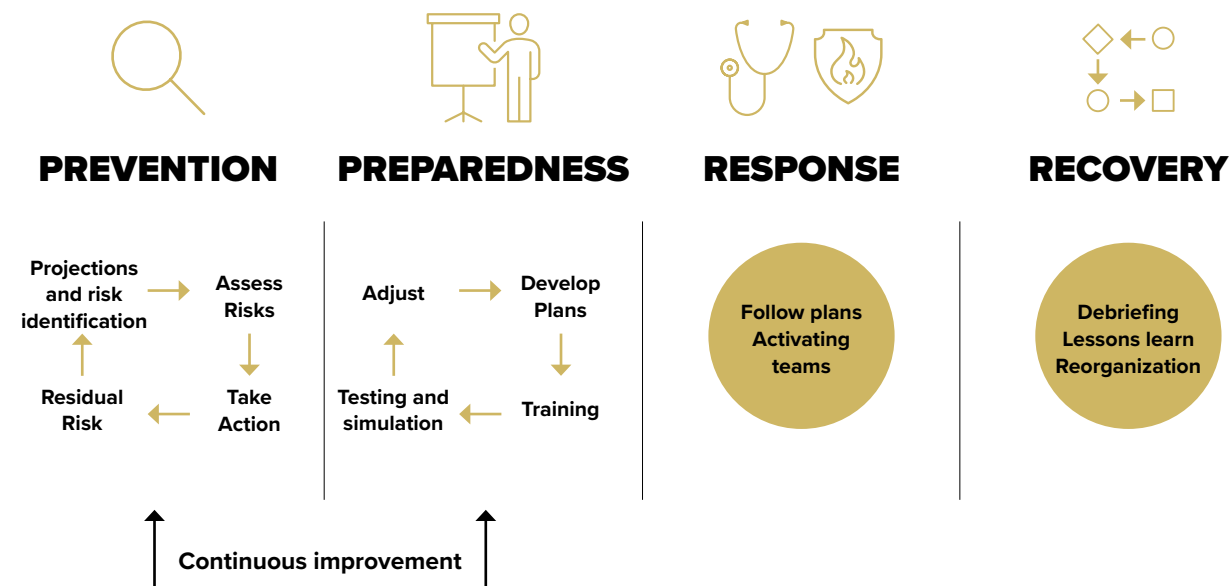
MANAGING COMMUNICATION

The site introduction platform is online and has been updated to better reflect changes to the site. The Occupational Health and Safety Committee is assuming its role and making an increasing contribution to improving PPE management.

We continue to hold daily meetings on site covering health and safety topics, and distribute a monthly dashboard focused on statistics. Visual communications posted in common and work areas help disseminate the company's guidelines.

EMERGENCY RESPONSE PLAN

As stated in our Health and Safety Policy (available on the WMG website), we draw up emergency action plans to respond to risks detected 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 various stakeholders. For any emergency, the response must prioritize the safety of people, then the protection of the environment, and, finally the protection of material assets.



RESPONSE TEAMS

At the Windfall site, we have response teams in place to deal with emergency situations. 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 TEAM TRAINING SESSIONS – WINDFALL PROJECT

	2023	2022	2021
MINE RESCUE BRIGADE			
Number of sessions conducted	33	18	25
Total number of participants – Employees	22 (100%)	19 (100%)	22 (100%)
Total number of participants – Contractors	8 (100%)	4 (100%)	9 (100%)
FIRST RESPONSE BRIGADE			
Number of sessions conducted	16	15	2
Total number of participants – Employees	16 (100%)	11 (100%)	9 (100%)
Total number of participants – Contractors	1 (100%)	0 (100%)	1 (100%)
FIRE BRIGADE			
Number of sessions conducted	16	5	5
Total number of participants – Employees	14 (100%)	7 (100%)	8 (100%)



COMMUNITY RELATIONS

Our reputation for community relations is no accident. It is the result of years of effort, hard work, and commitment to our host communities. In our view, our policies and values reflect this close relationship that we wish to preserve and cultivate. Our success in community relations rests on 4 pillars: listening, sharing, transparency, and keeping our word. Our Community Relations Policy reflects these four pillars. The implementation of this policy is the responsibility of the Board of Directors' Sustainable Development Committee, and is overseen by the Vice-President, Environment and Community Relations.

Community relations play an important role in all aspects of the organization, from our responsible sourcing and hiring policies to our genuine desire to contribute to the various causes that make our host communities more beautiful and more humane.

In past years, we succeeded in forging a trusting relationship with the Cree community of Waswanipi. The level of collaboration and the ties that bind us go far beyond a simple relationship between stakeholders. As part of a monthly environmental monitoring committee, we share all our information with the community. In addition, the vast majority of our subcontractors are companies with established partnerships with the Cree community of Waswanipi. Better still, all these contracts were awarded by invitation for bids, which means that bidder competence and performance were taken into account in addition to affiliation.

OUR COMMITMENTS

- Establish and maintain friendly relationships with host communities
- Ensure that host communities fully understand what is being done
- Manage operations responsibly by minimizing the consequences of our actions
- Ensure that employees and contractors are respectful and honest in their interactions with our host communities
- Financially support community-based sustainable development projects that contribute to the quality of life in our host communities
- Create jobs and encourage local purchasing to foster economic development in our host communities

THE COMMUNITY RELATIONS DEPARTMENT'S ACHIEVEMENTS OF THE YEAR

The past year has been one of transition and exceptional circumstances. We kicked off the year by holding open houses in Waswanipi and Lebel-sur-Quévillon to gather concerns about the Windfall project and document them as part of our environmental impact assessment. These events gave us the opportunity to review the status of our project with the general public.

Of course, the transaction with Gold Fields, which led to the creation of Windfall Mining Group, was an opportunity to visit our stakeholders in Lebel-sur-Quévillon and Waswanipi once again, to meet our partners, and to explain the terms of the transaction.

Agility, generosity, and spontaneity were the key watchwords for June and July. In addition to the Windfall site being evacuated due to forest fires, our two host communities, Waswanipi and Lebel-sur-Quévillon, were totally or partially evacuated on two occasions during this period. In addition to supporting

the evacuation and maintenance of our site during the fires, we mobilized to ensure that we not only supported the evacuation of the communities, but also to make the stay of the Cree people in the south as pleasant as possible.

Finally, in the wake of the devastation caused by the forest fires, we decided to focus our biodiversity program on the impact of these fires to gain a better understanding of their consequences and the pace of regeneration. We therefore held public consultations on this program in the fall. These consultations, held in Waswanipi and Lebel-sur-Quévillon, yielded valuable recommendations from the Cree, as well as constructive comments from residents of Quévillon.

2023 HIGHLIGHTS



27 meetings with Cree First Nation of Waswanipi representatives and community members



23% of our Windfall workforce were members of First Nations



90% of purchases were made in Quebec and Ontario



\$50 million spent in First Nation businesses or joint ventures



\$356,000 contributed to various events and organizations



\$97 million spent on exploration and related activities

2023 MAIN COMMUNITY EVENTS

JANUARY

- Open house on the Windfall environmental impact assessment and feasibility study in Waswanipi and Lebel-sur-Quévillon
- Meeting with the administration department of the town of Matagami
- Windfall Environmental Monitoring Committee meeting

FEBRUARY

- Land use meetings – Traplines W25A and W25B
- Windfall Environmental Monitoring Committee meeting
- Collaboration Committee meeting with Lebel-sur-Quévillon and Administration régionale Baie-James (ARBJ)



MARCH

- Windfall Environmental Monitoring Committee meeting
- Société du Plan Nord networking day with Nord-du-Québec entrepreneurs and our procurement team

APRIL

- Networking day with Waswanipi entrepreneurs and our procurement team
- Business community meeting in Chapais
- Meeting with the Chapais town hall and administration department
- Meeting in Chibougamau with ARBJ
- Windfall Environmental Monitoring Committee meeting

MAY

- Announcement of the transaction with the Chief of the Cree First Nation of Waswanipi and the Chiefs of the Councils of the Anishnabe of Lac Simon and the Atikamekw of Opitciwan
- Meeting to discuss the transaction with the Mayor of Lebel-sur-Quévillon
- Meeting on Quévillon project exploration activities – Direction du Conseil de la Nation Anishnabe du Lac Simon (Directors of the Lac Simon Anishnabe Nation Council)
- Regional Interministerial Table meeting

JUNE

- Meeting with the Chief of the Cree First Nation of Waswanipi and the new Windfall Mining Group Board of Directors
- Meeting with the Atikamekw of Opitciwan Council
- Social events with Waswanipi evacuees in Québec and Trois-Rivières.
- Ongoing support and communications with Lebel-sur-Quévillon and other stakeholders during the forest fires

