ALAMOS GOLD INC.

ESG Report 2023

ENVIRONMENTAL
SOCIAL
GOVERNANCE

IN THIS SECTION:

2023 Highlights | President's Message | The Company | Contact Us

Report Contents

- **Home**
  - 2023 Highlights | President's Message | The Company | Contact Us
- **About**
  - How We Report | Materiality Assessment | GRI Content Map | SASB Content Map | Cautionary Statements
- **Governance**
  - Governance Approach | Business Ethics | Our Policies | Stakeholder Management
- **Our People**
  - Workforce | Health and Safety | Diversity, Equity, and Inclusion | Employee Relations
- **Communities**
  - Human Rights and Respect | Rights of Indigenous Peoples | Community Investment | Housing and Land
- **Environment**
  - Energy | Water | Waste | Nature | Air Quality
- **Tailings**
  - Background | Tailings Governance | Tailings Management | Facility Specifications
- **Climate Change**
  - Climate Governance | Climate Risk Management | Climate Strategy | Climate Metrics and Targets
- **Data Tables**

2023 Highlights

GOVERNANCE	OUR PEOPLE	COMMUNITIES	ENVIRONMENT
4 years of compliance with the RGMPs[1]	**3rd** consecutive year reporting a decreased TRIFR[2]	**$2.2M** in community investments	**8%** reduction in Scope 1 and 2 GHG emissions
0 fines or non-monetary sanctions	**87,666** hours of training delivered across our operating mines	**99%** supplier spend in-country	**0** Significant environmental incidents

Message from the President and CEO

During 2023 our Alamos Gold team had the opportunity to reflect on two decades as a Company. Over the years our dedication to responsible mining has been foundational to achieving one of the best growth profiles in the sector.

This was a year with increased media attention on the mining industry, with increased world demand for mineral resources needed to support global economic growth. This focus has precipitated a deeper dialogue on responsible environmental practices, worker safety, and engagement with and support for local communities. The World Gold Council produced a documentary featuring the positive and sustainable impact of gold mining that reached a global audience. It clearly demonstrated the importance of gold mining in many remote communities throughout the world.

Alamos has been focused on responsible mining since our founding and is aligned with the World Gold Council's *Responsible Gold Mining Principles*. I would like to cover a few notable highlights that make up our 2023 ESG Report.

> "Alamos has been focused on responsible mining since our founding and is aligned with the World Gold Council's *Responsible Gold Mining Principles*."

The safety and wellbeing of our employees has remained a top priority. During 2023, we provided more training than ever before, totaling over 87,000 hours across Alamos' three operating mines, including 22,000 hours of health and safety-specific training. This reflects our dedication to continuously raising the bar in health and safety performance.

For the second consecutive year, Alamos was also the recipient of the prestigious Silver Helmet Award given by the Mining Chamber of Mexico (CAMIMEX). The award recognizes companies with superior health and safety practices.

Our teams continued to find new ways to reduce our environmental footprint and improve our operations. We worked on energy efficiency and reduced our consumption by 16% per ounce of gold produced. Young-Davidson retrofitted lighting to use LEDs and began a compressor waste heat recovery project to reduce the energy required to heat incoming water. They also began a Ventilation-On-Demand project to automate mine ventilation. The Island Gold mine completed a compressed air efficiency project to reduce leakages. At Mulatos, solar-powered and LED lighting was installed throughout the camp and office spaces, and soon a new connection to the national electricity grid will reduce Mulatos' greenhouse gas emissions by 15% annually.

Looking to the future, Alamos will be adding additional operations, starting with the Lynn Lake Project in Manitoba. These new projects are already being shaped by our sustainability practices and commitment to responsible mining. For example, the Lynn Lake Project will see 58% lower emissions per ounce produced than the industry average, as outlined in our updated 2023 Feasibility Study for this project.

We achieved two important ESG milestones for this project in 2023, with the approval of key environmental permits, and signing of a formal Impact Benefit Agreement with Marcel Colomb First Nation.

Across the communities in which we work, we contributed $2.2 million in new infrastructure, scholarships, health care, and community housing opportunities. Our efforts earned us positive recognition again, with an Award from the Mexican Center for Philanthropy (CEMEFI) in recognition of socially responsible mining practices.

Members of Alamos Gold Inc. celebrating its 20th anniversary

Alamos recognizes that our ability to invest in communities is contingent on remaining in business, which is why expanding our Mineral Reserve and Resource base is so important. This year, Alamos has our largest-ever exploration budget planned to support the growth of long-life assets in Canada and Mexico.

In 2023, we made progress in our sustainability initiatives, and we will continue to measure our results against the high standards that we have set.

I want to express my gratitude to the entire Alamos team for their ongoing support, and to the Board for their commitment in supporting our ESG objectives and performance.

JOHN A. McCLUSKEY
President and CEO

The Company

Alamos Gold Inc. ("Alamos" or the "Company") is a growing and diversified gold producer with a long-term track record of creating value for all stakeholders through solid financial performance and low-cost production growth, as well as a commitment to safety, social responsibility, emissions-reduction, environmental stewardship, and workplace diversity, equity and inclusion (DEI).

Contact Us

Please direct questions, comments, or general inquiries regarding the 2023 ESG Report to info@alamosgold.com

Contact Us

ALAMOS GOLD INC.

Next
About

REFERENCES

1. Responsible Gold Mining Principles of the World Gold Council
2. Total Recordable Injury Frequency Rate

ALAMOS GOLD INC.

Disclaimer | Privacy

181 BAY STREET, SUITE 3910, TORONTO, ON M5J 2T3
TEL: 1-416-368-9932
INFO@ALAMOSGOLD.COM
ALAMOS MAIN CONTACT

Download Report PDF

© 2024 Alamos Gold Inc. All Rights Reserved. | Website design and development by Vincent Design Inc.

2022 SUSTAINABILITY REPORT

About

ABOUT THIS REPORT

HOW WE REPORT
MATERIALITY ASSESSMENT
GRI CONTENT MAP
SASB CONTENT MAP
CAUTIONARY STATEMENTS

How We Report

This report covers the sustainability performance of Cleveland-Cliffs Inc. (Cliffs) and its subsidiaries for the calendar year 2022. Unless otherwise specified, all data and information in this report relates to our operations in 2022. Our last sustainability report was published in 2021. We plan to publish our next sustainability report in 2023. Our sustainability reporting is based on the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. We have also prepared our report in accordance with the United Nations Sustainable Development Goals (UN SDGs) and the United Nations Global Compact (UNGC) principles. We have included a GRI Content Map, a SASB Content Map, and a table of our UN SDG and UNGC principles activities and metrics in this section of our report. We have also included our Cautionary Statements in this section of our report.

