

WOMEN IN MINING 2023



ALAMOS GOLD INC.

Celebrating 20 Years



MESSAGE FROM THE PRESIDENT AND CEO

The 4th edition of our Women in Mining newsletter coincides with Alamos Gold celebrating our 20th anniversary. Two decades ago, we had a small team working with us, and today we have over 1,900 employees. I believe that each of our employees has played a part in the prosperity of the Company and to society.

The foundation of our success is in part due to our strong team of geologists, and I am pleased that geology is the theme for our Women in Mining newsletter this year. We are featuring 12 female geologists from across the Company who are key contributors to our exploration and geological projects.

In these interviews, you will find that each of these employees are passionate about the work they do, and they value the teamwork environments that allow them to thrive.

They also share a commitment to the values of integrity, safety in the workplace, and environmental sustainability.

As with our previous newsletters, our featured employees explain their educational journeys. A common theme in this 4th edition is that many of the women took a keen interest in pursuing a science-related degree during their undergraduate studies. Ultimately, what captured their attention most was the field of geology, geological engineering, and the exploration of mineral deposits.

In these interviews, we learn how the employees are utilizing their expertise at Alamos while working across our operations and development projects. They also share useful advice and encouragement to young people who are considering a similar career path.

Whether the work is out in the field, in a mining operation, or at our head office, I am proud of these individuals and how they are contributing every day to the success of our Company.

John A. McCluskey
President and Chief Executive Officer

Why did you choose a career as a geologist?

I grew up in a mining family, as my father and grandfather were both miners. I was born in Cananea, Sonora where the biggest copper mine in Latin America is located, and as a result of growing up with mining, it is part of my culture.

How long have you been working for Alamos Gold and how long in the mining industry?

I have been working for 25 years in exploration, overall. In mining, specifically, it has been over 9 years, and this has been working at Alamos Gold.

What makes you passionate about your job?

I have always been very excited to discover new things and to be in field discovering minerals. Currently, I am not working in the field, but I am equally as passionate about collecting all the data, analyzing it, and putting it in our system and databases.

You recently were awarded the 2023 Distinguished Geologist Award. How did it feel to be recognized for your achievements?

Good question. I don't think I have the exact answer. I was very surprised when I learned this! There are other geologists also deserving of this Award who are doing a great job. However, I have been working hard all these years, and I really appreciate being the recipient of this Award. I think I have worked with many people in this area, and they know that I work hard and am persistent. I think they thought it was time for me to win the Award.



RAFAELA ARANDA VEGA

GI INFORMATION GEOLOGIST, SUPERINTENDENT, MULATOS

University of Sonora
Bachelor of Science, Geology

Part of the culture at Alamos is not only production, but the environment is an important part of our work.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

I have worked in other companies, and I can say that Alamos has given me the opportunity to gain confidence. I really grew up in this Company and acquired knowledge and experience along the way. One thing I noticed here is that many people, as well as the teams, are more organized and have clear goals. Being part of a great team and experiencing ongoing teamwork is the general culture here. We all work for the same goals. Most importantly, I have noticed that Alamos puts a special interest in the environment. Part of the culture at Alamos is not only production, but the environment is an important part of our work.

What advice could be useful to attract more women into a career in geology and mining?

This is a very exciting career, but also your family may be something that is very important to you. So, you have to be sure about what you are doing. This job may sometimes keep you far away from your family, so it's a very important decision. For a career as a geologist, most of the work is in the field. I had the opportunity to combine - or have a balance between - the work in the field and my family. This opportunity is unfortunately not for everyone, as most of the jobs for the geologists are in the field. This means being away from your family most of the time. It's very exciting but it's not an easy decision.



Why did you study geology and do you have any family members that are in the mining industry?

In fact, my family did not want me to study geological engineering while making my university preferences. At that time, details around the profession – such as what geological engineering is, how they work, and where to find a job – were not well known. Therefore, my family was worried. But after the major earthquake hit Turkey in 1999, I became interested in geosciences and decided that I wanted to study geological engineering.

Why did you choose a career in mining?

When I started university and had different classes, I learned about the mining industry and it caught my attention. Since we were doing internships during summers, I worked in companies engaged in the mining business. As I started to get to know the job, I got more interested.

How long have you been in the mining industry, and how long have you been working for Alamos Gold?

I have been working in the mining industry since 2005. I started working at Alamos Gold in February 2010.

What does an Exploration Director do in day-to-day job?

An Exploration Director manages a department of employees from various professional groups, but mostly geological engineers and field technicians. As a department, we carry out all exploration activities from prospecting to mining. We are responsible for the discovery of the mining location and the economic value, as well as following quality control procedures in accordance with international standards. We show high sensitivity to local communities and the environment. In order to monitor this, we operate a multi-stage control process.



