

# PERFORMANCE DATA

TOPIC	INDICATOR	UNITS	2023	2022	2021
<b>ENVIRONMENT</b>					
<b>Greenhouse Gas Emissions</b>	Total GHG emissions	tCO <sub>2</sub> e	290	30,614	29,870
	Scope 1 (direct) emissions	tCO <sub>2</sub> e	0	0	0
	Scope 2 (indirect) emissions <sup>17</sup>	tCO <sub>2</sub> e	25	27	36
	Scope 3 (other indirect) emissions - total	tCO <sub>2</sub> e	265	30,588	29,834 <sup>18</sup>
	Scope 3 emissions - business travel	tCO <sub>2</sub> e	254 <sup>19</sup>	93	N/A
	Scope 3 emissions - employee commuting	tCO <sub>2</sub> e	11	N/A	N/A
	Scope 3 financed emissions (associated with streams/royalties)	tCO <sub>2</sub> e	N/A <sup>20</sup>	30,495 <sup>21</sup>	29,834 <sup>22</sup>
	Emissions intensity	tCO <sub>2</sub> e per GEO	N/A <sup>23</sup>	0.40	0.39 <sup>24</sup>
<b>Energy<sup>25</sup></b>	Total energy consumed	GJ	943	955	1,254
	Electricity	GJ	491	443	562
	Natural gas	GJ	452	513	682
	Diesel	GJ	0	0	11
<b>Renewable Energy<sup>26</sup></b>	Renewable electricity	%	100	100	100
<b>Water<sup>26</sup></b>	Water withdrawal	m <sup>3</sup>	415	424	749
<b>Waste<sup>27</sup></b>	Waste directed to disposal	kg	2,077	850	1,095
	Waste diverted from disposal	kg	1,816	2,542	9,612 <sup>28</sup>

17 2023 data includes Montréal and Toronto offices. 2022 and 2021 data include Montréal office only.

18 Data has been restated based on improved information from Skarn Associates. This update reflects the inclusion of actual calculated numbers from our mining partners, replacing previous estimates.

19 Estimates for business travel scope 3 emissions for 2023 are calculated using an updated methodology using data collected from our business travel providers and applying assumptions to air travel, car travel and hotel stays.

20 Data was not available in time for publication of our report.

21 Skarn calculations represent ~85% of Osisko's total 2022 GEOs (Skarn does not model the Renard Diamond Mine).

22 Data has been restated based on improved information from Skarn Associates. This update reflects the inclusion of actual calculated numbers from our mining partners, replacing previous estimates.

23 Data was not available in time for publication of our report.

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25 2023 data includes Montréal and Toronto offices. 2022 and 2021 data include Montréal office only.

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27 2023 data includes Montréal and Toronto offices. 2022 and 2021 data include Montréal office only.

28 In 2021, Gare Windsor undertook a major exterior renovation project resulting in a higher volume of recycled material being produced from the construction activities.

TOPIC	INDICATOR	UNITS	2023	2022	2021
<b>SOCIAL</b>					
<b>Health &amp; Safety</b>	Fatalities	#	0	0	0
	Lost time incidents	#	0	0	0
<b>Employees</b>	Total workforce	#	27	27	28
	Osisko Gold Royalties	#	25	25	26
	Osisko Bermuda Limited	#	2	2	2
	Employees covered under collective bargaining agreements	%	0	0	0
	Full-time employee voluntary turnover	%	0	7.3	3.3
	Average hours of training per employee	#	20	30	25
	Salary gap	#	9.5	8.6	7.7
<b>Diversity, Equity &amp; Inclusion<sup>29</sup></b>	Employee Diversity				
	Female	%	44	48	57
	Visible minority	%	26	26	21
	Average age	Years	42	41	41
	Senior Executive Team Diversity				
	Female	%	14	14	14
	Visible minority	%	0	11	11
<b>Community Relations</b>	Community investment	\$	327,900	235,500	200,000
<b>Human &amp; Labor Rights Incidents</b>	Incidents of discrimination	#	0	0	0
	Human rights-related grievances	#	0	0	0

29 Based on employee voluntary self-identification.

TOPIC	INDICATOR	UNITS	2023	2022	2021
<b>GOVERNANCE</b>					
<b>Board Diversity</b>	Independent Directors	%	100 <sup>30</sup>	80	78
	Directors that identify as female	%	38 <sup>31</sup>	30	22
	Directors that identify as a visible minority	%	0	10	11
	Average age of Directors	Years	56	57	57
<b>Cybersecurity</b>	Employee participation in cyber security training	%	100	100	100
<b>Compliance and Fines</b>	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
	Claims concerning incidents of corruption	#	0	0	0
	Reports to Whistleblower hotline	#	0	N/A	N/A
<b>Gold Equivalent Ounces</b>	Total	koz AuEq	94	89	80
	Gold	%	66	67	68
	Silver	%	24	18	24
	Diamonds	%	10	14	5
	Other	%	0	1	3
	North America	%	78	82	81
	Other	%	22	18	19

30 As of March 31, 2024, 89% of the Board was comprised of independent directors.

31 Female representation on the Board at year end 2023 was 38%. As of March 31, 2024, female representation on the Board was 33%.