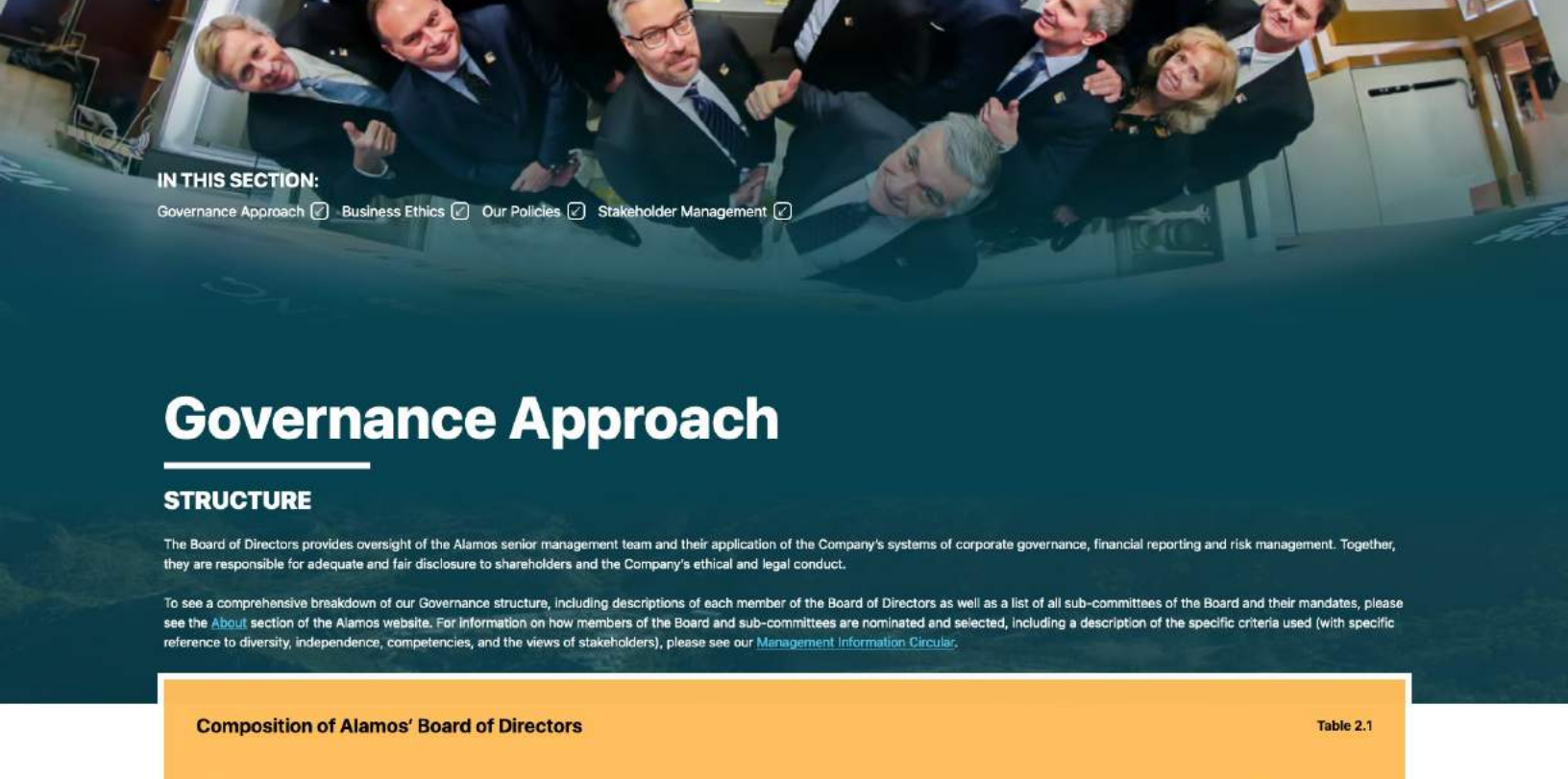
Materiality Assessment

We have conducted a materiality assessment to identify the environmental, social, and governance (ESG) topics that are most significant to our business and our stakeholders. We have used the results of our materiality assessment to inform our ESG strategy and our ESG reporting. We have also used the results of our materiality assessment to inform our risk management and our stakeholder engagement. We have conducted our materiality assessment in accordance with the GRI Standards and the SASB Standards. We have also conducted our materiality assessment in accordance with the TCFD recommendations. We have conducted our materiality assessment in accordance with the UN SDGs and the UNGC principles. We have conducted our materiality assessment in accordance with our internal policies and our external commitments. We have conducted our materiality assessment in accordance with our internal processes and our external processes. We have conducted our materiality assessment in accordance with our internal stakeholders and our external stakeholders. We have conducted our materiality assessment in accordance with our internal resources and our external resources. We have conducted our materiality assessment in accordance with our internal risks and our external risks. We have conducted our materiality assessment in accordance with our internal opportunities and our external opportunities. We have conducted our materiality assessment in accordance with our internal impacts and our external impacts. We have conducted our materiality assessment in accordance with our internal dependencies and our external dependencies. We have conducted our materiality assessment in accordance with our internal strengths and our external strengths. We have conducted our materiality assessment in accordance with our internal weaknesses and our external weaknesses. We have conducted our materiality assessment in accordance with our internal threats and our external threats. We have conducted our materiality assessment in accordance with our internal opportunities and our external opportunities. We have conducted our materiality assessment in accordance with our internal impacts and our external impacts. We have conducted our materiality assessment in accordance with our internal dependencies and our external dependencies. We have conducted our materiality assessment in accordance with our internal strengths and our external strengths. We have conducted our materiality assessment in accordance with our internal weaknesses and our external weaknesses. We have conducted our materiality assessment in accordance with our internal threats and our external threats.

The results of our materiality assessment are shown in the chart above. The topics that are most significant to our business and our stakeholders are those that are in the upper right quadrant of the chart. The topics that are most significant to our business are those that are in the upper quadrant of the chart. The topics that are most significant to our stakeholders are those that are in the right quadrant of the chart. The topics that are most significant to neither our business nor our stakeholders are those that are in the lower left quadrant of the chart

ESG REPORT 2023

Governance



IN THIS SECTION:

Governance Approach | Business Ethics | Our Policies | Stakeholder Management

Governance Approach

STRUCTURE

The Board of Directors provides oversight of the Alamos senior management team and their application of the Company's systems of corporate governance, financial reporting and risk management. Together, they are responsible for adequate and fair disclosure to shareholders and the Company's ethical and legal conduct.

To see a comprehensive breakdown of our Governance structure, including descriptions of each member of the Board of Directors as well as a list of all sub-committees of the Board and their mandates, please see the About section of the Alamos website. For information on how members of the Board and sub-committees are nominated and selected, including a description of the specific criteria used (with specific reference to diversity, independence, competencies, and the views of stakeholders), please see our Management Information Circular.

Composition of Alamos' Board of Directors — Table 2.1

Male	66%
Female	33%
Under 30 Years Old	0%
30 - 50 Years Old	0%
Over 50 Years Old	100%
Belong to a Visible Minority Group	0%

The Technical and Sustainability (T&S) Committee of the Board oversees Alamos' sustainability performance. The Committee is not directly involved in the preparation of the annual ESG Report, which is the responsibility of Alamos' Sustainability team along with the Company's senior management group. A portion of the Committee's mandate is to review the Company's existing values, strategies, policies, goals, and programs to ensure that they present or minimize any impacts of Alamos' operations on all sustainability-relevant receptors, and to monitor that effectiveness via the annual performance review described below. The Public Affairs Committee reviews the measures and resources implemented to develop positive relationships with stakeholders impacted by Alamos' operations. For full descriptions of the responsibilities of the T&S and Public Affairs Committees please see the Technical and Sustainability Committee Charter and Public Affairs Committee Charter.

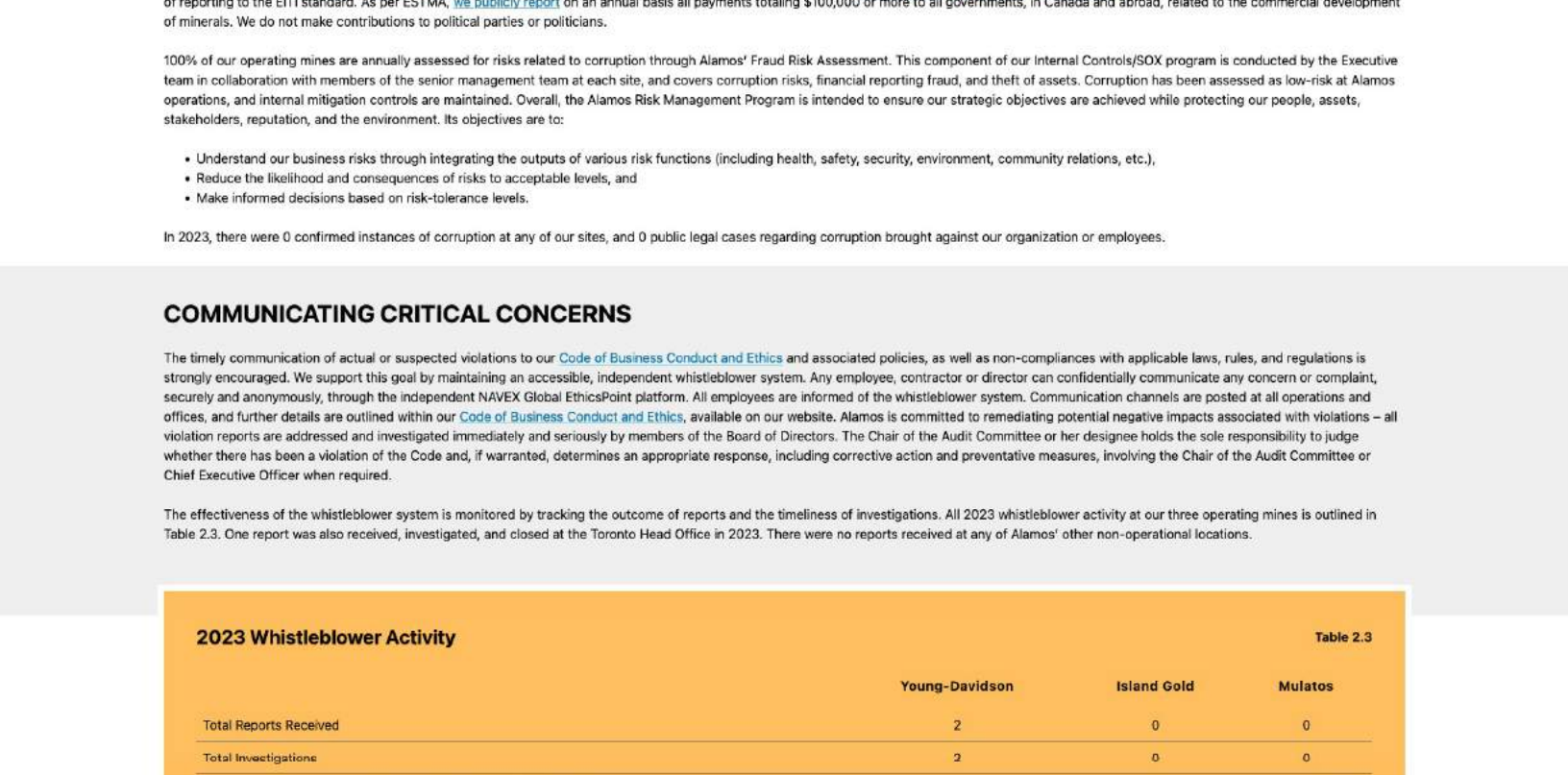
The highest executive directly responsible for sustainability matters is the Vice President (VP) of Sustainability and External Affairs. The VP is supported in this responsibility by the corporate Sustainability Department as well as dedicated site-based Environment, Community Relations, and Health and Safety teams. The VP reports to the Chief Operating Officer (COO), and they together meet with the T&S Committee on the management of sustainability topics on a periodic basis no less than twice per year.

Sustainability performance is a factor in executive compensation. The Chair of the Board, the Chair of the Human Resources Committee, and Alamos management meet annually to review the Organization's performance for the year, by comparing year-end corporate metrics against a series of pre-determined, measurable, weighted targets. A portion of the Annual Incentive Bonus (for eligible executives and employees) is tied to the Company's achievement of these targets. In 2023, 16% of the weighting was allocated to environmental, social and corporate governance (ESG) targets. Alamos' success in achieving these targets is quantified in our Management Information Circular.

CONTINUOUS IMPROVEMENT

Alamos' commitment to continuous improvement extends to the Board of Directors. The Director Education Policy, established in 2016, encourages the continuous education of the Board and provides for the reimbursement of expenses for Director courses and self-study. The Company also encourages and supports Directors to attend conferences, seminars, and courses on subjects related to their role on the Board or its committees, including sustainability. Every year, some members of our Board hold the Institute of Corporate Directors' ICD.D designation, which requires the annual completion of at least 14 hours of continuing education. In September 2023, the Board received a cyber security training session from a leading accounting firm. The following month, as part of their annual strategy retreat, the Board participated in several educational sessions on topics which included climate change and ESG. The Board evaluates the effectiveness of its committees and individual Directors on an annual basis. To facilitate this evaluation, the Board uses a comprehensive annual self-assessment survey. As performed in the beginning of a review of its mandate, the enforcement of each Board committee and the performance of individual Directors, individual board members are also interviewed by the Chair of the Board. The detailed survey includes both a self and peer review process for each individual Director, with respect to both the Board and its committees.

> **The Board evaluates the effectiveness of itself, its committees, and individual Directors on an annual basis.**



Business Ethics

OUR COMMITMENT

Alamos demonstrates a steadfast commitment to responsible business conduct through our Corporate Policies and monitoring of performance. Compliance with our Code of Business Conduct and Ethics is mandatory for every Alamos Director, officer, employee, and consultant. The Code sets forth commitments to: (a) honest and ethical conduct; (b) full, fair, accurate, timely and understandable disclosure in the Company's public reports and communications; and (c) compliance with applicable governmental laws, rules, and regulations and stock exchange rules. The Code stipulates individual due diligence and the application of the precautionary principle to ensure adherence to these commitments.