MEHTAP KARCI

EXPLORATION DIRECTOR, DOĞU BİGA MINING

University of Süleyman Demirel

Bachelor of Science, Geological Engineering

- *We all need to work as a team. All tasks require teamwork.*

What was it like when you started working in the mining industry 18 years ago?

When I first started my job, the number of female geologists working in the sector, especially in the field, was quite low. When I started working, I was the only female field geologist in my company. I can say that this was neither a plus nor a minus. The people I worked with were highly professional and respectable elders in their profession. They did not separate me from other male geologists. I can say that I started from the bottom of this business by taking an active role directly in the field, and worked my way up.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

In fact, I can talk about a number of the values including teamwork, safety and environmental sustainability, because I work both in the field and in the office. A large team in the exploration department carries out the work – from prospecting to mining – and all of us including technicians, workers, engineers, database specialists, people from many different branches, we all need to work as a team. All tasks require teamwork. Also, when we are doing these tasks, our consciousness to the environment is extremely high – that is, we keep it at a high level. In addition, we make work safety a first priority. These are the values that are close to me.



How long have you been in the mining industry, and how long have you been working for Alamos Gold?

Of my 17 years as a professional, I have worked for approximately 15 years in mining. I have worked with Alamos Gold for 6 years.

Why did you study geology?

At first, I always really liked fossils and paleontology, and it was the closest degree in Hermosillo to be able to study fossils. However, when I took geology of mineral deposits, I loved it! I also loved economic geology. I really liked studying mines, especially the underground mines, and being involved in mining – from the more scientific side of the study of the rocks, the formation of the mineral, to the processes that lead to the formation of the deposits.

Why did you choose a career in mining?

I chose mining because of economic geology. I was very attracted to learning how minerals are formed, how they are located in certain rocks and why not in another. This is what I like the most.

What you do in your day-to-day job?

Communication with field geologists is a critical part of my job. We share information about whether the location of the drill holes are in the correct geological section. My job is to digitize the interpretations of geologists so that they are as close to reality as possible. The purpose is to create models that correlate geology, hydrothermal alterations, geological structures, and to create 3D models. It is not an easy job, as you must have creativity, knowledge and patience, since the interpretation of a drill hole must be correlated with neighbouring drill holes and with the surface information. All information must be understandable to executives and investors.



KIMBERLY DEYANIRA CORONADO SILVA
GEOLOGIST, MULATOS

University of Sonora
Bachelor of Science, Geology

It is a job that has the same sacrifices as any other profession, but it has something very beautiful: we have the chance to see some beautiful landscapes, and to better understand the nature around us.

What makes you passionate about your job?

Everything that is structural; I really like to investigate why I have a fault in a certain part and why it is cutting certain types of rock. I like to investigate the reason for the alterations, the mineral, and why it is cut. I enjoy finding a structure, a fault, a fracture as well as intrusive dikes. I enjoy studying whether something is getting between those rocks and is cutting off our information, or is giving us more information about its origin. I really like working with all this.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Teamwork, and above all honesty and integrity. For me, it is very important that a person agrees with this concept "You speak, you do, you explain, you are".

What advice could be useful to attract more women into a career in mining?

The advice that I would give is that you have an open mind and are not fooled by certain people who say: "It is a very difficult job, it is a job for men; it is that it has many sacrifices". It is a job that has the same sacrifices as any other profession, but it has something very beautiful: we have the chance to see some beautiful landscapes, and to better understand the nature around us. For example, I want to know why I have this hill and why it is where it is, why this valley exists, to know why we can obtain certain minerals from the rocks. Yes, you are going to find people who do not support you, but also people who are going to support you, educate you, and help you. It is necessary to attract more women to the mining sector, since I read a statistic that there is about one woman for every 10 men. I believe that more progress is being made, but even so, the gender gap is still wide.



Why did you study geology, and why did you pursue a career as a geologist?

When I initially started university, I knew I wanted to study science. I took the broad spectrum of sciences, such as chemistry, physics and math. My electives were geology. They turned out to be the most amazing courses, and I realized that I could apply all the sciences, as this was an applied field of study. I decided after my first year that I would specialize in geology.

How long have you been in the mining industry?

After my master's degree, I started working in the mining industry. I am an exploration geologist, so I worked for a long time for consulting companies. I didn't work necessarily at mines. But I started in 1996, and that's almost 27 years ago.

What do you do in your day-to-day job?

I have been in Alamos for over five years. I started at the end of 2017. Daily, I have a bit of a split role. I am directly in charge of our exploration team at Mulatos. I spend a lot of time mentoring and leading the team there. I am also responsible for ensuring the technical standards of all our exploration work at all of our sites. On a daily basis, I usually have a lot of meetings and review work that's ongoing. I travel too. My children are all older now, so that means that I get to travel freely. I like to travel as much as I can to all of our sites where we are doing exploration. In a given month, I might be on the road for two weeks, sometimes more.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Integrity. I mean for the work that we do, the technical work that we do, it's very important to make sure that we perform at the highest possible standard and with integrity, making sure that we collect the data and do the best work we can. That's the most important thing, that's what I try to encourage everybody to do.