JULY AND AUGUST

- Regular follow-up calls with the leaders of the Council of the Cree First Nation of Waswanipi and with the Mayor of Lebel-sur-Quévillon
- Collaboration Committee meeting with Lebel-sur-Quévillon and Administration régionale Baie-James (ARBJ)
- Windfall Environmental Monitoring Committee meeting



SEPTEMBER

- Community relations team visit to Waswanipi – Meetings with the Chief, the management of the professional training centre, and the management of the sports complex
- Community relations team visit to Lebel-sur-Quévillon – Meeting with the Mayor
- Windfall Environmental Monitoring Committee meeting (2)

OCTOBER

- Meetings on Urban-Barry exploration activities – Traplines W26, W25A, and W25B
- Meetings with the Chapais, Chibougamau, and Lebel-sur-Quévillon town halls and administration departments
- Windfall Environmental Monitoring Committee meeting



NOVEMBER

- Public consultations in Waswanipi and Lebel-sur-Quévillon on the biodiversity program concerning the effect of the forest fires
- Windfall Environmental Monitoring Committee meeting
- Participation in the event, Feux de forêt 2023 (The 2023 Forest Fires)—Summary and findings
- Meeting with the Chief and Directors of the Conseil de la Nation Anishnabe du Lac Simon



DIALOGUE WITH OUR PARTNERS

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

PLANNING	IMPLEMENTATION	DOCUMENTATION
Identifying opportunities to inform	Ongoing communication	Reports
Identifying the stakeholders	Addressing concerns	Minutes
Contacting key stakeholders	Respecting commitments	Authorizations
Written notices and obtaining authorizations	Feedback	Notices
Meetings	Follow-up	Communication protocols
Informing employees and contractors		Concerns and commitments
		Communication file

Osisko Mining recognizes the unique views of 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 and their rights, especially the right to self-determination.

We have a flexible approach that can be adapted to the feedback we receive from the community. We are committed to understanding the views and concerns of our stakeholders, and openly discuss our activities and our performance. The team maintains relationships with our host communities and stakeholders, First Nation and non-First Nation, who demonstrate an interest in our activities. We have different approaches:

- **Sharing information at regular meetings with land users and official representatives, such as stakeholders or strategic committees**
- **Presenting testimonials to communities, schools, governments, land users, and socio-economic partners**
- **Sending newsletters to our key stakeholders**
- **Organizing surface and underground tours of the site for our key stakeholders and for educational purposes**
- **Participating in community events and cultural activities**
- **Encouraging formal and informal open 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 draw on 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 2023, we held more than 55 in-person or virtual meetings with stakeholders involved in our various projects. At the Windfall project, we regularly meet with Cree First Nation of Waswanipi representatives and the stewards of traditional Cree territories (tallymen) to share information on land use.

As the Windfall project progresses, we adjust the communication and consultation plans to engage both the First Nation and Non-First Nation communities based on input from stakeholders. Our goal is to inform and consult with the general public, non-First Nations users, and First Nations about project-related activities, gather their comments, and respond to their concerns with concrete measures.



Danny Happyjack, liaison agent

CREE FIRST NATION OF WASWANAPI

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

Over the years, we have informed various elected officials, administrators, and community organizations of our exploration work. In addition, we have had several meetings with tallymen to explain the work we do and to understand how they use the land. As a gesture of good neighbourliness, we occasionally offer the tallymen services to facilitate the continuation of their traditional activities, such as opening roads or donating fuel. We have had a liaison officer in the community of Waswanipi since 2017.

In 2023, we held approximately 27 in-person and virtual meetings with representatives and community members of the Cree First Nation of Waswanipi, including meetings of the Windfall Environmental Monitoring Committee and presentations to the general public and Band Council members.

This year has also been an opportunity to further increase our presence in the community. Starting the year with an open house, we continued our regular meetings with the community, despite the logistical difficulties caused by the forest fires. Several trips were organized to Waswanipi to strengthen our relationships with the various stakeholders.

The various exploration programs, both those specific to Osisko Mining and those we share with Windfall Mining Group, also provided an opportunity to organize meetings with the various tallymen occupying the territory. These meetings, which are always highly instructive, have often enabled us to draw on traditional Cree knowledge to improve our approaches, particularly in environmental matters.

But the highlight of our relationship with this community occurred during the partial evacuations due to the forest fires. It should be pointed out that these evacuations were aimed at the most vulnerable, i.e., elders and families. As well as being uprooted, the evacuees were cut off from a major part of their social fabric. Following calls with Waswanipi's leaders, we decided to take charge of organizing informative and sporting activities, such as visits to the Québec Aquarium and amusement and sports centres, to bolster the morale of the evacuees and make their stay in the south as pleasant as possible.

Finally, in the fall, we consulted the community, as well as Board representatives, about our biodiversity program. Our choice to focus this program on the consequences of forest fires was even initially proposed by the community. Apart from a few recommendations on the wildlife species to be included and a request for access to the results, the community is very satisfied with our approach.



Open House Waswanipi

LEBEL-SUR-QUÉVILLON

The closest non-First Nations community to the Windfall project is Lebel-sur-Quévillon, where Osisko Mining has established a core library and office. Since 2016, we have met with community representatives and members more than 11 times to discuss the Windfall project and share information on exploration activities, jobs, business opportunities, results, and studies. What's more, the constant contact with the municipal authorities creates a comfortable, close-knit atmosphere that is not reflected in official meetings.

We signed a collaboration agreement with the town of Lebel-sur-Quévillon in 2017. It aims to promote the social acceptability of the project, ensure transparent and effective communication with the town, and maximize the socio-economic benefits for the town in a spirit of partnership. Since 2019, the Administration régionale Baie-James (ARBJ) has been involved in the committee meetings.

Numerous initiatives have been launched in 2023 with this municipality. At the beginning of the year, we held an open house there, which drew over 50 people. The event provided an opportunity to answer a number of questions the public had about the project, in particular about the planned working hours and the transportation of future workers.



Open House Lebel-sur-Quévillon

Unlike Waswanipi, the town of Lebel-sur-Quévillon was completely evacuated on two occasions during the forest fires. Our presence on the territory was instrumental in helping the municipality evacuate its residents quickly, since the buses we keep on hand to transport our employees were close by and available to evacuate citizens.

Several informal meetings with the authorities and residents of Lebel-sur-Quévillon were also held in the fall. We placed great emphasis on having a visible and accessible presence in the community. As in Waswanipi, we consulted the community about our biodiversity program. We were also unanimous in our decision to focus this program on the consequences of the forest fires.

The election of a new Anishnabe of Lac Simon Council in February presented an opportunity to establish contact and have a meeting as part of our Quévillon project. This meeting was followed by three others, one with the Council and two with Council administration. We continue to work with the community to maximize the positive impacts of our activities. We have included community businesses in our invitations for bids, so that they can benefit from the spin-offs associated with our Quévillon project.

We also held a meeting with members of the Atikamekw Nation of Opitciwan Council in June. Subsequent meetings are scheduled for 2024. Unfortunately, this community was also affected by forest fires in 2023, which limited opportunities for making contact.

LOCAL ECONOMIC DEVELOPMENT AND INCLUSIVE PROCUREMENT

Our exploration activities create economic value in Quebec and in Canada overall through job creation, local procurement, and payments to government. We have in place a Responsible Procurement Policy and a Supplier Code of Conduct (available at [osiskomining.com](https://www.osiskomining.com)).

In 2023, Osisko Mining and Windfall Mining Group spent approximately \$90 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 2023, 81% of our purchases were made in Quebec and Ontario, including \$50 million from First Nation-owned companies or joint ventures. As part of the invitation for bids process, the procurement team invites companies in the vicinity of the Windfall project as well as First Nations companies.

SPENDING AND LOCAL FOOTPRINT

TYPE OF EXPENSE	2023	2022	2021
Exploration and related activities	\$90 M	\$89 M	\$191 M
General and administrative expenses (including salaries, benefits, and severance pay)	\$22 M	\$13.1 M	\$10.6 M
Employee-paid taxes	\$14.4 M	\$11.2 M	\$8.6 M
Payments to government	\$2.4 M	\$6.1 M	\$0.6 M
Purchases in Quebec and Ontario	81%	90%	74%
Contracts with and purchases from First Nations companies	\$50 M	\$70 M	\$85 M

We also report on payments in accordance with the Government of Canada's Extractive Sector Transparency Measures Act. The report is available at [osiskomining.com](https://www.osiskomining.com).

