

PERFORMANCE DATA

TOPIC	INDICATOR	UNITS	2022	2021	2020
GOVERNANCE					
Board Diversity	Independent Directors	%	80	78	80
	Directors that identify as female	%	30	22	20
	Directors that identify as a visible minority	%	10	11	10
	Average age of Directors	Years	57	57	59
Cybersecurity	Employee participation in cybersecurity training	%	100	100	100
Compliance and Fines	Monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	\$	0	0	0
	Monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	\$	0	0	0
	Claims concerning breaches of customer privacy and loss of customer data	#	0	0	0
Gold Equivalent Ounces	Total	koz AuEq	89	80	66
	Commodity				
	Gold	%	67	68	68
	Silver	%	18	24	24
	Diamonds	%	14	5	6
	Other	%	1	3	2
	Geography				
	North America	%	82	81	77
Other	%	18	19	23	

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ENVIRONMENT					
Greenhouse Gas Emissions	Scope 1 (direct) emissions*	tCO ₂ e	0	0	0
	Scope 2 (indirect) emissions*	tCO ₂ e	28.6	37.3	31.9
	Scope 3 (other indirect) emissions	tCO ₂ e	N/A**	31,117	32,589
	Emissions intensity***	tCO ₂ e per GEO	N/A**	0.41	0.54
Energy*	Total energy consumed	GJ	955	1,254	1,240
	Electricity	GJ	443	562	634
	Natural gas	GJ	513	682	576
	Diesel	GJ	0	11	30
Renewable Energy*	Renewable electricity	%	100	100	100
Water*	Water withdrawal	m ³	424	749	806
Waste*	Waste directed to disposal	kg	850	1,095	1,126
	Waste diverted from disposal	kg	2,542	9,612	27,893****
SOCIAL					
Health & Safety	Fatalities	#	0	0	0
	Lost time incidents	#	0	0	0
Employees	Total workforce	#	27	28	31
	Osisko Gold Royalties	#	25	26	29
	Osisko Bermuda Limited	#	2	2	2
	Employees covered under collective bargaining agreements	%	0	0	0
	Full-time employee voluntary turnover	%	7.3	3.3	8.6
	Average hours of training per employee*****	#	30	25	6
	Salary gap	Number	8.6	7.7	7.6

* Includes Montreal office only.

** Data was not available in time for publication or our report.

*** Applies to gold only.

**** In 2020, Gare Windsor (Montreal office) undertook a major exterior renovation project resulting in a higher volume of recycled material being produced from the construction activities.

***** Average hours of training per employee in 2020 were lower as a result of reduced capacity during the COVID-19 pandemic.

TOPIC	INDICATOR	UNITS	2022	2021	2020
Diversity, Equity & Inclusion*	Employee diversity				
	Female	%	48	57	53
	Visible minority	%	26	21	19
	Average age	Years	41	41	39
	Management team diversity				
	Female	%	22	22	11
	Visible minority	%	11	11	11
Community Relations	Community investment	\$	235,500	200,000	270,000
Human & Labor Rights Incidents	Incidents of discrimination	#	0	0	0
	Human rights-related grievances	#	0	0	0

* Based on employee voluntary self-identification