MICHELE COTE
CHIEF EXPLORATION GEOLOGIST, ALAMOS GOLD

University of Toronto
Master of Science, Structural Geology
Bachelor of Science, Geology

Explorational geology is like a scavenger hunt. You just want to find out the next economic deposit. It's like you get to be a kid forever.

What makes you passionate about your job?

I think it's a field that allows one to continue to be curious forever. Curiosity is a such amazing attribute and I'm just loving it. Explorational geology is like a scavenger hunt. You just want to find out the next economic deposit. It's like you get to be a kid forever.

What advice could be useful to attract more women into a career in mining?

I think it's a fabulous career and profession. You really have to devote your life to it and make sure that it is the right fit, because it will always involve travelling. You have to make sure that it fits with your lifestyle. My advice would be to get as much school as you can, do a graduate degree, get as much as experience as you can, and you'll love it.



Why did you study geology, and why did you pursue a career as a geologist?

My parents had an engineering background. I grew up seeing them working in the field and I wanted to do something different. My intention was never to be part of the mining industry. I started with an undergraduate degree in biology and studied that for two years, but never truly enjoyed it. Geology was just an elective class that I found very interesting, so I kept taking more geology electives and then the next thing I knew, I graduated with a geology major with a minor in geomatics. Rocks were interesting and so I ended up in mining!

How long have you been in the mining industry?

I joined the Alamos family during the pandemic in early 2021.

What do you do in your day-to-day job?

I belong to the Geo-information group under Exploration, and I work as a GIS Database Specialist. Alamos has a big land package and I maintain the spatial component of it. I perform spatial data validation, QA/QC of historic and new datasets, and ensure company-wide access to information. I also provide geodatabase administration, document management and various software support to our exploration sites as required.

What makes you passionate about your job?

I am passionate about my current role because it allows me to interact closely with the corporate team as well as the geologists at sites. I enjoy working on a new concept, developing a plan and then executing it. I picture myself continuing to advance and obtain new skill sets in GIS, land management and data analytics that can optimize our current data management workflow for exploration.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

All of them are crucial, but I am very happy to be working with a great team in the corporate office as well as all our sites, so at the moment I would like to put more emphasis on teamwork.



MILAUNI DESAI
DATABASE/GIS SPECIALIST, ALAMOS GOLD

University of Saskatchewan
Bachelor of Science, Geology, Geological and
Earth Sciences/Geosciences

In a nutshell, mining is a multidisciplinary industry and there is an opportunity for many types of professional careers for women.

What advice could be useful to attract more women into a career in mining?

We need more outreach programs to get young women to start thinking about a career in mining. Having female representation in the field is key and there still are not enough women in mining. Also, not a lot of young people even realize that the Canadian economy is heavily based on resources that are extracted from the ground and that mining is big in Canada. Groups like WIM, Mining Matters and Young Mining Professionals are just an example of how mining is promoted amongst the young generation. The industry should support more and more education and awareness programs through these organizations. It would be beneficial if companies can collaborate with universities, colleges, and non-profit mining organizations to host more mining-related talks for students. In a nutshell, mining is a multidisciplinary industry and there is an opportunity for many types of professional careers for women. My advice to young women who are already in mining is not to give up on their goals and dreams.



Why did you study geology and why did you pursue a career as a geologist?

Ever since I was a little girl, I wanted to become a geologist. I grew up in Thunder Bay in Ontario. Thunder Bay is really beautiful. There is a ton of rock exposure, with a lot of amethyst. Amethyst is one of my favorite minerals. My family also has a background in mining. My dad is a miner. His father was a mechanic working in a mine. My maternal grandfather was also a miner.

How long have you been working for Alamos Gold?

When I first joined Alamos, it was in April of 2019. I joined as a part of the exploration department. I was part of the geological modelling group for the project that we had at the time. It was a great experience. When the opportunity came up to change departments and move over to production, I became a senior production geologist. I saw it as a change, and it was one area within the whole grand picture of my experience where I did have a gap. So, that's what I am doing now. Even still, today my job has evolved. What I was doing two years ago when I joined production is a lot different than what we are doing now.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Alamos sticks to their vision and values. I've worked for a number of companies where they said safety was always first, but it was not always safety first in practice. Particularly in advanced exploration projects, safety could be wishy-washy. Alamos really does seem to live up to the safety values that they have committed to. At Alamos, when someone brings up a safety concern, it is taken seriously, and people are validated in their concerns. Teamwork is another core value that I would like to mention. Here, I feel very supported. I really do get the sense of teamwork at Alamos. I feel very supported by my supervisor, and I hope that my colleagues feel supported by me.