In 2023, 23% of the Windfall project workforce (employees and contractors) were from First Nations communities, particularly the Cree First Nation community of Waswanipi. Since 2017, we have had between 61 and 106 First Nation workers at the Windfall site, representing between 12% and 25% of the workforce depending on the year.

At Windfall, we work with our First Nation partners to provide business opportunities to local companies. We rely on First Nation companies and joint ventures for civil engineering works, restoration services, road maintenance, fuel supply, exploration ramp 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	2023	2022	2021
WINDFALL AND URBAN BARRY	96	74	105
OTHER PROJECTS	0	0	0
TOTAL	96	74	105

INVESTING IN OUR COMMUNITIES

Through our Community Relations policy, Osisko Mining has committed to developing our host communities through community-focused sustainability projects. In 2023, we invested more than \$356,000 at two levels, corporate and project.

SPONSORSHIP & DONATIONS

CATEGORY	2023	2022	2021
PROJECT LEVEL	\$120,131	\$122,176	\$78,907
CORPORATE LEVEL	\$235,600	\$259,281	\$161,325
TOTAL	\$356,731	\$381,457	\$240,232



Oujé-Bougoumou regional tournament



Activities held with the Waswanipi community during the evacuation



PROJECT-LEVEL SPONSORSHIP PROGRAM – A LINK WITH THE NORTHERN REGIONS

FIELDS OF INTEREST	CONTRIBUTION EXAMPLES
SCIENCE AND EDUCATION	Initiative with the University of Ottawa on First Nation leadership, support for several student associations in geology, as well as measures related to academic perseverance and success with La Taïga high school in Lebel-sur-Quévillon, Rainbow elementary school in Waswanipi, and the Centre de formation professionnelle in Val-d'Or.
ENVIRONMENT	Earth Day activities by the Comité Lebel Environnement; participation in the project to develop a field guide for herpetofauna adapted to the Nord-du-Québec region.
HEALTH AND SPORTS	Sporting events and projects, especially for families and young people, or for providing better access to sports facilities, including student sports at La Taïga high school in Lebel-sur-Quévillon and their skating club, as well as hockey, broomball, and volleyball teams.
COMMUNITY AND CULTURAL ACTIVITIES	Supporting community and cultural events as well as organizations that offer services to underprivileged clientele or fight against poverty, notably in Waswanipi and Lebel-sur-Quévillon: fishing tournaments, support for Cree tallymen in pursuing traditional activities, trips for low-income families in Waswanipi, as well as Family Day, the Fête Nationale Committee, the Mayor's golf tournament, the distribution of school bags, and the Maison des jeunes de Lebel-sur-Quévillon (youth centre). We also supported Waswanipi families during last summer's evacuations by providing recreational and sports activities for the community. We also helped purchase and install a water play area in Lebel-sur-Quévillon.
SOCIO-ECONOMIC PARTNERS	Supporting our socio-economic and business partners, including the Société du Plan Nord marketing office, SADC Chibougamau-Chapais, and the Cree Nation and Abitibi-Témiscamingue Economic Alliance.
SECTOR ASSOCIATIONS	Activities and projects to raise public awareness of the mining industry through various outreach activities.

CORPORATE SPONSORSHIP

Our corporate donations and sponsorship program supports programs related to the mining industry; education, health, and environmental initiatives; and sports teams.

We are continuing our 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 First Nation stories, methodologies, and worldviews into the curriculum
- Increase the acknowledgement and retention of First Nation students
- Help develop a shared understanding between First Nation and non-First Nation students
- Foster greater appreciation for the complexity of the social landscape and a greater collaboration between diverse peoples

We support various healthcare initiatives, including the SickKids Foundation for sick children. This foundation supports the highest priority needs, such as research, clinical advances, and compassionate care. We also support the Jean Lapointe Foundation, which offers services to people suffering from addiction.



Cohort 2023 of the Bled Leadership for ten young black and aboriginal Black and Aboriginal leaders across Canada

ENVIRONMENT

OUR APPROACH

As a mining exploration company, we are aware of the environmental risks associated with our activities. These risks are managed in accordance with our Environmental Policy, which is available on our website, and has been approved by our CEO.

We believe that being a good corporate citizen means ensuring integrated and inclusive environmental management, protecting the health and well-being of our workers and neighbours, engaging in dialogue with our stakeholders, and serving as an economic engine for our host communities. By understanding and listening to the concerns and suggestions of our stakeholders, we seek innovative ways to reconcile economic and societal expectations.

To ensure effective management, the Sustainable Development Committee of our Board of Directors oversees our initiatives, with the support of our Vice-President, Environment and Community Relations. Legal compliance is one of our priorities, as is the continuous improvement of our environmental practices. We are constantly looking for projects and partnerships to set up environmental protection programs, preserve biodiversity, and reduce our ecological footprint.

Continuous monitoring of our activities and communication of our environmental performance are essential. We report our results and challenges to the Board of Directors on a quarterly basis, and share information with the community through the Windfall Environmental Monitoring Committee, in collaboration with the Cree First Nation of Waswanipi. This committee promotes dialogue and action in response to community concerns, and aims to strengthen our project through transparency and mutual respect.

OUR COMMITMENTS

- Protecting the environment
- Complying with the laws and regulations applicable to our activities
- Applying the “avoid-minimize-restore-compensate” approach to mitigation to strive for no net loss of biodiversity
- Developing emergency action plans to mitigate the negative effects of unforeseen
- Increasing the environmental awareness of employees by providing them with the appropriate training and tools to prevent risks and respond effectively to any incident
- Ensuring efficient, integrated, and inclusive use of natural resources and consumer goods such as water and energy
- Minimizing the footprint of our activities and reducing emissions into the air, water, and soil
- Assessing our resilience to climate change
- Restoring sites to ensure their physical and chemical stability and re-establish the viability and diversity of ecosystems through progressive rehabilitation measures
- Ensuring that stakeholders potentially affected by impacts are consulted and informed about our environmental performance and objectives
- Striving for continuous improvement by implementing environmental management programs
- Collaborating with key communities of interest and government through partnerships and/or information sharing to enhance the industry’s knowledge and contribution to environmental conservation



THE YEAR'S ENVIRONMENTAL CHALLENGES

In 2023, the impact assessment was submitted to the COMEX on March 29, marking an important milestone in the project's development towards a mining site. Throughout the year, the engineering team continued working on project optimization, paying particular attention to reducing the infrastructure footprint and improving water management. The design of the infrastructure for managing stockpiles has also been reviewed and perfected. An addendum setting out all the updates was filed on December 21.

The intensity of the forest fires during the summer of 2023 (May to July) will be remembered for many years to come. On June 2, the Windfall site had to be completely evacuated. On June 6, the fire reached the Windfall site from the north, where it generally remained on the west side of the facilities. On June 13, the fire moved in from the south, where it stopped at the edge of the exploration camp. Existing infrastructure suffered only minor damage.

Following the forest fires, communities expressed concern about the regeneration of plants and the return of wildlife. As we are always on the lookout for innovative projects to compensate for the loss of natural environments that the project will bring, we have developed a biodiversity program. Several studies are planned to understand the impacts of forest fires on surface water, vegetation, wildlife and benthos, while integrating the interests and concerns of tallymen and their families, as well as local populations such as CFNW members and the people of Quévillon. The program will start in 2024 and continue until 2033.

The historic agreement between Osisko Mining and the Cree First Nation of Waswanipi for the construction of the Kuikuhaacheu power transmission line was an important milestone in 2022. The power line was built in 2023 by the Miyuukaa Corporation to connect Waswanipi substation to the Windfall site on January 18, 2024. This power line is a major asset in reducing the site's dependence on fossil fuels.

Obtaining the necessary authorizations to pursue our exploration activities over the next few years required us to install certain infrastructure to ensure, among other things, sound water management on the site. In the spring of 2023, we began construction of infrastructure for water management, including new ponds, an extension to the existing waste rock stockpile, ditches, and a brand-new water treatment plant that will enable us, in the first phase, to treat mine water that may contain ammoniacal nitrogen. This new treatment plant will work in conjunction with the site's temporary treatment units to optimize the volume of water treated. In 2023, we completed the construction of two ponds, while work continues in 2024 on the water treatment plant, the expansion of the waste rock stockpile, and the completion of a third pond.

2023 HIGHLIGHTS



275,322 m³
of water treated and returned to the environment



1 final effluent
non-compliance



21,845 kg
of food waste composted



7,695 kg
of cardboard composted



22,407 t CO₂ eq.
produced by the Windfall project



ENVIRONMENTAL IMPACT ASSESSMENT

The impact assessment was submitted to the Environmental and Social Impact Review Committee (COMEX) on March 29, 2023. The eight volumes of the impact assessment and the sectorial studies are available at osiskomining.com and windfallmininggroup.com. The list of sectorial studies is presented in the table below.