The requirement to uphold, respect and support human rights is reinforced by our Human Rights Policy, which is guided by: intergovernmental instruments such as the *International Bill of Human Rights* and the International Labour Organization's Declaration on *Fundamental Principles and Rights at Work*.

CONFLICTS OF INTEREST

The Board of Directors should be free from actual, perceived or potential conflicts of interest to the greatest extent possible. No two members of our Board currently serve together on the boards (or board committees) of other public companies, and none, with the exception of the CEO, are involved in the day-to-day operations of the Company. Activities which may give rise to conflicts of interest are prohibited unless specifically approved by the Board or the Audit Committee. Each Director must disclose all actual or potential conflicts of interest to the Board or the Audit Committee and refrain from voting on all matters in which such Director has a conflict of interest. In addition, if a conflict of interest arises, the Director must excuse himself or herself from any discussion or decision on any matter in which the Director is precluded from voting as a result of a conflict of interest.

ANTI-BRIBERY & CORRUPTION

Alamos takes a zero-tolerance approach to bribery and corruption. All personnel and business partners, including employees, suppliers, contractors and subcontractors, are expected to conduct business legally and ethically, and to comply with the Alamos Anti-Bribery, Anti-Corruption and Anti-Competition Policy (ABCC Policy) and all applicable laws. Alamos does not operate in the 20 lowest-ranked countries on Transparency International's 2023 Corruption Perceptions Index. Our ABCC Policy outlines our commitment to honest and ethical conduct and the need for compliance with applicable laws, rules and regulations. We have processes in place to cultivate a Company-wide culture of awareness and compliance education, as well as a system for internal confidential reporting of potential violations, and responding to and investigating reports of potential violations.

> **We have processes in place to cultivate a Company-wide culture of awareness and compliance education.**

Our ABCC Policy Has Been Communicated To... — Table 2.2

100% of Board Members	100% of Employees	74% of Business Partners[1]

Alamos supports the Extractive Industries Transparency Initiative (EITI), and since 2016 has complied with Canada's Extractive Sector Transparency Measures Act (ESTMA), which provides an equivalent level of reporting to the EITI standard. As per ESTMA, we publish our annual payments totaling $100,000 or more to all governments, in Canada and abroad, related to the commercial development of minerals. We do not make contributions to political parties or politicians.

100% of our operating mines are annually assessed for risks related to corruption through Alamos' Fraud Risk Assessment. This component of our Internal Controls/SOX program is conducted by the Executive team in collaboration with members of the senior management team at each site, and covers corruption risks, financial reporting fraud, and theft of assets. Corruption has been assessed as low-risk at Alamos operations, and internal mitigation controls are maintained. Overall, the Alamos Risk Management Program is intended to ensure our strategic objectives are achieved while protecting our people, assets, stakeholders, reputation, and the environment. Its objectives are to:

- Understand our business risks through integrating the outputs of various risk functions (including health, safety, security, environment, community relations, etc.).
- Reduce the likelihood and consequences of risks to acceptable levels; and
- Make informed decisions based on risk-tolerance levels.

In 2023, there were 0 confirmed instances of corruption at any of our sites, and 3 public legal cases regarding corruption brought against our organization or employees.

COMMUNICATING CRITICAL CONCERNS

The timely communication of actual or suspected violations to our Code of Business Conduct and Ethics and associated policies, as well as non-compliances with applicable laws, rules, and regulations is strongly encouraged. We support this goal by maintaining an accessible, independent whistleblower system. Any employee, contractor or director can confidentially communicate any concern or complaint, securely and anonymously, through the independent NAVEX Global EthicsPoint platform. All employees are informed of the whistleblower system. Communication channels are posted at all operations and offices, and further details are outlined within our Code of Business Conduct and Ethics, available on our website. Alamos is committed to remediating potential negative impacts associated with violations – all violation reports are addressed and investigated immediately and seriously by members of the Board of Directors. The Chair of the Audit Committee or her designee holds the sole responsibility to judge whether there has been a violation of the Code and, if warranted, determines an appropriate response, including corrective action and preventative measures. Involving the Chair of the Audit Committee or Chief Executive Officer when required.

The effectiveness of the whistleblower system is monitored by tracking the outcome of reports and the timeliness of investigations. All 2023 whistleblower activity at our three operating mines is outlined in Table 2.3. One report was also received, investigated, and closed at the Toronto Head Office in 2023. There were no reports received at any of Alamos' other non-operational locations.

2023 Whistleblower Activity — Table 2.3

	Young-Davidson	Island Gold	Mulatos
Total Reports Received	2	0	0
Total Investigations	3	0	0
Reports Received, Investigated, and Closed in the Reporting year	2	0	0

PERFORMANCE

To monitor the effectiveness of our governance approach, Alamos tracks compliance and business ethics performance with the same focus and rigour as our environmental, social, and economic indicators. Our compliance procedures are reviewed at least annually by legal counsel and updated as appropriate. We also conduct periodic reviews and testing of our standards, procedures, and codes.

In 2023, Alamos incurred no penalties or non-monetary repercussions due to non-compliance with laws or regulations. Alamos' subsidiary Minas de Oro Nicaragua, S.A. de C.V. did reach a settlement in 2023 with the Sonora State Environmental Authority, *Procuraduría Ambiental del Estado de Sonora*' regarding a 2013 waste storage inspection issue. In the 3 years prior to 2023, Alamos has received three monetary sanctions in total (cumulatively valued at $15,847) and zero (0) non-monetary sanctions.

> **Alamos tracks compliance and business ethics performance with the same focus and rigour as our environmental, social, and economic indicators.**

Our Policies

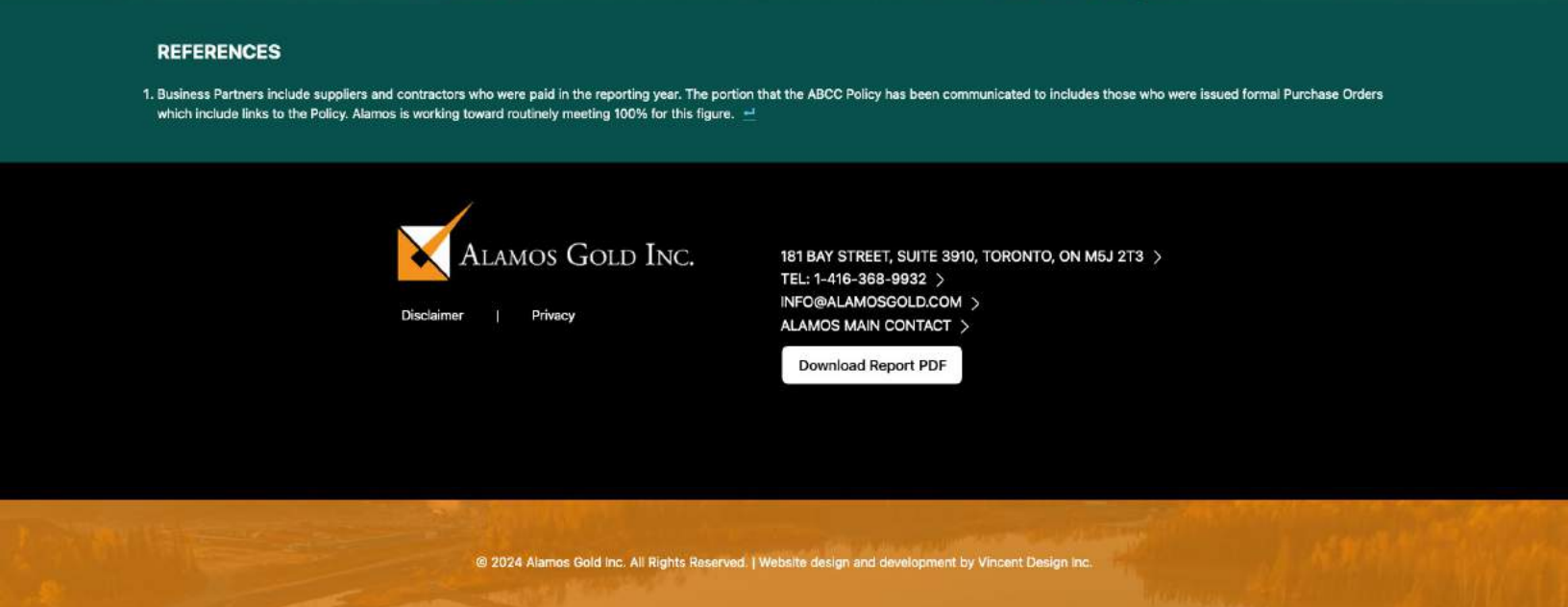
Alamos maintains high standards of corporate governance to ensure that our corporate decision-making reflects our values, including our commitment to sustainable development. Our policy commitments incorporate leading practices and set minimum expectations for every employee, contractor and visitor entering our sites. The general themes represented in our policies are also expected to be embraced by all parties with whom we share a business relationship.

Each policy or standard is owned by a member of the management team who possesses the expertise and accountability to ensure commitments are integrated into all relevant organizational strategies and operational procedures. Sustainability Policy commitments are approved at the most senior level of our business, by the Board of Directors' T&S Committee.

Throughout the mining life cycle, a range of unique roles and skillsets are employed at each operation, project, and office. Given this variety, the training provided to our workforce on implementing our policy commitments is tailored to each individual's own responsibilities. All corporate policies are communicated to and acknowledged by all Alamos staff when they join the Company, and are publicly available on the Alamos website to be accessed by all other relevant parties. For advice on implementing the organization's policies and practices for responsible business conduct, employees may connect directly with their supervisor or the listed owner of each policy.

Our corporate policies are accessible here or can be viewed by clicking the links below:

- Anti-Bribery, Anti-Corruption and Anti-Competition Policy
- Diversity Policy
- Human Rights Policy
- Supply Chain Policy
- Sustainability Policy
- Code of Business Conduct and Ethics



Stakeholder Management

APPROACH TO STAKEHOLDER ENGAGEMENT

One of Alamos' values includes a commitment to the wellbeing of our Company, people, our stakeholders, and the places where we know "home". Alamos, the term "stakeholders" encompasses employees, contractors, governments, organizations in our value chain, media groups, and individuals or communities of interest that the Company engages with. While each stakeholder and stakeholder group maintains a unique association with our Company, Alamos recognizes the many interrelationships between our stakeholder groups, and we are committed to using engagement systems that reflect a consistent set of values and that are tailored to each situation.