TYNA-MARIE DESJARDINS
SENIOR PRODUCTION GEOLOGIST, ISLAND GOLD

Brandon University
Bachelor of Science, Geology/Chemistry

Laurentian University
Honours Diploma of Geology
Master of Science, Geology (candidate)

■ *When someone brings up a safety concern, it is taken seriously.*

What advice could be useful to attract more women into a career in mining?

My advice is that when you are considering university or college – and this is to any geologist – there is a track whereby you can really do college first and then you can go to university. College can offer more practical applications. Secondly, for female geologists and engineers, when you get a job and come into the workplace, know that you do have a seat at the table. Your opinions are valid, and your suggestions are valid. If you interact with people who deny you that place, you need to be firm. You have to be a strong person to go into mining, and that's for anybody.



Why did you pursue a career as a geologist, and why in mining?

Actually there is no one in my family either in mining or in geology. I am the very first one. When it came to deciding the field that I wanted to go into, I knew I wanted to pursue a career in sciences. I wanted to be in the field and geology was the best choice for me for that. After I started studying geology, I learned much more about the mining industry and it piqued my interest right away. Also, being from northern Ontario, pursuing a career in mining was the best route for me.

How long have you been working for Alamos Gold?

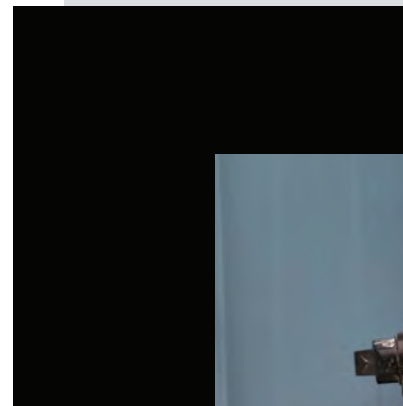
I started my mining career at Alamos Gold almost four years ago. I was a student back in 2015 for a short period of time. But then I came back, I started full-time here at Alamos. It was my first job.

What do you do in your day-to-day job?

I am a production geologist. My main tasks involve diamond drill hole planning, stope modelling and so much more. I also help with the day-to-day tasks of going underground.

What was your family's reaction when you decided to become a geologist and work in the mining industry?

In the beginning, my Mom wasn't sure. Like I said, there is no one in my family that has ever been in mining. So, this was definitely new to her. And then there is the travelling! I travel five hours per week to get to the mine site from home. Of course, she was worried about the amount of travelling I was doing, especially in the winter. And when I first started going underground, like any parent, she was worried right away. She would ask questions such as, "Is it safe?", "Are you going to be ok?", "How is it?", "Where is your escape route?", and "How does the mine keep rocks from falling on you?". I think it is normal as a Mom to have this reaction. However, I explained the facts to my family, and now they understand it better.



JANICK FLAGEOLE
GEOLOGIST, ISLAND GOLD

University of Ottawa
Master of Science, Geology/Earth Science
Bachelor of Science, Geology/Earth Science

■ *The people always make a difference.*

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Alamos Gold is very safe, I find. There's not a single day that I don't feel safe at work. The safety here is priority. They encourage us to participate, so as a geologist I am also part of the Joint Health and Safety Committee where we can be involved in day-to-day safety and make recommendations on how to make the workspace safer. Another core value would be teamwork. There's a lot of teamwork that happens here, and that's important. Every day I work with different departments whether it's engineering or the underground department. Even within my own department, the teamwork here is incredible. It's very necessary.

Would you recommend a career in mining to young women who are considering it?

Absolutely. There are women in every department here: electrical, mechanical, mining, and more. There are women on the scoops nowadays. It's very empowering and great to see that women can work everywhere now.

What makes you passionate about your job?

The people always make a difference. When you work with great people, it's encouraging to come to work and it's very motivating to have good supervisors and a good team to work along with. I always feel safe and respected.



How long have you been in the mining industry?

I worked at Mexican Geologist Service for nine years, and after that I joined the Department of Exploration at Alamos Gold's Mulatos Mine.

How long have you been working for Alamos Gold?

For five years, since October 2017.

Why did you study geology or how did you get involved in wanting a career as a geologist?

Since I was a little girl, my favourite subject at school was geology, particularly volcanos and nature. At high school, one of my teachers was a geologist, who oriented me towards practical geology activities, such as how and where it all works. I was very interested and finally he asked me if I wanted to be a geologist. He explained the different areas in geology and the options to pursue at university.

Why did you choose a career in mining?

In geology, there are different option areas, such as geohydrology, gas and oil, geotechnics, and mining. It immediately caught my attention since it takes place in the field, in addition to the fact that the mineralization processes are very interesting. I love work in the field.

What you do in your day-to-day job?

Right now I'm at the Halcon West project attending to a drilling program. I am describing the core, interpreting, proposing, and trying to see where else we can find an area where we can further extend the life of the mine. I am exploring.