LIST OF SECTORIAL STUDIES

- Archaeological potential
- Avifauna
- Chiropterans
- Ichthyofauna and benthos
- Geochemical characterization of mining materials
- Large mammals
- Herpetofauna
- Hydrogeology for the underground mine
- Climatology and hydrology
- Furbearers, small wildlife, and small mammals
- Climate change resilience
- Economic benefits of the Windfall Mine Project
- Assessment of the natural background level in soils
- Vegetation



Ongoing project optimization work and the receipt of the COMEX notice on August 25, 2023, requesting additional information have led us to update existing reports and carry out 13 new studies. An addendum to the impact assessment was filed on December 21, 2023. It is available at osiskomining.com and windfallmininggroup.com. Updated reports and new studies are presented in the table below.

UPDATED REPORTS

- Estimation of project GHG emissions
- Sound environment and vibrations
- Consequence modelling
- Air emissions modelling
- Surface water and sediments
- Chapter on environmental programs
- Assessment of background levels in groundwater

NEW STUDIES

- Water quality at final effluent
- Soil investigation for the installation of a sewage water treatment system for the workers' camp
- Study of alternatives for storing mining waste
- Dust management plan
- Supplementary hydrogeological study
- Tailings storage facility contaminant transport modelling
- Waste rock stockpile contaminant transport modelling
- Study of hydraulic impact downstream of the mine effluent
- Report on indirect impacts on fish habitat
- Dilution study downstream of the mine effluent
- Biodiversity program (offset for wetlands)
- Phase I Environmental Site Assessment (ESA)
- Woodland caribou in a context of ecological connectivity

Osisko Mining has implemented a proactive community relations strategy to initiate constructive dialogue, identify issues, and forge bonds of trust and cooperation. Accordingly, Osisko conducted closer consultations with various stakeholders and organizations in January and February 2023, prior to submitting the impact assessment to the COMEX. These consultations helped to integrate community concerns and suggestions regarding the future operation of the Windfall mine into the environmental impact assessment.

CLIMATE CHANGE, ENERGY, AND AIR QUALITY

Since 2018, consideration of climate change has been required under Quebec's environmental authorization regime, in accordance with the Directive pour la réalisation d'une étude impact sur l'environnement (Directive for environmental impact assessments). Osisko Mining is aware that climate change can significantly affect our operations and their impact on the environment. This risk was also identified and added in the Management Information Circular published in March 2024.

Against this backdrop, an initial estimate of the project's greenhouse gas (GHG) emissions was made in March 2023, and updated in December 2023. The project's contribution to GHG emissions has been assessed, and opportunities for reducing these emissions have been identified. In addition, a climate change resilience study was published in February 2023. The anticipated impacts of climate change on the project and its environment were analyzed, and appropriate adaptation measures for the entire life of the project were determined. As a result, a strategy

was drawn up to minimize the risks associated with climate change. This strategy is based on an exhaustive analysis of historical and future climate trends, to establish sound technical criteria for project design.

This approach ensures that our project not only complies with best practices in sustainability, but is also prepared for future environmental challenges, thus strengthening its resilience in the face of climate change.

As part of the project optimization process, the revised GHG estimate took account of the changes made to the project. The sum of direct and indirect emissions during the construction and operations phases would total around 594 kT CO₂ equivalent (CO₂ eq). The following table summarizes total GHG emissions over the entire project duration.

PHASE	PERIOD	GHG EMISSIONS (T CO ₂ EQ)		
		DIRECT	INDIRECT	TOTAL
CONSTRUCTION/ PRE-PRODUCTION	2025–2026	113,863	13,353	127,216
OPERATIONS	2027-2036	408,034	59,117	467,151
TOTAL				594,367

A study of energy efficiency measures is also underway to evaluate various scenarios directly related to heating, ventilation, and domestic hot water consumption. The aim of this study is to reduce our energy consumption and GHG emissions through various measures that could be taken at the Windfall site.



DIRECT DUST REDUCTION

Dust reduction on a mining exploration site can have several positive impacts on the local environment. So, by putting in place various means to minimize dust formation, we ensure the reduction of air pollution, the protection of biodiversity, the protection of water resources, and the reduction of greenhouse gas emissions.

Reducing air pollution: Suspended dust can release fine particles and various harmful compounds. By reducing dust, we improve air quality and can also reduce emissions of air pollutants that contribute to global warming.

Protecting biodiversity: Dust can disrupt the natural habitats of local species by covering vegetation, affecting air quality, and contaminating water sources. By reducing dust, we can preserve biodiversity by maintaining healthier environmental conditions for plants and various animal species. Dust can affect soil quality by impoverishing it and disrupting local ecosystems. By reducing dust, we help maintain soil fertility and protect natural habitats, thus contributing to the resilience of ecosystems in the face of climate change.

Protecting water resources: Dust can settle and contaminate water bodies near the site, leading to water contamination and harm to aquatic ecosystems and the community that may depend on these resources.

Reducing greenhouse gas emissions: By reducing dust and improving the efficiency of on-site operations, we can cut energy consumption and greenhouse gas emissions associated with mining activities. This helps mitigate climate change by reducing the industry's contribution to greenhouse gas emissions.

The main sources of dust on the site are traffic paths and large unpaved or similar surfaces, where dust can be stirred up. To ensure that dust is kept to a minimum, various solutions are employed at the Windfall site:

- 1. Use of dust suppressants on traffic paths: to suppress fine dust that stirs up, we add dust suppressant solutions to surfaces using specialized machinery. The main dust suppressant used at the site is water. BNQ-certified salt-based dust suppressant may also be used.**
- 2. Reducing traffic speed limits: by restricting speeds and other traffic areas, we avoid raising dust. The maximum speed allowed on site is 30 km/h. In this way, we greatly reduce the amount of dust generated by vehicle traffic.**
- 3. Revegetation: by ensuring that areas where exploration activities have taken place are revegetated, we greatly reduce the effect of wind erosion. Vegetation cover helps stabilize the soil; it acts as a physical barrier against the wind, which helps capture fine particles and also raises the relative humidity of the air, reducing the suspension of fine particles.**

By combining these various dust mitigation measures, we can significantly reduce dust generation on a site. In 2024, we will begin a project to install air quality measuring stations, enabling us to monitor air quality continuously around our facilities.

POWER LINE

The Windfall site is located in a remote area of Eeyou Istchee James Bay, 115 km by road from Lebel-sur-Quévillon, and accessible only by logging roads. Between 2017 and 2024, the site was powered by diesel generators.

On January 18, 2024, Miyuukaa Corporation, a subsidiary of CFNW, completed construction of the 69 kV power line between Waswanipi and the Windfall site, enabling the generators currently on site to be completely shut down. CFNW owns and will operate the dedicated 69 kV transmission line that will carry hydroelectric power to the Windfall project. Following the agreement signed between Windfall Mining Group (WVG) and Hydro-Québec in October 2023, this connection will initially deliver a maximum of 7 MW to the Windfall site, and a total of 27.4 MW as of the end of 2024. This agreement will ensure a supply of green electricity from the Hydro-Québec grid throughout the construction and operation phases of the mine complex.

According to a revised estimate of the project's GHG emissions in 2023, GHG emissions related to electricity use would represent 1.49% of the average annual operating emissions generated by all planned mine activities. If generators were used to generate the

same amount of electricity, this would correspond to approximately 64,806,480 litres of diesel per year and GHG emissions of 174 Kt of CO₂ eq annually.

Several 13.8 Kv overhead distribution lines supply power to the various areas of the complex (underground mine, water treatment system, exploration camp, etc.). The overhead lines are expected to be retained for future phases of the project, and the generators are expected to be reused for emergency power supply and load-shedding periods imposed by Hydro-Québec, in accordance with the contribution agreement.

To optimize energy requirements and minimize environmental impact, dual energy (propane and electricity) will be used for heating needs. When electrical capacity permits, electricity will be used instead of propane to reduce GHG emissions. During periods of load shedding imposed by Hydro-Québec, propane will be used to reduce electricity consumption.



FUEL

Pending connection to the 69 Kv power line, Osisko Mining, Windfall Mining Group, and its contractors are primarily using diesel for stationary equipment, such as generators and drills. Diesel is also used for mobile heavy equipment, such as underground off-road vehicles and road maintenance equipment. Propane is also used to heat the camp, the air for the underground exploration ramp, and the water for the drills during cold weather. Finally, gasoline is used on site for the light-vehicle fleet, which includes pickup trucks, buses, and other small vehicles.