Certain stakeholder relationships are established voluntarily (such as those with our shareholders, industry associations, and business partners), while other relationships are more regulated – namely those with various government bodies and communities of interest. Further, relationships can be created passively without intentional input by our organization, such as coverage by media outlets, non-governmental organizations, and industry analysts. Each stakeholder and stakeholder group is thematically identified and managed through dedicated channels including but not limited to Sustainability, External Affairs, Public Affairs, and Investor Relations.

Across the Company, the purpose of stakeholder engagement is to establish and continuously nurture positive, collaborative, and transparent relationships. This approach fosters meaningful communication that cultivates mutually beneficial outcomes for Alamos and our stakeholders.

> **The purpose of stakeholder engagement is to establish and continuously nurture positive, collaborative, and transparent relationships.**

MEMBERSHIP ASSOCIATIONS

Involvement with Regional and Industry Associations provides an excellent channel for our organization to engage with our stakeholders.

Our memberships with the World Gold Council, the Prospectors & Developers Association of Canada, the Canadian Chamber of Commerce, the Conference Board of Canada, the Canadian Chamber of Commerce in Mexico, the Mexican Chamber of Mines, the Mexican Mining Association, the Ontario Mining Association, the Mining Association of Manitoba, and the Manitoba Chambers of Commerce allow us to participate in public policy discussions, collaborate with our peers to improve our practices, and contribute to the united voice of our sector.

Previous
About

Next
Our People

REFERENCES

1. Business Partners include suppliers and contractors who were paid in the reporting year. The portion that the ABCC Policy has been communicated to includes those who were issued formal Purchase Orders which include links to the Policy. Alamos is working toward routinely meeting 100% for this figure. ↩

ALAMOS GOLD INC.

181 BAY STREET, SUITE 3910, TORONTO, ON M5J 2T3
TEL: 1-416-368-9932
INFO@ALAMOSGOLD.COM
ALAMOS MAIN CONTACT

Disclaimer | Privacy

Download Report PDF

© 2024 Alamos Gold Inc. All Rights Reserved | Website design and development by Vincent Design Inc.

ESG REPORT 2023

Our People

SECTION SECTION
Workforce ⓘ | Health & Safety ⓘ | Diversity, Equity & Inclusion ⓘ | Employee Relations ⓘ

Workforce

We pride ourselves on our human capital strategy, focusing on our people, creating high-quality jobs and promoting and sustaining a diverse workforce, culture and workplace.

Our employees are our greatest asset, and we do our best to create a safe, diverse and inclusive workplace where employees can grow and develop their careers. We believe that our people are our greatest competitive advantage and we want our employees to be proud of their work and the impact it has on our communities and our shareholders.

Our ability to attract, retain and develop a talented workforce is critical to our business. Our human capital management strategy includes compensation and benefits, training and development, employee engagement, diversity, equity and inclusion, and health and safety.

We are committed to providing competitive compensation and benefits packages to our employees. We offer a variety of non-contributory and contributory pension plans, health and dental insurance, life insurance, short and long-term disability, and other benefits. We also provide our employees with training and development programs to help them develop their skills and advance their careers. We believe that our employees are our most valuable asset, and we want to see them succeed and grow with the company.

We are committed to creating a diverse and inclusive workplace where everyone feels valued and respected. We have implemented various initiatives to promote diversity and inclusion, including unconscious bias training, diversity and inclusion training, and employee resource groups. We believe that these initiatives will help us attract and retain a diverse workforce and create a more inclusive workplace for all employees.

Our health and safety program is a top priority for us. We have implemented various initiatives to promote a safe and healthy workplace, including regular safety training, ergonomic assessments, and wellness programs. We believe that our health and safety program is important to our employees and helps us attract and retain a skilled workforce.

Employee engagement is very important at Alamos Gold. We conduct regular employee surveys to gauge employee satisfaction and engagement. We believe that employee engagement is important to our success and we want our employees to be happy and engaged in their work.

Alamos Workforce at Year End[1] Table 1.1

	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees
	Canada		Mexico		United States	
Total Workforce	2,270	23%	5,000	51%	2,600	26%
Gender Diversity						
Women	1,664	73%	3,677	73%	1,911	74%
Men	606	27%	1,323	27%	689	26%
Indigenous Employees (Full-Time)	1,000	44%	1,000	20%	0	0%
Employees with Disabilities	0	0%	0	0%	0	0%
Permanent Employees (Full-Time)	2,270	100%	5,000	100%	2,600	100%
Age Diversity						
Under 30	142	6%	1,000	20%	52	2%
30-50	1,816	80%	3,500	70%	1,872	72%
Over 50	312	14%	500	10%	676	26%
Senior Management Succession Plans	Yes		Yes		Yes	
Employee Turnover	12%		10%		8%	

To date in 2023, 14 Canadians became Canadian citizens in 2023 and 2022 was attributable to the Mexican Mine, due to the personal circumstances of retiring workers for the Mexican Mine. Where possible, we prefer to hire local people from the local community in order to minimize the number of expatriates.

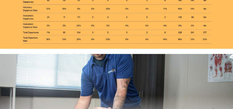
Annual Workforce Totals Table 1.2

	Canada	Mexico	United States	Total
2023	2,268	2011	2,600	6,879
2022	2,270	2,000	2,600	6,870
2021	2,000	1,900	2,500	6,400
2020	1,900	1,800	2,400	6,100
5-Year Average	2,088	1,940	2,520	6,449
5-Year Average Percentage	32%	30%	39%	100%

In Canada in 2023, 14 Canadians became Canadian citizens in 2023 and 2022 was attributable to the Mexican Mine, due to the personal circumstances of retiring workers for the Mexican Mine. Where possible, we prefer to hire local people from the local community in order to minimize the number of expatriates.

Employee Turnover[2] Table 1.3

	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees
	Canada		Mexico		United States	
Total Workforce	2,270	23%	5,000	51%	2,600	26%
Gender Diversity						
Women	1,664	73%	3,677	73%	1,911	74%
Men	606	27%	1,323	27%	689	26%
Indigenous Employees (Full-Time)	1,000	44%	1,000	20%	0	0%
Employees with Disabilities	0	0%	0	0%	0	0%
Permanent Employees (Full-Time)	2,270	100%	5,000	100%	2,600	100%
Age Diversity						
Under 30	142	6%	1,000	20%	52	2%
30-50	1,816	80%	3,500	70%	1,872	72%
Over 50	312	14%	500	10%	676	26%
Senior Management Succession Plans	Yes		Yes		Yes	
Employee Turnover	12%		10%		8%	



Health and Safety

Alamos Gold Inc. Toronto Stock Exchange

HOME SAFE EVERY DAY
Alamos Gold Inc.

MANAGEMENT SYSTEMS

Alamos Gold's commitment to creating sound workplaces, safety and environmental, or all-in-one and developed safety, environmental and social responsibility management systems, including the Alamos Gold Inc. Health and Safety Management System, the Alamos Gold Inc. Environmental Management System, the Alamos Gold Inc. Social Responsibility Management System, and the Alamos Gold Inc. Human Resources Management System, which are based on the International Organization for Standardization (ISO) standards, and the Occupational Health and Safety Assessment Series (OHSAS) standards, and are consistent with the International Council on Mining and Metals, and other recognized industry standards.

Our Health and Safety Management System is based on the Plan-Do-Check-Act model and includes the following elements: Leadership and Accountability, Risk Identification and Response, Training and Competency, Performance, Performance Monitoring, Audits and Reviews, Incident Investigation, Emergency Response, Occupational Hygiene, Ergonomics, Fitness for Duty, Contractor Management, Management of Change, Management of Change, Management of Change

ESG REPORT 2023

Communities

IN THIS SECTION:
Human Rights & Respect | Rights of Indigenous Peoples | Community Investment | Housing & Land

Human Rights & Respect

Our commitment to respect the human rights of our local communities begins with our Human Rights Policy and is embedded into company culture. The Policy is guided by the international Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and the World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard. Our Policy stipulates commitments to consider all communities affected by our operations, and also gives specific attention to the rights of Indigenous Peoples.

The risks Alamos Gold creates impact the lives and communities through contributions to employment, supply and wealth, which are only a fraction of the overall impact of global development. The responsibility for Community Relations lies at the most senior level of our organization, with members of Alamos' Executive Leadership team. Effective community engagement fosters relationships based on mutual understanding and trust, builds stakeholder support, and allows us to identify and manage the stakeholder related risks and impact to each operation. Our Internal Community Engagement Standard sets the minimum requirements for all Alamos business units when conducting community outreach.

All three of our operating mines and the Lynn Lake Project have completed human impact assessments to identify the risks and opportunities associated with the rights and interests of their respective local communities. They have also implemented local community engagement committees that include vulnerable groups. The significant actual and potential negative social impacts that have been identified through these systems and processes, across all of our operations and projects, include: pressure on infrastructure and housing, dynamic income inequality, reduced access to land and water, dwellers' concerns about dust and noise, and increased pressure on local governance and law enforcement. We are committed to working closely with our communities to manage our impacts and ensure that we do not cause or contribute to any human rights abuses. In the case of our Mulatos Mine, the risk of forms relocation due to competing land interests has been realized and is discussed in the Housing and Land section.

All Alamos mines and projects have processes in place to ensure the rights of our Communities are respected. At Mulatos and the Lynn Lake Project, we have implemented formal community grievance mechanisms that are accessible to community members and have been used to address concerns. At Young-Davidson, informal channels are used to address community concerns, and we are working with our communities and Indigenous partners to manage concerns. These community grievances have filed formal or informal complaints with the government, and the remaining two were resolved within 90 days, and the remaining two were resolved within the reporting year. In 2023 there were once again zero US dollar shutdowns due to community-related factors across all Alamos locations.

Mechanisms for the Protection of Community Rights and Interests

Table 4.1

	Young-Davidson	Island Gold	Mulatos	Lynn Lake Project
Social Impact Assessments	✓	✓	✓	✓
Environmental Impact Assessments	✓	✓	✓	✓
Formal Community Development Programs	✗	✓	✓	✓
Stakeholder Engagement Plans Based on Stakeholder Mapping	✗	✓	✓	✓
Community Engagement Committees	✗	✓	✓	✓
Formal Community Grievance Mechanism	✗	✓	✓	✓

Across the global mining industry, security practices have been identified as a potential risk to the human rights of local communities. All security personnel at our mines are employed by contracted security companies. Our Security Personnel Policy requires that our security and private security contractors working with our teams: Pre-Employment Screening Performance Review by SASRA, the Voluntary Conflict Resource Assessment (interviewed within the MINA's Conflict Prevention and Peace Initiative) and assessment of risk of human rights abuses other than the Mulatos Mine are considered to be located in conflict-affected areas. As a result of ongoing, non-state violence and organized crime in Mexico, the security program at Mulatos is our most involved. Security personnel at this site have undertaken Voluntary Principles on Security and Human Rights training, and Alamos Gold's Human Rights Policy. Our Security Personnel Policy also includes Human Rights Training, Use of Force, Arrest, Search and Detention, Sexual Harassment, Gender Based Violence, Child Labor, For Cause, aligning security practices with the VPSHR helps us minimize security-related impacts on local communities, and aligns our corporate policies with internationally recognized human rights principles. It also reduces reputational concerns and contributes to operational stability.