What makes you passionate about your job?

There are several things. I like what I'm doing, including going out to map. I like to walk. I like living with my colleagues – this is very pleasant and helps when you are away from home. I really enjoy my job.



DIANA FLORES HUERTA
GEOLOGIST, MULATOS

Universidad Nacional Autónoma de México (UNAM)
Bachelor of Science, Geology

Now there are no limits. The field for women has been opened up a lot, and there are more and more women choosing careers related to mining.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Safety. I have colleagues with a very heavy work load, and I feel that it is our responsibility to take care of ourselves. I would not want anything bad to happen to anyone. Also, environmental responsibility is important. I really like nature and I don't want to affect it, so we apply the value of respect for the environment.

Would you recommend a career in mining to young women who are considering it?

Yes. If they like it, and if they are passionate about it, they can do it. Now there are no limits. The field for women has been opened up a lot, and there are more and more women choosing careers related to mining. When I joined, perhaps we were just a few, but our numbers were growing and this trend has continued.

What advice could be useful to attract more women into a career in mining?

Share the experiences from the voice of those who have lived it. When I talk to girls who are not in my sector about what we do as work, it amazes them, because there is a lack of knowledge about this field of work. However, I think that by explaining the details to them, and showing how much we are committed to the environment and how a balance can be maintained, they change their perspective about mining.



How long have you been in the mining industry?

In May, it will be seven years.

How long have you been working for Alamos Gold?

For seven years. All my professional experience is at Minas de Oro Nacional.

Why did you study geology and how did you get involved in wanting a career as a geologist?

I spent all my childhood in a mining environment. I am from Matarachi, a town surrounded by mines. Since my father, my grandparents and great-grandparents were *gambusinos*, they practiced mining in a very rudimentary way.

Why did you choose a career in mining?

I think that in addition to the generational inheritance of love for mining, the study of the earth and rocks caught my attention. Additionally, it was an opportunity to develop myself professionally without having to leave my home. Mulatos and La India mines are here, I felt it was an opportunity to develop professionally while close to my family.

What you do in your day-to-day job?

I am an exploration geologist. My job consists to the mapping, sampling, core description, and monitoring of the drilling equipment.

What makes you passionate about your job?

I like everything I do, and above all, that my work is not routine or monotonous. New things come out every day – every day you have to do different tasks. I also really like living with co-workers.



LOURDES GARCÍA
GEOLOGIST, MULATOS

University of Sonora
Bachelor of Science, Geology

I like everything I do, and above all, that my work is not routine or monotonous. New things come out every day – every day you have to do different things.

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates for you in your job?

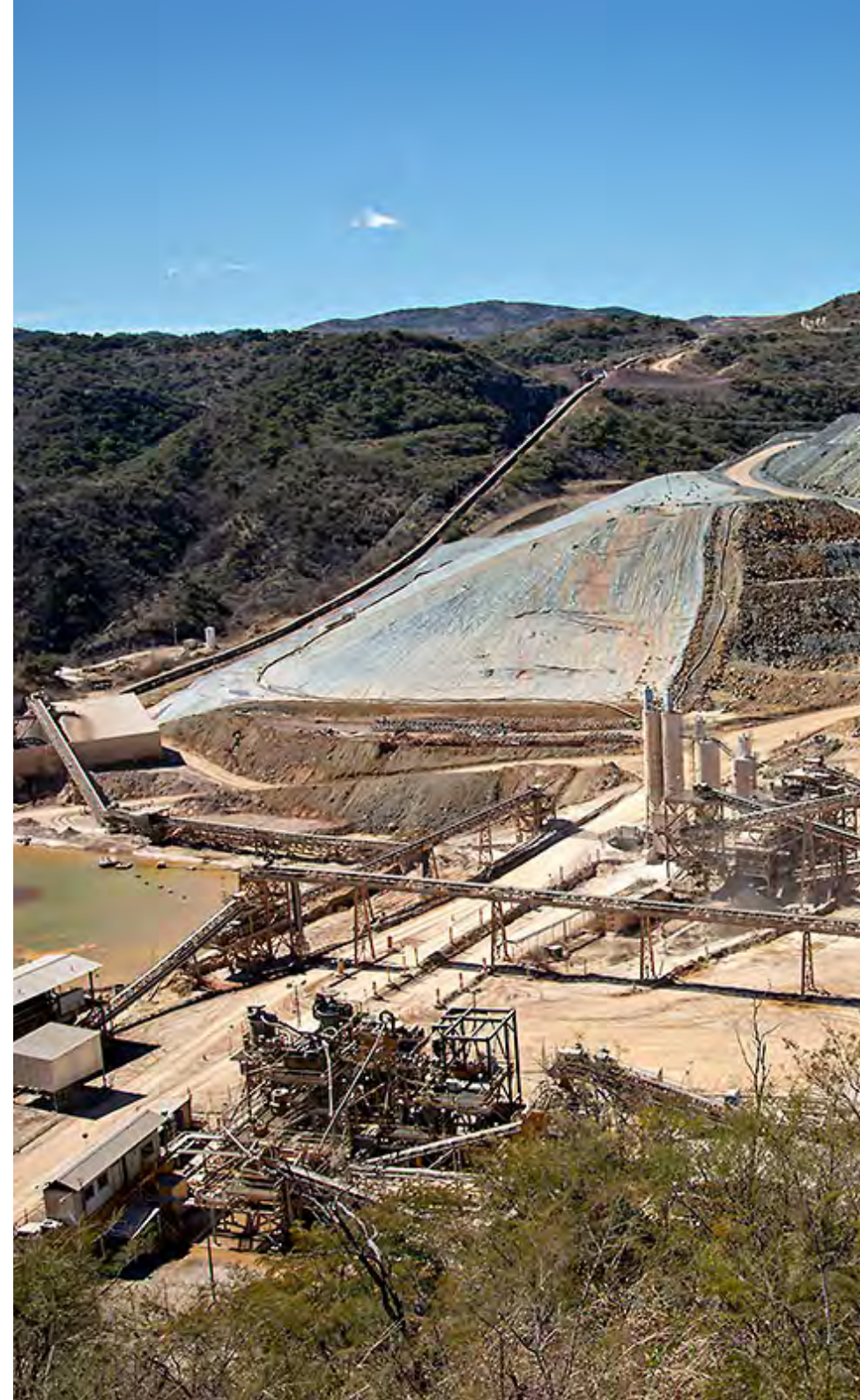
Integrity, commitment and safety. In everything that we do, we make safety a priority.

