

## OSISKO GOLD ROYALTIES LTD

### POLICY REGARDING THE DIVERSITY IN CORPORATE TALENT

#### OBJECTIVE AND SCOPE

Osisko Gold Royalties Ltd (the “**Corporation**”) is of the view that candidate selection should be based on merit and remains committed to selecting the best person to fulfill each position within the organization. At the same time, the Corporation recognizes that diversity is important to ensure that the profiles of its team provide the necessary range of perspectives, experience and expertise required to achieve corporate objectives.

In an increasingly complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, and experience is critical to the Corporation’s success. By bringing together people from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives in an inclusive workplace, the Corporation believes that it is better able to develop solutions to challenges and deliver sustainable value for the Corporation and its stakeholders. The Corporation considers diversity to be an important attribute of a well-functioning company, which will assist the Corporation to achieve its long term goals.

The Corporation recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women, with appropriate and relevant skills and experience, can play in contributing to the diversity of perspective on the Corporation.

The purpose of this Policy regarding the diversity in corporate talent (the “**Policy**”) is to communicate the importance the Corporation places on the diversity within its organization.

#### DEFINITION

“**Diversity**” means any dimension that can be used to differentiate groups and people from one another and it means the respect for and appreciation of the differences in certain characteristics, including, without limitation, professional experience, skills, geographic background, age, gender, religion, marital status, ethnicity, First Nation people, abilities and disabilities and other characteristics of the communities in which the Corporation operates.

“**Executive Officer**” means the Executive Chair, President and Chief Executive Officer, the Vice President, Finance and Chief Financial Officer, the Vice President, Legal Affairs and Corporate Secretary or any other individual appointed as an officer of the Corporation by resolution of the Board of Directors and any individual performing a policy-making function in respect of the Corporation.

## **GENERAL AND PRINCIPLES**

The Corporation believes that Diversity enriches discussion and performance of the team in the pursuit of its short and long-term corporate objectives. As part of its strategy to recruit and maintain a diversified organization, it will:

- Promote Diversity within its team, with particular emphasis on gender Diversity;
- Promote the contribution of women to the success of the organization;
- Assist in the development of women within the organization through training, inside sponsorship and outside mentoring;
- Ensure that for every open position within the organization, at least one female be considered as a potential candidate;
- The Corporation will also actively participate in internal and external initiatives to promote Diversity in its industry with specific focus on gender Diversity;
- encourage an awareness in all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of Diversity; and
- Provide work environment that accommodates family and work life balance, while maintaining a high achievement culture.

## **SPECIFIC TARGET**

The Corporation will aim to have 25% of Executive Officer roles held by women.

## **REPORTING**

Executive Officers will report annually to the Human Resources Committee on its Diversity program, including:

- i. Gender distribution of the employee;
- ii. Corporate participation on initiatives (internal and external) to promote Diversity;
- iii. Current trends in Diversity programs.

The Corporation will also report externally on its performance in the application of Diversity programs.

## **POLICY REVIEW**

The Policy regarding the diversity in Corporate Talent will be reviewed annually by the Governance and Nomination Committee.