FUEL CONSUMPTION – WINDFALL PROJECT

FUEL TYPE	KL			
	2023 (JAN–APR)	2023 (MAY–DEC)	2022	2021
DIESEL (COLOURED)	2,526	3,180	7,851	9,632
PROPANE	779	423	1,222	948
DIESEL (CLEAR)	302	1,309	902	579
GASOLINE	113	204	330	524
JET-A	0	0	4	41

Project GHG emissions were estimated in accordance with the Environment and Climate Change Canada (ECCC) GHG Emission Reporting Program (GHGRP) and Quebec’s Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere (RDOCECA). GHG emissions are associated with mobile and stationary fuel combustion sources on site. GHG and air contaminant emissions are reported and submitted to both the provincial and federal governments. It is important to note that, with the coming into force of the most recent version of the Regulation respecting a cap-and-trade system for greenhouse gas emission allowances (RSPEDE) on September 1, 2022, mining exploration is no longer an activity covered by the system. As a result, the Windfall site was no longer subject to the Regulation on August 31, 2022.

In 2023, exploration activities at Windfall were slowed down, reducing emissions to 25,125 t CO₂ eq. It should be noted that forest fires were the main cause of this decline.

GREENHOUSE GAS EMISSIONS – WINDFALL PROJECT

CATEGORY	T CO ₂ EQ			
	2023 (JAN–APR)	2023 (MAY–DEC)	2022	2021
CO₂ (CARBON DIOXIDE)	9,129	13,278	26,421	27,810
CH₄ (METHANE)	19	34	59	85
N₂O (NITROUS OXIDES)	149	475	590	96
OTHER	10	31	11	N/A
TOTAL	9,307	13,818	27,081	27,991

According to GHGRP methodology.
N/A : not available.





MANAGING BIODIVERSITY

The Windfall project is located in the heart of the boreal forest, and Osisko Mining must adapt its exploration and future construction activities to this reality. In accordance with the Biodiversity Conservation Management Protocol of the Towards Sustainable Mining (TSM) initiative, Osisko Mining is committed to finding ways to contribute to biodiversity conservation and minimize our environmental footprint.

Our biodiversity conservation measures are mainly based on:

- **carrying out our activities in compliance with applicable laws and regulations**
- **respect for areas and habitats valued by Indigenous communities and all land users**
- **assessing and monitoring the impact of our activities on biodiversity**
- **contingency planning for unforeseen events**
- **restoring all impacted sites to re-establish the viability and diversity of ecosystems through progressive and appropriate rehabilitation measures**
- **ongoing training of employees to raise their environmental awareness, prevent risks, and respond effectively to incidents**
- **collaborating on biodiversity research initiatives with key communities of interest**

Osisko Mining adheres to the “avoid-minimize-restore-compensate” approach and has integrated it throughout the development of the project to reduce its impact on biodiversity. The analysis of alternatives and the mitigation measures developed as part of the impact assessment initially focused on avoiding and minimizing impacts on wetlands and water environments. When optimizing the project’s infrastructure, particular attention was paid to reducing its footprint, resulting in a reduction of 0.67 ha since the submission of the impact assessment in March 2023. The project will encroach on 64.94 ha of terrestrial habitat and 48.16 ha of wetlands and water environments.

Although the project is not subject to the Regulation respecting compensation for adverse effects on wetlands and bodies of water, given that it is located north of the 49th parallel, a biodiversity program was developed during the year. This is in line with this approach, acting as a “compensation plan for wetlands and water environments,” which could not be avoided by the project, to achieve the goal of no net loss of biodiversity.

The figure below shows the “avoid-minimize-restore-compensate” approach that has been followed to achieve the goal of no net loss of biodiversity.

AVOID

- Prevent consequences by taking into account the presence of sensitive environments as early as possible in the project planning phase
- Since 2016, Osisko Mining has been collecting and analyzing data on vegetation, wildlife, surface water, sediments, air quality, noise, archaeology, and climate
- Example: a water pipe was relocated to avoid destroying a wetland

MINIMIZE

- Minimize unavoidable impacts on the receiving environment during the project
- Example: the choice of certain equipment is designed to reduce our air emissions

RESTORE

- Restore sites impacted by our activities.

COMPENSATE

- Balance residual losses with offsetting actions.
- A biodiversity program has been drawn up to offset the losses caused by the project.

FOREST FIRES

Around the Windfall site, the fire season began on May 27, 2023, when a forest fire broke out approximately twenty kilometers west of the site. It was brought under control in the following days by firefighters from the Société de protection des forêts contre le feu (SOPFEU). Then, on May 31, 2023, extreme weather events led to numerous lightning strikes, causing several fire outbreaks in the southern part of the Nord-du-Québec region. The situation quickly spiralled out of control and the fires spread.

On June 2, 2023, the Ministère des Ressources naturelles et des Forêts (MRNF) imposed a state-owned forest closure, and the Windfall site was evacuated. The small team that was to remain on site to maintain minimum safety activities also had to leave the same day at the request of the Sûreté du Québec.

The drought periods that followed allowed the fires to grow to an unprecedented scale in the area. June was the driest month in Quebec in the last 100 years, with 49 mm of rain. The Windfall site was even drier, with less than 30 mm of rain at the site's weather station, including 20 mm on the last three days of the month. Residents of Lebel-sur-Quévillon were particularly hard hit, evacuated twice as they were directly threatened by the flames. The Cree First Nation community of Waswanipi also had to evacuate members of

the population at risk. They were affected by the thick smoke, which moved towards the community with the wind.

At the Windfall site, the fire moved in from the north on June 6, 2023. It moved from north to south, generally remaining to the west of the facilities. Then, on June 13, 2023, the fire returned from the south, stopping at the edge of the exploration camp. Fortunately, the damage was minimal.

The exploration camp reopened on July 9, 2023, at the request of SOPFEU. It was used to house firefighters battling active outbreaks in the area. Gradually, the Windfall site workers were able to return to the camp and activities resumed at the site.

Within a 100 km radius of the project site, two major forest fires came very close to the site. One fire burned an area of 481,991 hectares (ha), while the other burned an area of 112,607 ha. Approximately 14% of the projected infrastructure encroachment zone is located in burned areas.



BIODIVERSITY PROGRAM

The global rise in temperatures, variations in precipitation patterns, longer periods of drought, and changes in the composition and distribution of plant species that characterize climate change are among the reasons for the increased frequency and severity of forest fires. In this context, where climate change is likely to influence the forest fire regime and contribute to the frequency and severity of forest fires, it seems pertinent to determine the main effects of these on natural environments to advance knowledge on the subject and mitigate impacts where possible.

The biodiversity program was thought through and developed jointly with community members, who interacted with the WMG team during the fires. Some members of the Cree community had concerns about the impact of the fires on wildlife, and about “returning to normal,” i.e., how long nature will take to recover from this event. Given the absence of rigorous inventories detailing pre-fire conditions in the area, comparative analysis proved virtually impossible. It was therefore proposed to use the information gathered in previous years at the Windfall site to identify the differences before and after the fires.

WMG is committed to doing its part, compensating through scientific research, while at the same time proposing ways to help nature recover from this devastating event for biodiversity.

The main objective of the biodiversity program is to compensate for the loss of wetlands and water environments—as well as the indirect loss of fish habitat caused by the Project—through a program that is aligned with the current situation and addresses the concerns of the Indigenous community affected by the Project. **Its specific objectives are as follows:**

- Improve understanding of the effect of wildfire on terrestrial and aquatic wildlife habitats near the Project
- Document the main effects of forest fires on natural environments and biodiversity through a literature review
- Survey the short- and medium-term effects of forest fires on the physical environment, natural habitats, and terrestrial and aquatic wildlife in a study area slightly larger than the local study area of the biophysical environment

- Integrate the interests and concerns of tallymen and their families, as well as local populations such as CFNW members and Quévillon residents, into the development of the biodiversity program.

The development of the biodiversity program is part of an ongoing consultation process with CFNW members and Quévillon residents, and will therefore be adapted according to feedback from the local population.

On the one hand, the program proposes additional studies to document the effects of changes to terrestrial, wetland, and water environments on wildlife, and on the other, it seeks to respond to the concerns expressed by the Indigenous community affected by the Project.

The three main components of the biodiversity program are as follows:

1. Literature review on the effects of forest fires on natural environments
2. Complementary environmental studies on components where effects are expected and/or components that are valued by CFNW members:
 - a. Surface water quality and benthos
 - b. Vegetation (ecotoxicology, diversity, and evolution of forest stands)
 - c. Terrestrial wildlife (birds, snowshoe hare, and caribou)
3. Summary of consultations with local people

The program will start in 2024 and continue until 2033.