Is there another core value that resonates for you in your job?

In my opinion, respect is the most important thing. Working in a team within a male-dominated environment, respect for women is a value that I appreciate very much.

What advice could you offer to young women interested in a career in mining?

The first thing is that they do what they are passionate about and what they like to do. Do not be afraid of the gender issue, since working as a team and doing the job well is what is required to succeed. They should not be intimidated by being in a career which men predominate; this is not an impediment. Never feel superior or inferior, see yourself as equal.



Why did you choose a career in mining?

I started university in 2000. At that time, after the 1999 earthquake in Türkiye, we started seeing more scientists on television. We became more knowledgeable, more aware of science, and I wanted a career in the sciences.

As you look back, was geology the right career choice for you?

Yes, I can say without any hesitation that I'm glad that I chose geological engineering. Even though I had limited details about the department when I started studying it, I realized that I had chosen the profession that was right for me while I continued my education in the department, and I progressed in line with my ideals that it was going to be my career.

Can you describe what it is like to be a geological engineer?

When we start out in the profession, we learn all the basic tasks, and practice those tasks before we reach the next level. We learn operational requirements and our responsibilities while working across all levels of the job. For example, we carry the boxes of core that come out of the drilling, we make maps, do sampling with someone who is more experienced, and we cut core. After that, we make logs related to the drilling. As we get a little more experienced, our work grows, our responsibilities increase and our routines change. For example, we determine the drilling programs or potential locations for further exploration. We plan a sampling or mapping study. In other words, when I say routine, our jobs and responsibilities increase according to the levels. Organizing data is very important for us in order to keep regular data. We keep all the data, and all our old data. This is very important to us.



GÜLSEVİM ÖZISIK
SENIOR GEOLOGIST, DOĞU BİGA MINING

M.S., Middle East Technical University, Department of Mineral Deposits and Geochemistry
B.S., Hacettepe University, Department of Geological Engineering

This profession is not something that you can do flying blind. You should believe in yourself

How do you find your experience working at Alamos Gold as a geological engineer?

Based on my experience while working at Alamos Gold, I can say that our Company has supported me with training and has given me responsibilities suitable to my area of expertise in order to take me one step further in my professional development and in my profession. In addition, I have always felt that my seniors and managers share their experiences in order to support my professional development, and this applies to every position I have held while at Alamos Gold. The Company has this culture. I see it. We are not told, "Okay, you stay there. This is your responsibility. You don't do anything other than that." As I said before, in terms of training, my seniors have always shared the things they knew or something more with me.

What advice could be useful to attract more women into a career in mining?

Do not be afraid. However, if you are thinking, "Can I do this job or not?" I can say one thing: if there is really a question in your mind, you should not pursue this line of work without making it clear in your mind. You need to look at yourself a little psychologically, and you must see if you can do this and whether you really want this job. My colleagues who work or have worked as geologists in the mining industry know that work in the field is indispensable and a bit grueling. The important thing is understanding what your ideals are as you start the profession, and doing this with intention. I can say that all of my colleagues who have wanted to progress in line with their ideals have been willing to take on the challenges, and have done so with full self-confidence. This profession is not something that you can do flying blind. You should believe in yourself.



