



ALAMOS GOLD INC.

TSX:AGI | NYSE:AGI

Human Rights Policy

Alamos Gold Inc. (Alamos) is a Canadian-based intermediate gold producer with assets in Canada, Mexico, Turkey and the United States. Alamos is committed to respecting the human rights of our workforce, affected communities and all those people with whom we interact. All of our employees and contractors deserve to be treated with respect and shall be free from discrimination or abusive labour practices. We believe we can, and should, positively contribute to human rights by strengthening capacity and empowering communities.

We diligently seek not to infringe, directly nor through complicity in acts of others, on the human rights of our employees, contractors, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support and uphold respect for human rights.

Accordingly, Alamos and its subsidiaries shall:

- Incorporate respect for human rights into our management, governance practices and programs as defined in the *International Bill of Human Rights* and the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work*.
- Require our contractors, suppliers and business partners to share this commitment to human rights – including those in regard to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, equal remuneration, equal opportunity and freedom from discrimination – as a condition to working with us.
- Not discriminate against any individual on the basis of race, colour, national or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, pregnancy, disability, genetic characteristics or any other arbitrary characteristic unrelated to the individual's job performance.
- Promote diversity at all levels of Alamos, including the representation and inclusion of historically under-represented groups.
- Enhance our employment, supply chain, training and community investment programmes to advance the socio-economic empowerment of women in our communities, and eliminate barriers to the advancement and fair treatment of women in our workplaces.

- Respect the collective and customary rights of local and indigenous peoples near our sites of operation and ensure consultation with all relevant stakeholders is taken.
- Subscribe to the principle of informed consent when working on private land, including indigenous land, and strive for consent via formal agreements to acknowledge that Alamos will conduct work in a certain area and under certain conditions.
- Strive for continuous improvement in upholding and respecting human rights through ongoing dialogue with internal and external stakeholders.
- Continue to not engage in all forms of human trafficking, child labour, forced labour and modern slavery for all activities in which we are engaged and across the entire supply chain.
- When working with public or private security forces, implement a human rights and security approach consistent with the *Voluntary Principles on Security and Human Rights*.
- Establish confidential mechanisms to identify, receive and respond to human rights and ethical concerns from any stakeholder and in a neutral manner.
- Continually review and evaluate changing human rights conditions in the jurisdictions in which we operate.
- Take action to terminate any contracts or arrangements with our contractors and suppliers should we become aware that their practices and performance conflict with the requirements of this Human Rights Policy.

Our Human Rights Policy is informed by the following initiatives and guidelines:

- The United Nation's Guiding Principles on Business and Human Rights
- The Voluntary Principles on Security and Human Rights
- The World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard

Reviewed annually by Alamos Gold Inc. Management. Amended and approved by the Vice President, Sustainability & External Affairs on November 5, 2024.