MANAGEMENT OF SPECIES OF SPECIAL STATUS

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

SPECIES OF SPECIAL STATUS – WINDFALL PROJECT

CATEGORY	WILDLIFE SPECIES
Endangered ⁽¹⁾	Northern long-eared bat Little brown bat
Threatened ⁽¹⁾	Woodland caribou (forest) Common nighthawk Canada Warbler Olive-sided flycatcher
Special concern ⁽¹⁾	Rusty blackbird
Vulnerable ⁽²⁾	Bald eagle
Likely to be designated threatened or vulnerable ⁽²⁾	Silver-haired bat Red bat Hoary bat

(1) According to the Government of Canada’s Species at Risk Act

(2) According to the Quebec government’s Act respecting threatened or vulnerable species.

No plant species with special status have been listed. We have incorporated information about woodland caribou (forest) into the mandatory introductory training for all Windfall site workers.

COMMON NIGHTHAWK

The common nighthawk was observed a few times on the Windfall site. This is a species whose status is likely to be designated as threatened or vulnerable in Quebec, and which is designated as threatened under the Government of Canada’s Species at Risk Act.

Its plumage is dark brown with black, white, and buff-coloured flecks, enabling it to camouflage itself in its staging areas, which include open areas with little or no ground vegetation, rocky outcrops, and burnt woodlands. It nests on the ground, making it particularly vulnerable to mining activities in sandpits. As part of our ministerial approval for a borrow pit, we have undertaken to monitor the presence of this species:

If common nighthawks are observed, the Direction de la gestion de la faune du Nord-du-Québec must be notified.

No stripping of natural surfaces is permitted at the borrow pit during the common nighthawk’s known nesting period, i.e., from May 15 to August 15.



Source : Parks Canada – Pippi Lawn

WATER MANAGEMENT

BULK SAMPLE CONSTRUCTION WORK

Construction of a new water treatment plant (WTP) began at the start of the second quarter of 2023 and is scheduled to be completed by the end of the second quarter of 2024. The new plant will treat mine water from the site that may contain ammoniacal nitrogen from underground mining exploration activities.

This plant is required to start up the fourth bulk sample at the Windfall site, since the volumes of water generated during this stage will most likely be higher and could not be handled by the water treatment units already in place. This new plant will enable us to achieve higher removal rates of nitrogen compounds, thanks to a biological treatment unit using a moving bed biofilm reactor (MBBR). Water treated by this plant will be rerouted to the existing pH adjustment plant and may be discharged at our current final discharge point.

MINE WATER AND RUNOFF WATER

Runoff from the waste rock stockpile and drainage water from the underground exploration ramp are collected in storage basins: the sedimentation pond, the collection basin, and the new pond A. Water from these basins is then sent to treatment units to ensure that it is discharged to the environment in compliance with provincial and federal effluent discharge standards. The water is thus treated to reduce the load of metals and suspended solids by precipitation, to reduce the concentration of ammoniacal nitrogen, and to adjust the final pH.

In 2023, as in other years, the quality of the water returned to the environment was closely monitored.

HIGHLIGHTS



198,064 m³

volume of water pumped from the exploration ramp



77,258 m³

volume of contact water collected from the lined waste rock stockpile



275,322 m³

volume of water treated and returned to the environment as effluent

This year, several measures were taken at the Windfall site to ensure effective water management:

- **Flowmeters were checked to ensure conformity of measured volumes**
- **Flow readings were taken on a fixed date to improve data reliability**
- **Infiltration rates were compared with our hydro-geological model, which is updated to account for existing and future openings and drill holes**
- **Water inflows were identified in the underground exploration ramp, and some drill holes were sealed by grouting**
- **An intensive campaign was carried out to grout old drill holes at the surface to minimize groundwater infiltration**

The water treatment system operates 24 hours a day to ensure that the effluent complies with regulations. Effluent sampling results are reported on the various platforms of the provincial (MELCCFP) and federal (ECCC) authorities. Effluent from the Windfall project is subject to MELCCFP Directive 019 and the ECCC's Metal and Diamond Mining Effluent Regulations (MDMER).

Our operators and technicians are trained by our environmental supervisors using several procedures. We have two water treatment operators and two water treatment technicians who are members of the Cree community of Waswanipi. Water quality has been identified as one of the community's concerns, and by employing members of the Cree community in this key position, we are able to demonstrate our commitment and transparency.

Once a year, a non-compliant effluent is simulated to check the effectiveness of our response. Simulation results are used to improve systems and update the response plan to improve management in the event of non-compliant effluent.

EEM

As required by the Metal and Diamond Mining Effluent Regulations (MDMER), we undertook a three-year Environmental Effects Monitoring (EEM) study, including characterization and monitoring of the receiving environment. The EEM determines whether the effluent has an impact on the aquatic ecosystems of the receiving environment. The first three-year cycle ended in 2022. The second cycle of the EEM began in 2023 with the submission of the study plan to ECCC in March. Site work took place in October 2023. The Cycle 2 interpretive report must be submitted to ECCC no later than June 6, 2024.



WATER MANAGEMENT

Ensuring conservation and reasonable consumption of natural resources, including water, is important to Osisko Mining. Although our operations are concentrated in Quebec, a Canadian province that is not a water-stressed region, water management at the Windfall site is still of great importance. The site is surrounded by water bodies and watercourses, most of which are fish habitats. Protecting these watercourses is therefore of paramount importance. To ensure their long-term viability, Osisko Mining is committed to the responsible use of drinking water and ensuring the quality of water discharged into the effluent stream. Drinking water wells are regularly monitored, samples are analyzed in a laboratory, and the results are entered in a database.

Windfall's operations require the use of water for exploration drilling, underground equipment, and the camp. Water consumption is estimated, calculated, measured, and reported. By carrying out several tests a day at different control points, the treatment unit's team of operators ensures that the effluent water complies with standards before it is released back into the environment. In the event of an abnormality being detected, the water is recirculated to the treatment ponds, and adjustments are made until the water quality meets the criteria.

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.

The following table shows the quantities of water used in exploration activities by Osisko Mining (January 1 to May 1, 2023) and Windfall Mining Group (May 2 to December 31, 2023).

WATER USAGE – EXPLORATION ACTIVITIES

PROJECT	ACTIVITY	SOURCE	QUANTITY (M ³)				TREATMENT
			2023		2022	2021	
			OSISKO JAN. – APR.	GMW MAY – DEC.			
WINDFALL	Exploration drilling	Surface water ⁽¹⁾	445	1,336	71,711	440,11	Natural settlement
	Exploration ramp	Groundwater infiltration	73,204	124,859	333,319 ⁽²⁾	380 253 ⁽²⁾	Effluent treatment system
		Runoff – stockpile	23,529	53,730	55,301 ⁽³⁾	43,070 ⁽³⁾	Effluent treatment system
	Exploration camp	Surface water	4,860	8,482	13,912 ⁽²⁾	15,196 ⁽²⁾	Septic systems
URBAN BARRY	Exploration drilling	Surface water	33,960	6,682	10,244 ⁽¹⁾	53,449 ⁽¹⁾	Natural settlement
QUÉVILLON	Exploration drilling	Surface water	0	8,017	n.a.	n.a.	Natural settlement
TOTAL			134,996	203,106	484,487	932,479	

- (1) Estimated
- (2) Measured
- (3) Calculated

n.a. : Not applicable.



ACTIONS TO REDUCE WATER CONSUMPTION

We are committed to reducing water wastage and, where possible, reusing water. In 2023, we implemented a number of measures to improve our water consumption at the site and more specifically at the camp. We installed low-flow showerheads and faucets, and reduced the size of toilet tanks. We have installed propane water heaters in dormitories 700 and 800 to provide users with hot water instantly, unlike electric water heaters.

We have begun using the water treated by the plant as a dust suppressant and as an input for grouting surface drill holes. The volume of water treated for these two activities was 2,165 m³. This avoids unnecessary drawing of fresh water.



DRINKING WATER AND DOMESTIC WATER

In 2023, Windfall camp used 13,342 m³ of drinking water to accommodate up to 300 workers. Three underground wells supply this water, while wastewater is treated in three septic fields. As required by regulations, the flowmeters of the groundwater pumping system are checked to ensure the accuracy of measurements of

volumes withdrawn. In addition, drinking water is regularly sampled, analyzed, and compared with standards. To cope with any disruption to the drinking water supply, an agreement has been signed with a specialized company, and a detailed emergency plan has been drawn up to ensure a continuous supply.