Why did you study geology and why did you pursue a career as a geologist?

I have always liked rocks. Growing up I had a big rock collection. I took geology as an elective, but the more I got into it, and chatted with other people who graduated and worked in the field, I thought, *"That sounds like a career I'd like to pursue"*.

Why did you choose a career in mining?

That's also just kind of what I fell into. I really like the environment in mines, which sounds a little bit weird, but there is a really good energy in and around the mine which came as a surprise to my family. I like the people that I work with, who are so friendly, and I like working in remote areas and travelling to new places. It can be intense, but in a good way because there's a lot of high pressure around the mines to produce, and as a result everyone is supportive.

How long have you been working for Alamos Gold?

It's my first long-term company. I've been working here for almost four years.

What do you do in your day-to-day job?

Currently I work in the regional exploration team. I log core, help run various field programs with the students, and I am planning some drill targets. In the past, I worked in a production team, and spent a year working underground doing mapping and managing production drilling. I find the regional team very science-focused, which is aligned with my academic background, whereas production was fast-paced. I enjoy working as a geologist. Every job I have ever done has been very rewarding.

How has Alamos Gold helped to advance your career?

I believe that Alamos has done a good job in helping to advance my career as I moved through all of the departments. The team has been accommodating towards helping me to see all sides of geology which I feel is a strong asset.



DANIELLE SHIRRIFF
GEOLOGIST, ISLAND GOLD

Laurentian University, Master of Science, Geology
University of Toronto, Bachelor of Science, Geology Earth Science

I like the people that I work with, who are so friendly, and I like working in remote areas and travelling to new places.

What makes you passionate about your job?

I really like science. There's a bit of an academic side to my job. It's fun to interpret data, test it, then see the results from that. Sometimes you're right and sometimes you're wrong, but when you are right it's very satisfying like, "Oh yes! I got it."

Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

I would say teamwork. One of my strengths at work is that I'm really good at cross department collaboration. I'm comfortable working and approaching people to say, "Hey! Can you help me with this problem?" and everyone is always friendly and eager to work out solutions. We all support each other to help advance the projects forward. Not even just on my team, but site wide.

What advice could be useful to attract more women into a career in mining?

I would offer two pieces of advice. You do need to have a bit of a thick skin and you need to be prepared for an intense environment. I have observed from a lot of people that I have worked with that they really appreciate directness. If you are straight with what you need, they respond very well with that. And it is typically how they are going to speak with you. It's not a bad thing, but it catches people off guard sometimes.



Why did you study geology or why did you pursue a career as a geologist?

I started my post-secondary school at the University of Toronto in a different career path. One of my electives was geology and that class changed my entire path, to say the least.

What makes you passionate about your job?

I never imagined that I would take such a different path from what I originally planned, but I am so glad that I did. I love the challenge of geology and I feel that I am part of something bigger and more meaningful than I could have ever imagined. I enjoy uncovering earth's secrets, learning about its rock formations, and exploring the mysteries of its past.

Why did you choose a career in mining?

I didn't know that there was a place for me in mining. It wasn't until I attended the Prospectors and Developers Convention of Canada (PDAC). It was a great place to learn about the different paths in mining and what a career could look like. This helped me envision my future and lead me to this career path.

Do you have any family members that are in the mining industry?

I'm the first in my family to pursue a career in mining even though I grew up in Baghdad, Iraq which is a rich place when it comes to oil mining. What led me to this industry was a combination of things: my curiosity, pushing myself to network, and learning different things.

What was your family's reaction when you decided to become a geologist and miner?

I am convinced that I have the most supportive parents and sisters in the world. When I told them about my new career path, they just wanted to listen, learn, and know how they can support me. Now that I have been in the industry for a few years, they know how happy I am, which makes them happy. They do worry about me going underground at times, or being away from home, but that has just made us all closer. My favourite thing to come home to is the collection of rocks that my niece has ready, waiting to discuss them with me.



ATHRAA KOMA
PRODUCTION GEOLOGIST, ISLAND GOLD

University of Toronto
 Honours Bachelor of Science, Geology

I enjoy uncovering earth's secrets, learning about its rock formations, and exploring the mysteries of its past.