HUMAN RIGHTS & RESPECT SPOTLIGHT

In Focus Mexico
Alamos Gold's Mexican operations signed a collaboration agreement on January 20th with the Municipalities of Navojoa and Huatabampo in the Mexican State of Sonora, which will provide a framework for the development of a joint program to promote human rights, gender equality, and other social initiatives, such as the promotion of inclusive workplaces, and the prevention of violence against women and children. The program will also include initiatives that support local stakeholders. Many of the recommendations were addressed during the year, and plans are in place to incorporate remaining elements by 2024.

Rights of Indigenous Peoples

As a Canadian company, Alamos recognizes the special connection Indigenous Peoples have with the land, and our responsibility to recognize and respect their distinct rights and interests. The Young-Davidson Mine, Island Gold Mine, and Lynn Lake Project are all situated within the traditional territories of Indigenous Peoples, and Alamos is committed to protecting and preserving the local cultural heritage in each of these jurisdictions.

INDIGENOUS RELATIONS SPOTLIGHT

In Focus Island Gold
Alamos Gold's Island Gold Mine in Northwestern Ontario is located within the Treaty 3 territory of Lac La Croix and Bearskin Lake First Nations. Alamos Gold and Lac La Croix First Nation signed a Memorandum of Understanding (MOU) in 2021 to establish a joint working relationship. The agreement includes diverse initiatives to promote local economic development, including a commitment to source 10% of the total value of goods and services from Lac La Croix First Nation, and equipment rental, employment for youth to work.

Watch Alamos Gold Nation - Signing of the Island Gold MOU
Alamos Gold's Island Gold Project in Northwestern Ontario is located within the traditional territory of Lac La Croix and Bearskin Lake First Nations. Alamos Gold and Lac La Croix First Nation signed a Memorandum of Understanding (MOU) in 2021 to establish a joint working relationship. The agreement includes diverse initiatives to promote local economic development, including a commitment to source 10% of the total value of goods and services from Lac La Croix First Nation, and equipment rental, employment for youth to work.

Community Investment

Wherever Alamos operates, we strive to be a respected and welcomed member of the community. Every dollars taxation breeds in their local community in ways that are contextually relevant. For investments, we consult with each community to determine their requirements as direct engagement with local leaders/members. For donations and sponsorships, we prioritize open or invitation aligned with both community and employee interests. In 2023 we contributed approximately US$2.2 million to local community initiatives.

IN-CASH

Some areas in which we commonly provide in-cash donations are infrastructure projects (housing, schools, health centers, and recreation facilities), cultural activities (traditional ceremonies, parades, sports, arts-based events, and festivals), and education (scholarships, school trips and events, uniforms, computers, textbooks, breakfast programs, 2023 examples include:

- CAD$50,000 from the Timmins Head Office to the Princess Margaret Cancer Foundation to create and fund a 10-year limited term chair in gastrointestinal surgical oncology (the annual portion of a 10-year, CAD$250,000 commitment)
- CAD$5,000 over two years from the Timmins Head Office to the Stokkata Foundation to support the rink of an Indigenous Health Strategy Program Manager at the Hospital for Sick Children (the annual portion of a two-year, CAD$10,000 commitment)
- CAD$2,000 from the Lynn Lake Project to Mikey Mallers to support the Red Lynn Heights School in Northern Manitoba and support the Mining Rocks Earth Science Program)
- CAD7,000 from the Mulatos Mine to the Community of Matachel's for a water purification system.
- CAD$5,000 from Island Gold to the Ontario Provincial Police Foundation (to support the Kids at Risk, Large children's discoverer)
- CAD$2,000 from Island Gold to a Dryden-wide outdoor sports club to support community fishing derby
- CAD$2,000 from Island Gold for the North Nipissing Recruitment and Retention Committee to support the recruitment of permanent resident doctors to the region.

IN-KIND

Alamos also makes in-kind contributions to support the economic resilience and self-sufficiency of our local communities. Some examples of in-kind contributions made in 2023 include:

- Upgrades to the Community of Matachewan from Young-Davidson including new fitness equipment for a local gym and materials for a community garden
- Donation of a Mobile Medical Unit from Mulatos to the Municipality of Navojoa, Sonora, Mexico to support the medical coverage of medical professionals in the North.
- Over 1,800 medical consultations, 2 scanned over surgeries, and medications at no cost from the Mulatos Mine to the community of Matachewan.

PRO-BONO

The investment of time, through pro bono engagements and participation in community-led events, is also an effective way to build and maintain positive relationships with our local communities. This year Alamos staff volunteered in community fundraising events, open houses, showcases, clothing drives, beer classes ups, parades, cultural commemorations, ski tours, community service improvements and more. They also joined committees to participate in discussions surrounding various socioeconomic topics including housing, tourism, and medical services.

LOCAL PROCUREMENT

While direct community investment is an important element of corporate citizenship and maintaining our relationships with communities, another significant way Alamos provides value to local communities is through the goods and services we purchase as part of building and operating our mines. We prioritize the hiring and contracting of local vendors to help increase the amount of investment made in our host communities. Although we have made significant progress in increasing our spend from local suppliers, we seek to work with vendors to run our upset there in order to improve their capacity for working with us.

COMMUNITY INVESTMENT SPOTLIGHT

In Focus Mexico
Since December 2022, Cocina Económica Guillermo "Mamy Bracamonte" started at the Navojoa local vendor. Since inconsistency of steady and dependable meal service, Alamos Gold Navojoa Mine decided to support the local vendor with a commitment to purchase 50 meals daily at discounted rate(s), providing residents the ways healthy to operate the vendors business and ensure a steady income. Alamos Gold Navojoa Mine also provided training, communications and financial to promote a healthy economic security and stability.

Proportion of Employees Hired from the Local Community

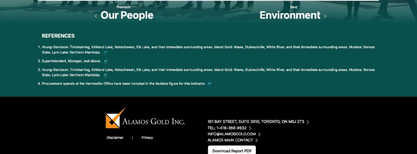
Table 4.2

	Young-Davidson	Island Gold	Mulatos	Lynn Lake
Workforce Hired from Local Region	64%	46%	97%	14%
Management Hired from Local Region	75%	22%	100%	N/A

Proportion of Total Procurement Budget Spent on Local Suppliers[3]

Table 4.3

	Alamos Total	Operations Young-Davidson	Operations Island Gold	Operations Mulatos[4]	Projects Lynn Lake	Head Office Toronto Head Office
Total Procurement Spend ($)	$765,432,000	$158,512,000	$265,762,000	$217,152,000	$14,783,000	$27,763,000
Percent Spent on Local Suppliers	33%	14%	51%	64%	4%	69%
Percent Spent on National Suppliers	66%	85%	50%	34%	93%	22%
Percent Spent on International Suppliers	1%	1%	0%	2%	3%	9%



Housing & Land

The nature of mining is that it often requires the temporary occupation of significant amounts of land and the employment of significant numbers of people. These inherent, unmitigable factors can create pressure on housing and land tenure for local communities - particularly in remote areas where resources are limited or fragile with. Alamos commitments and activity discussion the status of housing with local stakeholders.

The Young-Davidson Mine is located 3km west of Matachewan township, a small community of approximately 200 permanent residents in Timiskaming, Ontario. The local economy today is based largely around mining and forestry with some farming and hunting tourism. The economy has been comparatively due to continued growth at Young-Davidson, following economic challenges in the early 2000s due to the closure of the Matachewan Mine. The Mulatos Mine is located approximately 50km from the municipality of Navojoa, Sonora, Mexico. The local economy is based on agriculture, fishing, and tourism. Cultural and commercial ties between Navojoa and other communities in the region. Local negative impacts of the mine include increased demand for housing and services, increased traffic through Matachewan township, increased land suppliers, and increased stress on municipal tariffs and capacity.

The Lynn Lake Project is located near the township of Thompson, Manitoba, which was founded as a company-owned mining town supporting a smelter. Since the 1970 closure of INCO, this town has transitioned from one with internal industry to a mining town supported by the growth of island field and other local cities. Transitions of the nature can shift social and economic dynamics, with effects on local residents and businesses depending on their direct or indirect relationship to the mine. With all the actions outlined in the Human Rights Policy, Local Negative Impacts of the mine include increased demand for housing and services, increased traffic through Matachewan township, increased land suppliers, and increased stress on municipal tariffs and capacity.

‹ Our People

Environment ›

REFERENCES

1. Young-Davidson: Timiskaming, Kirkland Lake, Matachewan, ON Lake, and their immediate surrounding areas. Island Gold: Wawa, Dubreuilville, White River, and their immediate surrounding areas. Mulatos: Sonora State, Lynn Lake: Northern Manitoba. ↗
2. Superintendent, Manager, and above. ↗
3. Young-Davidson: Timiskaming, Kirkland Lake, Matachewan, ON Lake, and their immediate surrounding areas. Island Gold: Wawa, Dubreuilville, White River, and their immediate surrounding areas. Mulatos: Sonora State, Lynn Lake: Northern Manitoba. ↗
4. Procurement spends at the Hermosillo Office have been included in the Mulatos figure for this indicator. ↗

Alamos Gold Inc.
Disclaimer | Privacy
181 BAY STREET, SUITE 3910, TORONTO, ON M5J 2T3 ›
TEL: 1-416-368-9932 ›
INFO@ALAMOSGOLD.COM ›
ALAMOS MAIN CONTACT ›

Download Report PDF

© 2024 Alamos Gold Inc. All Rights Reserved | Website design and development by Vibrant Design Inc.