SURFACE WATER

Surface drilling for exploration purposes uses water from nearby bodies of water or existing drill holes. Before being discharged into the environment, this water is carefully checked to ensure that it contains no contaminants. Where necessary, sumps are excavated at drilling sites to control sediment transport and allow natural settling, in line with best practices. These sumps are backfilled once drilling operations are completed. In addition, drilling areas where slight disturbance of the natural environment was necessary will be revegetated.

A team of environmental technicians works closely with the exploration drilling teams. Technicians ensure compliance with standards by conducting inspections and educating workers. They are trained to fully understand the regulations and the challenges involved in drill hole setup and closure. In particular, they must ensure that drill holes respect the regulatory distance from riparian zones and comply with regulations on drilling in wetlands.



MANAGEMENT OF ACCIDENTAL SPILLS

Any spill could have serious consequences on the environment, the health and safety of workers, and the community. It can also lead to high rehabilitation costs and damage to the company's reputation. This is why it is crucial that our workers and business partners working on our sites prevent spills and, should they occur, manage them quickly, efficiently, and safely to minimize their impact on the environment.

A revised spill management procedure was introduced in 2023 to provide workers with the tools they need to manage spills. Among other things, this document sets out our regulatory obligations. The roles and responsibilities of key people, as well as the response procedure, are also detailed. It also suggests a number of response options depending on the size of the spill, the product spilled, and the type of environment in which the spill occurs. All the documentation to be distributed is included—the poster summarizing the response procedure, the list of spill kit contents, and the list of response team members.

The main objectives of this spill management plan for the Windfall site are as follows:

- Inform workers on site, as well as employees of all contractors, about spill prevention and management measures
- Comply with federal and provincial regulations
- Comply with WMG's Health & Safety and Environmental policies
- Minimize the effects of spills on the environment
- Ensure the effective and safe rehabilitation of the site after a spill

Right from the initial orientation phase, new employees and contractors are made aware of the need to take all aspects of environmental protection seriously. Statistics on spills and their causes are shared to encourage prevention and, where appropriate, reporting. Cleaning kits are available in all vehicles on site and at certain strategic locations, and employees are trained in their use.

To proactively prevent spills, the Windfall Environmental Team performs regular inspections in various areas, including the camp site, ramp area, underground, exploration drill sites, refuelling stations, and maintenance facilities. Some routine inspections are carried out in collaboration with employees from other departments. This raises awareness among workers about their work environment. The Environmental Department has a mobile environmental emergency response unit equipped with everything needed to clean up spills. This unit is activated in the event of large-scale spills. A vacuum system is used to recover contaminated water and solids. Contaminated soil is then stored in sealed containers until it can be disposed of at an authorized off-site facility.



Maxime Baillargeon, Environmental Superintendent

All spills have been reported and completely cleaned up. It should be noted that all spills, regardless of volume, are reported to the MELCCFP. They are also reported to the Board of Directors of Osisko Mining and Windfall Mining Group, as well as to Windfall's Environmental Monitoring Committee. The increase in the number of spills in 2023 is explained by the increased activity associated with the construction of new infrastructure on the site.

ACCIDENTAL SPILLS

PROJECT	2023				2022		2021	
	OSISKO		GMW		OSISKO		OSISKO	
	< 20 L	> 20 L	< 20 L	> 20 L	< 20 L	> 20 L	< 20 L	> 20 L
WINDFALL	15	1	69	12	55	8	73	73
URBAN BARRY	7	0	1	0	1	0	6	6
QUÉVILLON	0	0	2	0	0	0	0	0
TOTAL	22	1	72	12	56	8	79	79

WASTE MANAGEMENT

HOUSEHOLD WASTE

As part of a responsible approach to waste management and the promotion of sustainable development, the Windfall site is equipped with non-hazardous waste management facilities. These facilities include a domestic waste compactor, a composter, and various containers for the selective sorting of non-compostable residual materials, metal (copper and iron), wood, and building materials. Certified companies are responsible for collecting and transporting the various residual materials to specific sites dedicated to recycling or appropriate disposal. In 2023, we signed a new agreement with the town of Lebel-sur-Quévillon, which will handle the reception of our waste at their landfill site until the end of the mine's life. This collaboration means we will not have to transport our materials to other, more distant sites, which would have increased environmental impacts such as GHG emissions and the risk of environmental incidents linked to the transportation of materials (spills, dust, etc.).

On a daily basis, we collect organic waste from the cafeteria's food waste, which we mix with shredded recycled cardboard, at a rate of around 512 kg of food waste and 185 kg of recycled cardboard per week. The raw materials are weighed and placed in a composter, which activates a composting process lasting almost 30 days. The resulting compost is then transported to the overburden stockpile to complete its maturation phase. Composting activities reduce the need to transport waste from the site to Lebel-sur-Quévillon. The compost is also used to gradually restore the site.

The rest of the non-compostable household waste is sent to a compactor, which significantly increases the quantity of waste per container. This significantly reduces the number of haulage trips to the landfill site. Since Windfall is an isolated site, we estimate a 60% reduction in the number of trips to the landfill at Lebel-sur-Quévillon.

The Windfall site also tries to reduce the use of plastics and single-use products, thus reducing the volume of waste to be disposed of. In 2023, some drinks in cans and other containers were no longer offered. However, these are still available as fountain drinks in the cafeteria. Workers have also been provided with water bottles.

All quantities of non-hazardous waste generated at the site are measured. Information on quantities by type of waste is reported to the Board of Directors and to the Windfall Environmental Monitoring Committee.

WASTE MANAGEMENT

DESCRIPTION	2023		2022 ⁽¹⁾	2021	DISPOSAL
	OSISKO	WMG			
FOOD WASTE (KG)	7,318	14,662	25,571	30,300	Composter on site
CARDBOARD (KG)	2,485	5,210	9,224	12,006	Composter on site
METAL (T)	60	144	180	204	Recycling
WOOD (M³)	360	1,020	1,050	1,260	Authorized landfill
CONSTRUCTION WASTE	60	690	60	n.a.	Authorized landfill
OTHER (M³)	0	0	60	990	Authorized landfill

(1)Quantities are proportional to the number of people living at the Windfall site. In 2022, there was less drilling activity, which is why quantities are lower than in 2021.

n.a. = not applicable (accounting for construction waste quantities began in Q3 2022 for construction work related to the underground development).

HAZARDOUS WASTE

To manage hazardous waste safely and responsibly, all the following factors must be carefully monitored:

- 1. Safe storage:** Hazardous materials must be stored in specifically designated areas, in accordance with hazardous materials regulations, using appropriate containers. At the Windfall site, these materials are stored in containers with mesh floors and secondary containment.
- 2. Identification and classification:** The containers used to store the hazardous waste must be inventoried (name and date of storage) and classified according to their nature and hazardousness. Waste segregation is carried out at source. From the outset, we avoid the risk of reactivity with non-compatible compounds.
- 3. Safe handling:** Workers must be trained to handle hazardous materials safely, using appropriate personal protective equipment.
- 4. Monitoring and control:** Hazardous materials must be inspected regularly to verify their condition, the quantities generated, and to ensure that they are stored and handled correctly.
- 5. Disposal:** Hazardous materials must be disposed of or treated appropriately in accordance with the regulations in effect. At the Windfall site, materials are collected by an accredited company from the Nord-du-Québec region.

The various hazardous materials must be sorted and inventoried before pick-up for disposal by authorized companies. This category of materials includes contaminated absorbents, aerosols, oil filters, paint containers, resin tubes, etc.

Contaminated soils from spill clean-up are stored in a specially designed waterproof container for pick-up and disposal by a specialized company.

Used oil from servicing the site's generators and vehicles is stored in a large-capacity tank. When the volume of the tank reaches a certain capacity, the specialized company picks up and recycles the used oil.

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

All hazardous materials leaving the Windfall site are quantified and reported to the Board of Directors and the Windfall Environmental Monitoring Committee.

HAZARDOUS WASTE MANAGEMENT – WINDFALL PROJECT

DESCRIPTION	2023		2022	2021	DISPOSAL
	OSISKO	WMG			
HAZARDOUS WASTE (PICK-UP)⁽¹⁾	3	4	10	10	Authorized site
CONTAMINATED SOIL (t)	40	380	320	480	Authorized site
USED OIL (L)	0	0	12,500	N/A	Authorized site
SEPTIC TANK SLUDGE (GAL)⁽³⁾	0	18,100	10,320	N/A	Authorized site

(1) Collection trucks with a capacity of 25,000 kg. In 2022, 250,000 kg of hazardous waste was collected.

(2) Since 2022, we have had a management system that enables us to control ammoniacal nitrogen and thus avoid the use of zeolite.

(3) We have been tracking septic sludge quantities since 2022.

n.a. : Not applicable, N/A : Not available.