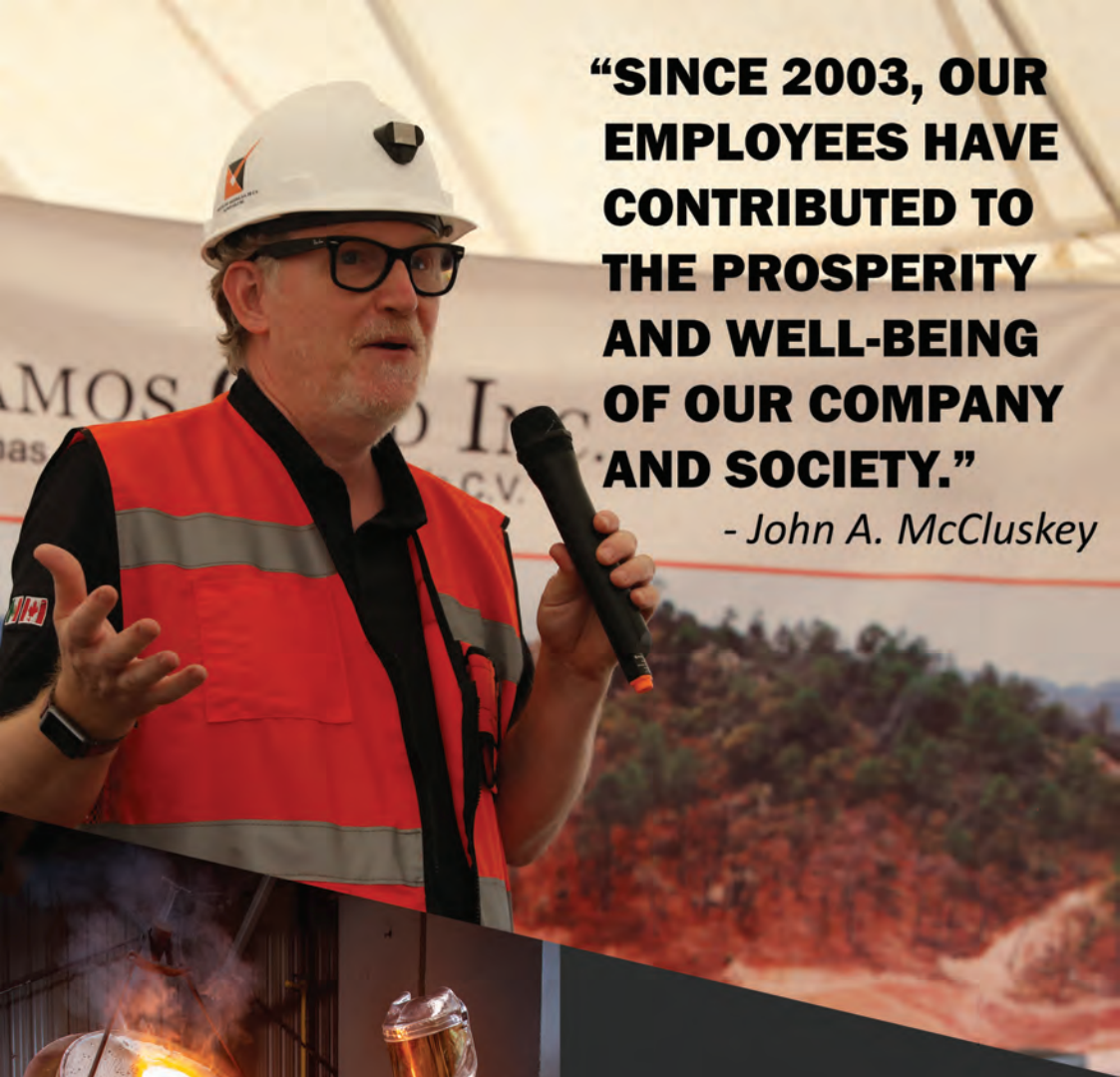
Alamos Gold's values are: Safety, Teamwork, Environmental Sustainability, Integrity and Commitment. Is there a core value that resonates with you in your job?

Alamos has taught me a lot of valuable skills. And when I say Alamos, I mean the people it's made of. The team work here is incredible. Everyone is eager to collaborate and learn from one another. No matter your role, your voice is heard and amplified. And with that kind of teamwork, I find the other values come naturally, such as a safe environment, putting our heads together to always think of sustainability, integrity, and commitment.

Would you recommend a career in mining, and what advice would you offer?

Without a doubt. Women can do anything. I guess my advice would be for anyone who is thinking about a career in mining – get hands-on experience. This is a rewarding and exciting path, but it's demanding and isn't your typical 9-5. So, understanding the day-to-day sacrifices is as important as the passion.





**“SINCE 2003, OUR
EMPLOYEES HAVE
CONTRIBUTED TO
THE PROSPERITY
AND WELL-BEING
OF OUR COMPANY
AND SOCIETY.”**

- John A. McCluskey

Alamos Gold is a Canadian-based intermediate gold producer with diversified production from three operating mines in North America. This includes the Young-Davidson and Island Gold mines in northern Ontario, Canada and the Mulatos mine in Sonora State, Mexico.

Additionally, the Company has a significant portfolio of development stage projects in Canada, Mexico, Turkey, and the United States. Alamos employs more than 1,900 people and is committed to the highest standards of sustainable development. The Company's shares are traded on the TSX and NYSE under the symbol "AGI".



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