ALAMOS GOLD INC.

TSX:AGI | NYSE:AGI

Sustainability Policy

Alamos Gold Inc. (Alamos) is a Canadian-based intermediate gold producer with assets in Canada and Mexico. Sustainability at Alamos means pursuing excellence in health and safety, environmental stewardship, community engagement, human rights, and governance. We believe that responsible mining creates long-term value for all stakeholders, while supporting resilient communities that thrive beyond our operations.

This Policy outlines our commitment to build, operate and close mines in a manner that supports our sustainability efforts and aligns with our core values: **Safety**, **Teamwork**, **Environmental Sustainability**, **Integrity**, and **Commitment**. This Policy is a key element of Alamos' Sustainability Framework and is supported by Corporate Sustainability Standards that guide our site-levels procedures and practices.

To achieve sustainability excellence, we will:

- Raise internal and external stakeholder knowledge of Alamos' Sustainability Framework and Corporate Sustainability Standards through awareness programs, training, and capacity building for our teams, including but not limited to Health & Safety, Environment, Community and Security departments.

- Comply with all relevant occupational health and safety (OHS) standards and regulations, voluntary programs and (where applicable) collective agreements on OHS, including consultation with and participation of workers via joint health and safety committees (JHSC).

- Ensure that every one of our employees, contractors and visitors go *Home Safe Every Day*, and work diligently so our standards are carried into the community to raise broader health and safety outcomes.

- Commit to the continuous improvement of our environmental performance, and promote environmental stewardship, across the full life cycle of our assets by minimising our footprint and protecting and preserving land, air, water and energy resources to the greatest extent reasonable. This includes a commitment to reducing our greenhouse gas emissions, energy, and freshwater usage where feasible.

- Engage with project-affected stakeholders on their perspectives about how they can benefit from our activities, and strive to factor their input into investment decisions so as to become known as a development partner of choice.

- Respect the culture, values and human rights of local populations, including the rights of Indigenous peoples.

- Develop open and transparent community engagement and feedback mechanisms that are meaningful, effective, inclusive and consultative.

- Develop and implement thoughtful, practical and operations-focused management systems to govern and measure our sustainability performance and ensure that we are making good on our commitments. This includes adopting leading industry frameworks including the World Gold Council's *Responsible Gold Mining Principles*, the *International Cyanide Management Code*, and the *Global Industry Standard on Tailings Management*.

- Ensure compliance with all applicable legal and regulatory requirements and periodically evaluate our social and environmental performance by reviewing adherence to this Policy and Corporate Sustainability Standards through independent reviews and audits that continuously improve our management approach.

- Seek to require all employees and business partners, including security providers, contractors and suppliers to adhere to this Policy as a condition to working on our sites or on our behalf.

- Publicly disclose and report on our sustainability performance, impacts, successes and challenges using internationally recognised reporting standards including the Global Reporting Initiative (GRI), the *Metals and Mining Standard* of the Sustainability Accounting Standards Board (SASB), and the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD).

Dated: October 29, 2025