2020 REPORT 2021

Environment

NEXT SECTION
Energy | Water | Waste | Nature | Air Quality | Communities | Tailings

Energy

Our energy management strategy focuses on the efficiency and reliability of our operations, and on the transition to lower carbon energy sources. Our current energy efficiency initiatives are underpinned by our Energy Management Plan, which includes a number of initiatives to reduce our energy consumption and greenhouse gas emissions. We are also evaluating the feasibility of various renewable energy projects, including solar and wind power, and we are exploring the use of electric vehicles in our fleet.

Our energy consumption is dominated by our Canadian operations, which accounted for 90% of our total energy consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

Our Canadian operations accounted for 90% of our total energy consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations accounted for 8% of our total energy consumption in 2021. Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations accounted for 2% of our total energy consumption in 2021. Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

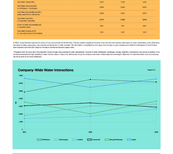
Energy Consumption (GJ) Table 1.1

	Canada (Total)	Argentina (Total)	Mexico	Canada (Total)	Argentina (Total)	Mexico
Consumption						
Diesel (GJ)	7,[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Natural Gas (GJ)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Propane	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Electricity	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Solar (GJ)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Biomass (GJ)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Energy (GJ)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Energy (TJ)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Percent Consumption						
Diesel (% Consumption)	90.1%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Natural Gas (% Consumption)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Propane (% Consumption)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Electricity (% Consumption)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Solar (% Consumption)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Biomass (% Consumption)	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Energy Consumption (GJ) Graph 1.1

Energy Intensity Ratio* Table 1.2

	Canada (Total)	Argentina (Total)	Mexico	Canada (Total)	Argentina (Total)	Mexico
Energy per Tonne of Ore Mined	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Energy per Tonne of Ore Milled	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Energy per Ounce of Gold Produced	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]



Water

OUR COMMITMENT

Our water management strategy focuses on the efficiency and reliability of our operations, and on the transition to lower carbon water sources. We are also evaluating the feasibility of various renewable energy projects, including solar and wind power, and we are exploring the use of electric vehicles in our fleet.

Our water consumption is dominated by our Canadian operations, which accounted for 90% of our total water consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

Our Canadian operations accounted for 90% of our total water consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations accounted for 8% of our total water consumption in 2021. Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations accounted for 2% of our total water consumption in 2021. Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

Company Water Withdrawals Table 2.1

	2021	2020	2019
Surface Water	[illegible]	[illegible]	[illegible]
Groundwater	[illegible]	[illegible]	[illegible]
Seawater / Desalinated Water	[illegible]	[illegible]	[illegible]
Municipal Water	[illegible]	[illegible]	[illegible]
Total Water Withdrawal	[illegible]	[illegible]	[illegible]
Total Water Withdrawal Intensity (m³/t Ore Milled)	[illegible]	[illegible]	[illegible]
Total Water Withdrawal Intensity (m³/oz Au Produced)	[illegible]	[illegible]	[illegible]

Company Water Withdrawals Graph 2.1

Water Consumed per Tonne of Ore Treated* Graph 2.2

YOUNG-DAVIDSON

The Young-Davidson mine is located approximately 100 km north of the city of Timmins, Ontario, Canada. The mine is accessed by a 20 km long paved road from the town of Matachewan, Ontario. The mine is powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. The mine also uses a small amount of diesel fuel for mining and transportation, and natural gas for heating. The mine also uses a small amount of renewable energy, in the form of solar panels and biomass heating systems. The mine also uses a small amount of propane for heating and cooking.

The Young-Davidson mine has been in operation since 2012. The mine has a nameplate capacity of 1,[illegible] tpd and produces approximately [illegible] ounces of gold per year. The mine has a mine life of approximately [illegible] years.

The Young-Davidson mine is owned by Matachewan Consolidated Mines Inc., a wholly owned subsidiary of Alamos Gold Inc. The mine is managed by a team of [illegible] employees and contractors.

2021 Young-Davidson Water Withdrawals and Discharges* Table 2.2

	Water Withdrawals (m³)*	Water Discharges (m³)*
Surface Water	[illegible]	[illegible]
Groundwater	[illegible]	[illegible]
Seawater / Desalinated Water	[illegible]	[illegible]
Municipal Water	[illegible]	[illegible]
Total Water	[illegible]	[illegible]

2021 Young-Davidson Water Consumption Table 2.3

Total Water Consumption (m³)	[illegible]
Water Intensity (m³/t)*	[illegible]

ISLAND GOLD

The Island Gold mine is located approximately 100 km east of the city of Timmins, Ontario, Canada. The mine is accessed by a 20 km long paved road from the town of Dubreuilville, Ontario. The mine is powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. The mine also uses a small amount of diesel fuel for mining and transportation, and natural gas for heating. The mine also uses a small amount of renewable energy, in the form of solar panels and biomass heating systems. The mine also uses a small amount of propane for heating and cooking.

The Island Gold mine has been in operation since 2011. The mine has a nameplate capacity of 1,[illegible] tpd and produces approximately [illegible] ounces of gold per year. The mine has a mine life of approximately [illegible] years.

The Island Gold mine is owned by Alamos Gold Inc. The mine is managed by a team of [illegible] employees and contractors.

2021 Island Gold Water Withdrawals and Discharges* Table 2.4

	Water Withdrawals (m³)*	Water Discharges (m³)*
Surface Water	[illegible]	[illegible]
Groundwater	[illegible]	[illegible]
Seawater / Desalinated Water	[illegible]	[illegible]
Municipal Water	[illegible]	[illegible]
Total Water	[illegible]	[illegible]

2021 Island Gold Water Consumption Table 2.5

Total Water Consumption (m³)	[illegible]
Water Intensity (m³/t)*	[illegible]

MALARTIC

The Malartic mine is located approximately 100 km west of the city of Rouyn-Noranda, Quebec, Canada. The mine is accessed by a 20 km long paved road from the town of Malartic, Quebec. The mine is powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. The mine also uses a small amount of diesel fuel for mining and transportation, and natural gas for heating. The mine also uses a small amount of renewable energy, in the form of solar panels and biomass heating systems. The mine also uses a small amount of propane for heating and cooking.

The Malartic mine has been in operation since 2011. The mine has a nameplate capacity of 1,[illegible] tpd and produces approximately [illegible] ounces of gold per year. The mine has a mine life of approximately [illegible] years.

The Malartic mine is owned by Alamos Gold Inc. The mine is managed by a team of [illegible] employees and contractors.

2021 Malartic Water Withdrawals and Discharges* Table 2.6

	Water Withdrawals (m³)*	Water Discharges (m³)*
Surface Water	[illegible]	[illegible]
Groundwater	[illegible]	[illegible]
Seawater / Desalinated Water	[illegible]	[illegible]
Municipal Water	[illegible]	[illegible]
Total Water	[illegible]	[illegible]

2021 Malartic Water Consumption Table 2.7

Total Water Consumption (m³)	[illegible]
Water Intensity (m³/t)*	[illegible]

Acid Rock Drainage Table 2.8

	Total Waste Rock	Acid Rock Drainage
Young-Davidson	[illegible]	[illegible]
Island Gold	[illegible]	[illegible]
Total	[illegible]	[illegible]

Waste

OUR COMMITMENT

Our waste management strategy focuses on the efficiency and reliability of our operations, and on the transition to lower carbon waste sources. We are also evaluating the feasibility of various renewable energy projects, including solar and wind power, and we are exploring the use of electric vehicles in our fleet.

Our waste consumption is dominated by our Canadian operations, which accounted for 90% of our total waste consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

Our Canadian operations accounted for 90% of our total waste consumption in 2021. Our Canadian operations are located in remote locations and are powered by diesel-fuelled generators. Our Canadian operations also use diesel-fuelled equipment for mining and transportation, and natural gas for heating. Our Canadian operations also use a small amount of electricity, which is supplied by the local provincial power grid. Our Canadian operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Canadian operations also use a small amount of propane for heating and cooking.

Our Argentine operations accounted for 8% of our total waste consumption in 2021. Our Argentine operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Argentine operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Argentine operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Argentine operations also use a small amount of propane for heating and cooking.

Our Mexican operations accounted for 2% of our total waste consumption in 2021. Our Mexican operations are powered by the local provincial power grid, which is supplied by a mix of hydroelectric, natural gas, and renewable energy sources. Our Mexican operations also use a small amount of diesel fuel for mining and transportation, and natural gas for heating. Our Mexican operations also use a small amount of renewable energy, in the form of solar panels and biomass heating systems. Our Mexican operations also use a small amount of propane for heating and cooking.

Waste Management Metrics (Tonnes) Table 3.1

	Young-Davidson	Island Gold	Malartic	Total	Prior Year	% Change
NON-HAZARDOUS WASTE						
Non-Hazardous Waste Disposed*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Recycled*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Incinerated*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Non-Hazardous Waste*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste Rock Generated	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Rock Disposed*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Rock Recycled*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Rock Incinerated*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Non-Hazardous Waste Rock*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Intensity (t/t Ore Milled)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Non-Hazardous Waste Intensity (t/oz Au Produced)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
HAZARDOUS WASTE						
Hazardous Waste Disposed*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Hazardous Waste Recycled*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Hazardous Waste Incinerated*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Hazardous Waste*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Hazardous Waste Intensity (t/t Ore Milled)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Hazardous Waste Intensity (t/oz Au Produced)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
TOTAL WASTE						
Total Waste Disposed*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste Recycled*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste Incinerated*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste Intensity (t/t Ore Milled)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total Waste Intensity (t/oz Au Produced)*	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Company Wide Waste Generation vs Waste Recycling/Reuse (tonnes) Graph 3.1

Hazardous Waste Table 3.2

	Type	Quantity	Disposal Method
[illegible]	[illegible]	[illegible]	[illegible]

Nature

OUR COMMITMENT

Our nature management strategy focuses on the efficiency and reliability of our operations, and on the transition to lower carbon nature sources. We are also evaluating the feasibility of various renewable energy projects, including solar and wind power, and we are exploring the use of electric vehicles in our fleet.