The Windfall waste rock stockpile is lined with a membrane and surrounded by ditches to collect water for treatment in the nearby plant.

WASTE ROCK STOCKPILE

The Windfall site contains a single stockpile containing mostly waste rock material (1,181,802 mt) and some ore (986 mt). On December 28, 2022, we obtained ministerial approval to expand the waste rock stockpile by 72,047 m² to allow further underground exploration. The expansion of the stockpile will be carried out on a surface fully lined with a geomembrane to ensure watertightness. All runoff water in contact with stored material is channelled to the water treatment plant units. Construction work on the new plant is still underway and will be completed in 2024.

The following table shows the increase in waste rock tonnage on the lined stockpile over the years.

WASTE ROCK STOCKPILE – WINDFALL PROJECT

YEAR	TONNES	SURFACE (m ²)
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
2022	1,088,179	85,900
2023	1,182,788	85,900

ENVIRONMENTAL COMPLIANCE

Our Environmental Team keeps a constant watch on provincial and federal environmental laws and regulations. We participate in the Quebec Mining Association's Environment Committee and have joined the Conseil patronal de l'environnement du Québec (CPEQ), where we can benefit from various training courses. This allows us to keep abreast of regulatory changes and comply with legal requirements.

The Environmental Department communicates regularly with government authorities in a fully transparent manner to submit the reports required by the various activities carried out on the site.

Ultimately, the management team is responsible for regulatory compliance and the Sustainable Development Committee of the Board of Directors oversees all environmental activities. The Board is kept up to date with site developments through quarterly presentations.

ENVIRONMENTAL MANAGEMENT SYSTEM

An environmental management system is currently being set up. Our current focus is on selecting a software package that will enable us to conduct our environmental monitoring and identify any incidents and instances of non-compliance by automating tasks, alerts, and reports. It will enable us to continuously monitor our environmental indicators, improve our environmental performance, and reduce environmental risks.

INTERNAL AND EXTERNAL INSPECTIONS

The Environmental Team carries out regular inspections to ensure compliance at all surface and underground facilities, whether permanent or temporary. These inspections cover not only Osisko Mining's own facilities, but also those of contractors. Drilling activities and all construction work are monitored from the moment the equipment is mobilized, and continue throughout the operation until demobilization. Drilling and construction sites and garages are regularly inspected, as are storage sites for hazardous waste and contaminated soil. All environmental incidents are reported to the relevant government authorities. Inspection reports and declarations are kept in a register.

In the fall of 2023, the Windfall site was subject to an ad hoc inspection by inspectors from the Ministère de l'Environnement et de la Lutte contre les changements climatiques, la Faune et des Parcs, (MELCCFP). A few observations were made, but no notices of non-compliance, penalties, or administrative sanctions were issued. There were no inspections by Environment and Climate Change Canada (ECCC) officers in 2023.



WINDFALL ENVIRONMENTAL MONITORING COMMITTEE

Since 2019, the Windfall Environmental Monitoring Committee has been consulting regularly with the tallyman's family and the Cree First Nation of Waswanipi. The tallyman's family acts as an environmental watchdog, inspecting the site, making suggestions, and voicing concerns.

In general, this committee meets monthly and includes a member of the family responsible for trapline W25B, the Waswanipi Mining Coordinator, the Windfall Mining Group Environmental Supervisor, and the Osisko Mining Director of Community Relations and ESG. Other community members may also participate, including the Deputy Chief, the Waswanipi Local Environment Advisor, the Cree Trappers' Association representatives, the Waswanipi Forestry Consultant Expert, and Osisko Mining experts.

At each meeting, information is shared on the various exploration and construction activities, as well as on environmental performance and protocols. Tours of the site on the surface and underground are organized. The information gathered at these meetings is passed on to the management team to adjust activities as required and to address the questions and concerns of the various stakeholders.

Cree traditional knowledge was incorporated into the sectorial environmental reports used for the environmental impact assessment. Discussions were also held on the precise use of land within a 10 km radius of the Windfall site, in preparation for planning the permanent infrastructure of the future mine site.



Marshall Icebound, W25B Tallyman

PLANNING FOR CLOSURE ONGOING DRILLING ACTIVITIES

Drilling activities in recent years have created several hectares of disturbed surface. It had originally been planned in 2023 to remediate over 30,000 m² of our disturbed land at the Windfall site, but the impact of the forest fires in June and July prevented us from completing the project. We were able to continue cementing old drill-hole casings in areas to be rehabilitated, and began placing overburden in areas where reshaping of the environment was required to respect topography and natural flow.

In 2024, we plan to remediate over 30,000 m² of our disturbed land at the Windfall site. We will continue with the projects begun in 2023 (cementing and adding topsoil), as well as seeding these rehabilitated areas to encourage regrowth.



CLOSURE PLAN AND FINANCIAL ASSURANCE

Certain exploration activities specified in the Quebec 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 assurance are carried out by an independent firm and submitted for approval to the Ministère des Ressources naturelles et des Forêts (MRNF).

The Windfall restoration plan includes a description of the activities and the site; protection, restoration, and closure measures; estimated closure costs; and the financial assurance. The plan also sets out the timetable for closure and restoration work, including post-closure follow-up and measures to be taken in the event of an emergency or temporary suspension. A new update to the restoration plan was submitted in March 2023 at the same time as the impact assessment. It covers the planned operations phase.

The following table shows the updates to Windfall's restoration plan over the years and the progression of the financial assurance. Osisko Mining has currently posted a bond in the sum of \$11,259,086 to the Quebec government as financial assurance for the Windfall project. The restoration plan for the planned operations is still under analysis¹.

RESTORATION PLAN AND FINANCIAL ASSURANCE – WINDFALL PROJECT

YEAR	OWNER	CLOSURE PLAN SUBMITTED TO QUEBEC 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 of major changes	\$3,512,850
2020	Osisko Mining	Addendum of major changes	\$5,601,294
2022	Osisko Mining	5-year update + Addendum of major changes	\$11,259,086
2023	Osisko Mining	Update submitted with impact assessment in March	\$82,914,000

¹This financial guarantee was transferred to Windfall Mining Group in 2023.

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 condition that is visually acceptable to 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 site's chemical and physical stability is also planned, including agronomic and water quality monitoring.



3D projection of the Windfall site in operation, which will be restored at the end of the project's lifespan.

OUR POLICIES, CODES AND PROCEDURES

PILLARS	OUR STANDARDS	
E Environment	<ul style="list-style-type: none"> Environmental Policy^{1,2} Spill Management Plan¹ Water Treatment Plant Residual and Hazardous Material Management Procedures 	
	S Social	<ul style="list-style-type: none"> Human Resources Policy^{1,2} Workplace Harassment Policy¹ Workplace Violence Policy¹ Alcohol and Drug in the Workplace Policy¹ Behaviour Improvement Program¹ Professional Development Policy¹ Vacation Policy¹ Work Attendance Policy¹ Home Port Policy¹ Goose Break and Moose Break Cultural Leave Internship Driver Licence Guidelines COVID-19 Procedures and Prevention Measures¹ Health and Safety Policy^{1,2} Occupational Health and Safety Management System

PILLARS	OUR STANDARDS
G Governance	<ul style="list-style-type: none"> 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^{2,3} Confidentiality and Insider Trading Policy^{1,3} Corporate Disclosure Policy^{2,3} Majority Voting Policy^{2,3} Policy on Recoupment of Incentive Compensation Diversity of the Board of Directors^{1,2} IT Security Policy¹ Equity Ownership Policy for Executives Directors' Equity Ownership Policy Travel and Expense Policy

1. Osisko Mining employees have access to these standards through our internal portal (in English and French).
 2. These standards are publicly available on the minioreosisko.com website.
 3. Mandatory annual review for all Osisko Mining employees.

FOR A SUSTAINABLE FUTURE

2023 SUSTAINABLE DEVELOPMENT REPORT



TO GET IN TOUCH

For more information or to share your comments:
info@osiskominig.com

Minière Osisko inc.

Head Office
155 University Avenue, Suite 1440,
Toronto, Ontario
M5H 3B7

Phone : 416 848-9504

Fax : 416 363-9813

Email : info@osiskominig.com

TSX : OSK

Social Media

Website : www.osiskominig.com

Facebook : [@MiningOsisko](https://www.facebook.com/MiningOsisko)

Twitter : [@Osisko_Mining](https://twitter.com/Osisko_Mining)

Instagram : [@Osisko_Mining](https://www.instagram.com/Osisko_Mining)

LinkedIn : [@Osisko Mining](https://www.linkedin.com/company/Osisko_Mining)

Photo credit : Mathieu Dupuis, Régis Massicotte