2021 Nature Loss Exposure Potential by Jurisdiction Table 4.1

	Young-Davidson Potential Impact Rating	Young-Davidson Potential Impact Area (Hectares)	Island Gold Potential Impact Rating	Island Gold Potential Impact Area (Hectares)	Malartic Potential Impact Rating	Malartic Potential Impact Area (Hectares)
Critical Habitat	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Wetlands	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Forest	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Grassland	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Agriculture	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Protected Area	Not present	Not present	Not present	Not present	Not present	Not present
Indigenous Peoples	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Species at Risk on Company Exploration Properties Table 4.2

	Young-Davidson Exploration Potential	Young-Davidson Exploration Potential Area (Hectares)	Island Gold Exploration Potential	Island Gold Exploration Potential Area (Hectares)	Malartic Exploration Potential	Malartic Exploration Potential Area (Hectares)
Endangered	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Threatened	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Special Concern	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Land Use (Ha) Table 4.3

	Young-Davidson Current Footprint	Young-Davidson Cumulative Footprint	Island Gold Current Footprint	Island Gold Cumulative Footprint	Malartic Current Footprint	Malartic Cumulative Footprint
Mine Site	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Tailings Management Area	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Waste Rock Management Area	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Exploration Activities	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Mining is a disruptive but temporary activity in the land. We follow the Mining Lifecycle Model to minimize our footprint on the land. Further information can be found at www.mining-lifecycle.com. We are committed to minimizing our footprint on the land. We are committed to minimizing our footprint on the land. We are committed to minimizing our footprint on the land

ESG REPORT 2023

Tailings

IN THIS SECTION:

Background (1) | Tailings Governance (2) | Tailings Management (3) | Facility Specifications (4)

Background

Tailings are a waste product of the ore processing operation. Ore is ground into a fine powder and then processed using a series of heavy chemical reactions, which separate the valuable minerals from the rock. The remaining material, known as tailings, is then pumped as a slurry into a tailings facility for storage. Tailings are also used for underground backfill. The tailings management strategy is based on the principle that minimal environmental and social impacts are achieved by minimizing the tailings footprint. The safe and responsible management of tailings is based on the principle that minimal environmental, local communities, our operations, and workforce.

TAILINGS DISPOSAL AND CONSTRUCTION METHODS

Some common methodologies for ore and tailings disposal and tailings storage:

- Conventional dry fill (backfill) and tailings dam;
- Tailing dewatering (tailings is a dam) (also referred as dry stack tailings);
- Tailings dam with liner and cover;
- Full storage; utilizing existing mined out pits.

The selection of the TSF design depends on several factors, including the physical characteristics of the tailings being stored, geotechnical/hydrogeological considerations, precipitation, seismic activity, climate, the efficiency and environmental protection. The most common form of tailings storage across the mining industry is to construct a tailings dam (or dams) in proximity with stored tailings to the mine processing plant.

There are several methods of constructing tailings dams. The method for each TF is chosen based on various factors as stated above, with the first priority being the safety and security of communities, employees, and the environment. Within these overriding factors (or other, if factors were determined deemed to have the crux of the decision to be made) the design and construction of the tailings dam will be based on the TSF characteristics, climate, economics, and experience.

UPSTREAM

Upstream construction begins with a starter dam, constructed on the perimeter of the tailings dam. The starter dam therefore requires fresh tailings to pumped and downstream directions, as the dam is constructed upstream, using the tailings material. The tailings are discharged on top of the dam to form a compacted barrier for the wall. However, the dam wall also provides some beneficial tailings for foundation support.

Figure 6.1 Upstream construction

CENTERLINE

In the centerline construction, the dam is raised vertically on the centerline of the starter dam. The dam wall therefore requires fresh tailings to pumped and downstream directions, as the dam is constructed upstream, using the tailings material. The tailings are discharged on top of the dam to form a compacted barrier for the wall. However, the dam wall also provides some beneficial tailings for foundation support.

Figure 6.2 Centerline construction

DOWNSTREAM

Similar to the other construction methods, the downstream design begins with a starter dam. Tailings are then discharged into the impoundment and as the embankment is raised, each new lift is constructed downstream of the previous one. Downstream construction is the most expensive of the three methods and uses a little less tailings than a centerline or upstream construction. However, this dam wall does not rely on the deposited tailings for the wall support.

Figure 6.3 Downstream construction

OTHER DESIGN COMPONENTS

Beyond the three dam types presented above, other measurement types or components may be applied. Common for the mining industry are hybrid dams, water retaining dams, and tailings dams.

- Hybrid: (a mixed dam) is an embankment dam that is constructed using a combination of two or more materials, such as rock fill, clay, discharged tailings, or other materials, to enhance its stability and strength.
- Water retaining dam: a dam that is designed to retain water or other liquids, typically water in the context of mining operations. It is crucial for managing water resources and ensuring the safety and stability of the mine.
- Landforms are typically bigger than TSF and are no longer depositing water. They may have undergone reclamation and rehabilitation (e.g., flattening and vegetating slopes) such that they no longer resemble man-made tailings dams.

Tailings Governance

STRUCTURE

In 2023, Aurion developed its tailings governance structure. Its independent Tailings Review Board (TRB), Tailings Management Working Group, and executive Tailings Management Steering Committee were established.

The TRB, established in February 2023, is normally made up of 3 technical experts whose purpose is to provide an independent operator at Aurion. Candidates in alignment with requirements described in the Global Tailings Standard.

- Aurion Tailings Management Standard (V1.0 - 2023)
- The Canadian Dam Association (CDA) Dam Safety Guidelines (2013)
- Mining Association of Canada (MAC) Tailings Management Protocol (2019)
- The Mining Association of Canada (MAC) Guide to the Management of Tailings Facilities (2021)
- The Global Tailings Review (Global Industry Standard on Tailings Management (2020)

Aurion' Tailings Management Governance Charter outlines the causes, competencies, accountabilities and effects of the Tailings Management Working Group and the Tailings Management Steering Committee. The Working Group is the custodian of the Standard of Environmental Management and Tailings Management Standard. The Tailings Management Working Group is typically chaired Manager of The Group, leads and plans operations and is responsible for 3 Critically Important Roles (CIR). The Tailings Management Steering Committee is chaired by the Technical & Sustainability Committee of the Board, meets quarterly and is responsible for 3 Critically Important Roles (CIR). The Technical & Sustainability Committee of the Board, and 3 CIR delegated to the Tailings Management Steering Committee. The Tailings Management Steering Committee is responsible for

2023 REPORT SERIES
Climate Change

AUTHOR EDITORS
Gerald Gradwohl, P.E. | Senior Mgr Reporting | ESG Strategy | P.E. | Gerald.Gradwohl@Freeport.com

Climate Governance	Board of Directors Sustainability Committee Audit Committee Climate Change Working Committee Climate Change Working Group
Climate Risk Management	Physical Risks Transition Risks Climate Risk Mitigation & Resilience
Climate Strategy	Decarbonization Strategy Climate Investment Portfolio Carbon Capture, Utilization & Storage Nature-Based Solutions Carbon Credits Supply Chain Decarbonization Climate Adaptation & Resilience Climate Innovation Climate Partnerships Climate Lobbying
Climate Metrics & Targets	Scope 1 and 2 GHG Emissions by Site Scope 3 GHG Emissions Emission Intensity Reduction Based On 2023 GHG Reduction Strategy GHG EI% by Emission Intensity Factors Emission Intensity Reduction Based On 2023 GHG Reduction Strategy Alamos 2023 Scope 3 GHG Emissions by Site Climate Data Tables
Tailings	Tailings Data Tables

Climate Governance

BOARD OVERSIGHT

Climate Change Governance is overseen by the Board of Directors (Board) and its Sustainability Committee (Committee). The Board and Committee are responsible for the oversight of the Company's risk management and strategy, including those related to climate change. The Board and Committee receive updates on climate change matters from the Climate Change Working Committee (Working Committee) and Climate Change Working Group (Working Group) at least quarterly, and more frequently as needed.

Climate Change Governance

Table 1.1

Governance Level	Responsibilities
Board of Directors	Oversight of climate risk management and strategy, including those related to climate change.
Sustainability Committee	Receives updates on climate change matters from the Climate Change Working Committee and Climate Change Working Group at least quarterly, and more frequently as needed.
Audit Committee	Oversight of climate risk management and strategy, including those related to climate change.
Climate Change Working Committee	Oversight of climate risk management and strategy, including those related to climate change.
Climate Change Working Group	Responsible for the day-to-day management of climate change risks and opportunities. Reports to the Climate Change Working Committee.

Climate Risk Management

RISK OVERVIEW

Climate change risks and opportunities are evaluated by the Climate Change Working Group (Working Group) and Climate Change Working Committee (Working Committee) on a quarterly basis. The Working Group is responsible for the day-to-day management of climate change risks and opportunities. The Working Committee is responsible for the oversight of climate risk management and strategy, including those related to climate change. The Board of Directors and its Sustainability Committee receive updates on climate change matters from the Working Committee and Working Group at least quarterly, and more frequently as needed.

Climate change risks and opportunities are evaluated by the Working Group and Working Committee using a qualitative assessment of the potential impacts, likelihood, and timeline of each risk and opportunity. The Working Group and Working Committee also evaluate the adaptation and resilience measures that are in place to manage climate change risks and opportunities. The Working Group and Working Committee also evaluate the adaptation and resilience measures that are in place to manage climate change risks and opportunities. The Working Group and Working Committee also evaluate the adaptation and resilience measures that are in place to manage climate change risks and opportunities.

PHYSICAL RISKS

Physical risks arising from climate change can be acute or chronic. Acute physical risks are those that are event-driven, such as extreme weather events (e.g., hurricanes, floods, and storms). Chronic physical risks are those that are long-term shifts in climate patterns (e.g., sea level rise, changes in precipitation patterns, and temperature variability). Physical risks can have a material impact on a company's operations, supply chain, and financial performance. The Working Group and Working Committee evaluate the potential impacts of physical risks on the Company's assets and operations, and develop adaptation and resilience measures to manage these risks.

Table 1.2

Top Physical Risks – 2019 vs 2 Scenario (High Emissions Versus Paris)

Physical Impact Driver	Impact	Time Horizon	Financial Materiality
Chronic Physical	Increased water stress leading to increased operational costs (e.g., higher costs for water withdrawals and wastewater treatment), reduced production capacity, and supply chain disruptions.	2 Years	Very Low
	Increased frequency and severity of extreme weather events such as hurricanes and floods causing operational disruptions, asset damage, and supply chain disruptions.	5-10 Years, Post-2040	High
Acute Physical	Increased frequency and severity of extreme weather events such as hurricanes and floods causing operational disruptions, asset damage, and supply chain disruptions.	5-10 Years, Post-2040	High
	Increased frequency and severity of wildfires causing operational disruptions, asset damage, and supply chain disruptions.	5-10 Years, Post-2040	High
Market	Increased demand for renewable energy sources leading to increased competition for land and resources, and potential supply chain disruptions.	5-10 Years	Medium
	Increased demand for water resources leading to increased competition for water and potential supply chain disruptions.	5-10 Years	Medium
Reputation	Increased stakeholder concerns about climate change impacts on the company's operations and supply chain, leading to potential reputational risks and decreased investor confidence.	5-10 Years	Medium
	Increased pressure from stakeholders to disclose climate-related risks and opportunities, leading to potential reputational risks and decreased investor confidence.	5-10 Years	Medium

TRANSITION RISKS

Transition risks are those that are driven by the transition to a low-carbon economy, such as changes in government policies, technological advancements, and changes in consumer preferences. The Working Group and Working Committee evaluate the potential impacts of transition risks on the Company's assets and operations, and develop adaptation and resilience measures to manage these risks. The Working Group and Working Committee also evaluate the potential opportunities that may arise from the transition to a low-carbon economy, such as the development of new technologies and markets for low-carbon products and services.

Table 1.3

Top Transition Risks – RCP 2.6 (High Mitigation) Versus Paris

Transition Impact Driver	Impact	Time Horizon	Financial Materiality
Policy & Legal	Increased carbon pricing mechanisms and stricter emissions regulations may increase operational costs and reduce profitability.	5-10 Years	Medium
	Stricter environmental regulations may lead to increased compliance costs and potential fines for non-compliance.	5-10 Years	Medium
Technology	Adoption of new technologies may require significant capital investments and may disrupt existing operations.	5-10 Years	Medium
	Failure to adapt to new technologies may result in a loss of competitiveness and market share.	5-10 Years	Medium
Market	Increased demand for renewable energy sources may lead to increased competition for land and resources, and potential supply chain disruptions.	5-10 Years	Medium
	Changes in consumer preferences towards more sustainable products and services may impact the company's revenue and profitability.	5-10 Years	Medium
Reputation	Increased stakeholder concerns about climate change impacts on the company's operations and supply chain, leading to potential reputational risks and decreased investor confidence.	5-10 Years	Medium
	Failure to meet stakeholder expectations regarding climate change mitigation and adaptation may lead to reputational risks and decreased investor confidence.	5-10 Years	Medium

CLIMATE RISK MITIGATION & RESILIENCE

As a precious metals mining company, climate change risks and opportunities can impact our operations and financial performance. Physical risks, such as extreme weather events and changes in precipitation patterns, can disrupt our supply chain and cause damage to our assets. Transition risks, such as changes in government policies and consumer preferences, can also impact our business by increasing compliance costs and reducing demand for our products. The Working Group and Working Committee evaluate these risks and opportunities and develop adaptation and resilience measures to manage them.

Table 1.4

Adaptations to Top Climate Risks Under Three Test Scenarios

Risk	Adaptation/Mitigation Measures	Financial Materiality	Scenarios
Increased water stress leading to increased operational costs and potential supply chain disruptions.	Implement water conservation measures, such as rainwater harvesting and wastewater recycling, to reduce water consumption and dependence on external water sources.	Medium	Paris Versus Mid-Century
Increased frequency and severity of extreme weather events such as hurricanes and floods causing operational disruptions, asset damage, and supply chain disruptions.	Develop emergency response plans and conduct regular drills to ensure the safety of employees and minimize the impact on operations and supply chain. Invest in infrastructure upgrades to increase resilience to extreme weather events.	High	Paris Versus Mid-Century
Increased demand for renewable energy sources leading to increased competition for land and resources, and potential supply chain disruptions.	Diversify our supply chain by sourcing materials from multiple suppliers and regions to reduce dependence on any one supplier or region. Develop partnerships with renewable energy providers to secure access to renewable energy sources.	Medium	Paris Versus Mid-Century
Increased stakeholder concerns about climate change impacts on the company's operations and supply chain, leading to potential reputational risks and decreased investor confidence.	Develop a comprehensive sustainability strategy that addresses climate change risks and opportunities and aligns with the company's overall business strategy. Engage with stakeholders to understand their concerns and expectations regarding climate change mitigation and adaptation.	Medium	Paris Versus Mid-Century
Stricter environmental regulations may lead to increased compliance costs and potential fines for non-compliance.	Develop a robust compliance management system to ensure compliance with all relevant environmental regulations and minimize the risk of fines and penalties.	Medium	Paris Versus Mid-Century
Adoption of new technologies may require significant capital investments and may disrupt existing operations.	Conduct a thorough technology assessment to identify the most suitable technologies for our operations and develop a phased implementation plan to minimize disruptions to our operations.	Medium	Paris Versus Mid-Century
Failure to adapt to new technologies may result in a loss of competitiveness and market share.	Invest in research and development to stay abreast of the latest technological advancements and develop a culture of innovation and adaptation to ensure the company remains competitive in the market.	Medium	Paris Versus Mid-Century
Changes in consumer preferences towards more sustainable products and services may impact the company's revenue and profitability.	Develop a comprehensive marketing strategy that highlights the company's sustainability initiatives and emphasizes the benefits of our products and services to consumers.	Medium	Paris Versus Mid-Century
Failure to meet stakeholder expectations regarding climate change mitigation and adaptation may lead to reputational risks and decreased investor confidence.	Develop a robust stakeholder engagement strategy to ensure the company's stakeholders are informed about the company's climate change mitigation and adaptation efforts and their concerns are addressed in a timely and effective manner.	High	Paris Versus Mid-Century

Climate Risk Mitigation & Resilience

Table 1.5

Risk	Adaptation/Mitigation Measures
Increased water stress leading to increased operational costs and potential supply chain disruptions.	Implement water conservation measures, such as rainwater harvesting and wastewater recycling, to reduce water consumption and dependence on external water sources.
Increased frequency and severity of extreme weather events such as hurricanes and floods causing operational disruptions, asset damage, and supply chain disruptions.	Develop emergency response plans and conduct regular drills to ensure the safety of employees and minimize the impact on operations and supply chain. Invest in infrastructure upgrades to increase resilience to extreme weather events.
Increased demand for renewable energy sources leading to increased competition for land and resources, and potential supply chain disruptions.	Diversify our supply chain by sourcing materials from multiple suppliers and regions to reduce dependence on any one supplier or region. Develop partnerships with renewable energy providers to secure access to renewable energy sources.
Increased stakeholder concerns about climate change impacts on the company's operations and supply chain, leading to potential reputational risks and decreased investor confidence.	Develop a comprehensive sustainability strategy that addresses climate change risks and opportunities and aligns with the company's overall business strategy. Engage with stakeholders to understand their concerns and expectations regarding climate change mitigation and adaptation.
Stricter environmental regulations may lead to increased compliance costs and potential fines for non-compliance.	Develop a robust compliance management system to ensure compliance with all relevant environmental regulations and minimize the risk of fines and penalties.
Adoption of new technologies may require significant capital investments and may disrupt existing operations.	Conduct a thorough technology assessment to identify the most suitable technologies for our operations and develop a phased implementation plan to minimize disruptions to our operations.
Failure to adapt to new technologies may result in a loss of competitiveness and market share.	Invest in research and development to stay abreast of the latest technological advancements and develop a culture of innovation and adaptation to ensure the company remains competitive in the market.
Changes in consumer preferences towards more sustainable products and services may impact the company's revenue and profitability.	Develop a comprehensive marketing strategy that highlights the company's sustainability initiatives and emphasizes the benefits of our products and services to consumers.
Failure to meet stakeholder expectations regarding climate change mitigation and adaptation may lead to reputational risks and decreased investor confidence.	Develop a robust stakeholder engagement strategy to ensure the company's stakeholders are informed about the company's climate change mitigation and adaptation efforts and their concerns are addressed in a timely and effective manner.

Climate Risk Mitigation & Resilience

Table 1.6

Risk	Adaptation/Mitigation Measures
Increased water stress leading to increased operational costs and potential supply chain disruptions.	Implement water conservation measures, such as rainwater harvesting and wastewater recycling, to reduce water consumption and dependence on external water sources.
Increased frequency and severity of extreme weather events such as hurricanes and floods causing operational disruptions, asset damage, and supply chain disruptions.	Develop emergency response plans and conduct regular drills to ensure the safety of employees and minimize the impact on operations and supply chain. Invest in infrastructure upgrades to increase resilience to extreme weather events.
Increased demand for renewable energy sources leading to increased competition for land and resources, and potential supply chain disruptions.	Diversify our supply chain by sourcing materials from multiple suppliers and regions to reduce dependence on any one supplier or region. Develop partnerships with renewable energy providers to secure access to renewable energy sources.
Increased stakeholder concerns about climate change impacts on the company's operations and supply chain, leading to potential reputational risks and decreased investor confidence.	Develop a comprehensive sustainability strategy that addresses climate change risks and opportunities and aligns with the company's overall business strategy. Engage with stakeholders to understand their concerns and expectations regarding climate change mitigation and adaptation.
Stricter environmental regulations may lead to increased compliance costs and potential fines for non-compliance.	Develop a robust compliance management system to ensure compliance with all relevant environmental regulations and minimize the risk of fines and penalties.
Adoption of new technologies may require significant capital investments and may disrupt existing operations.	Conduct a thorough technology assessment to identify the most suitable technologies for our operations and develop a phased implementation plan to minimize disruptions to our operations.
Failure to adapt to new technologies may result in a loss of competitiveness and market share.	Invest in research and development to stay abreast of the latest technological advancements and develop a culture of innovation and adaptation to ensure the company remains competitive in the market.
Changes in consumer preferences towards more sustainable products and services may impact the company's revenue and profitability.	Develop a comprehensive marketing strategy that highlights the company's sustainability initiatives and emphasizes the benefits of our products and services to consumers.
Failure to meet stakeholder expectations regarding climate change mitigation and adaptation may lead to reputational risks and decreased investor confidence.	Develop a robust stakeholder engagement strategy to ensure the company's stakeholders are informed about the company's climate change mitigation and adaptation efforts and their concerns are addressed in a timely and effective manner.

Climate Strategy

Table 2.1

Decarbonization Strategy

ESG REPORT 2023

Data Tables

Download Data Tables

Previous
Climate Change

ALAMOS GOLD INC.

181 BAY STREET, SUITE 3910, TORONTO, ON M5J 2T3
TEL: 1-416-368-9932
INFO@ALAMOSGOLD.COM
ALAMOS MAIN CONTACT

Disclaimer | Privacy

Download Report PDF

© 2024 Alamos Gold Inc. All Rights Reserved. | Website design and development by Vincent Design Inc.