



DIVERSITY POLICY

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DIVERSITY POLICY

1. SCOPE

Orezone Gold Corporation (the “**Company**”) recognizes that a workforce made up of many individuals with a diverse mix of skills, experience, perspectives, backgrounds and characteristics leads to a more robust understanding of opportunities, issues and risks, and to stronger decision-making. The Company is committed to a merit-based system for the composition of its Board of Directors (the “**Board**”), management, and workforce within a diverse and inclusive culture that solicits multiple perspectives and views free of bias and discrimination.

The Company recognizes the benefits of having diversity on the Board and in senior management. Diversity is important to ensure that members of the Board and management possess the necessary range of perspectives, experience and expertise required to achieve the Company’s objectives.

2. DEFINITION OF DIVERSITY

Diversity means all the varied characteristics that make individuals unique from one another. It includes, but is not limited to, characteristics such as gender, education, religion, ethnicity, race, nationality, culture, language, aboriginal status, age, disability and other characteristics.

3. DIVERSITY AND GENDER OBJECTIVES

This Diversity Policy (the “**Policy**”) provides a basic framework within which the Company will consider the principles of diversity when recruiting, developing and appointing the senior management team and Board members, with the goal of having talented, knowledgeable persons with diverse experience, backgrounds and perspectives guiding the Company.

The Company strives to increase diversity throughout the organization including subsidiaries and head office, including the objective to reach a level of 30% of women throughout the organization. The Company will undertake a multi-pronged approach to achieving a more diverse composition which may include providing training and education to all employees and Board members in the areas of Diversity, Equality and Inclusion.

4. BOARD DIVERSITY

When identifying and considering the selection of candidates for appointment or nomination for election to the Board, the Corporate Governance, Nominating and Compensation Committee (the “**Committee**”) will ultimately select an individual on a merit-based system having the particular skills, knowledge and experience needed to effectively oversee the Company’s business. In addition, the Committee will give due consideration to the present level of diversity on the Board and the positive impact further diversity might have on the Company and its business.

Gender diversity will be accorded particular attention when considering Board appointments. The Committee will ensure that appropriate efforts are made to include women on the list of candidates being considered for board positions. In addition to its own searches, when necessary, the Committee will engage qualified independent external advisors to conduct a search for candidates to help achieve the Company’s

diversity objectives. The Company has set a target of 30% for identification and nomination of women to the Board by the annual general meeting in 2026 or sooner.

5. MANAGEMENT DIVERSITY

The Chief Executive Officer (the “**CEO**”) is responsible for providing executive leadership necessary to ensure the long-term success of the Company and integrate Board-approved policies, including this Policy, into the recruitment and appointment of the Company’s management teams. The CEO will report annually to the Committee on the Policy implementation.

Only candidates who are highly qualified based on their experience, education, expertise, personal skills, qualities and general and industry specific knowledge will be considered.

It is an objective of this Policy that diversity criteria also be considered when determining the composition of the management teams.

The Company will support inclusion by implementing recordable recruitment practices that reach a diverse candidate pool and will ensure its recruitment practices are free of bias. The Company will provide training for all employees to promote from within and to increase the diversity throughout all levels of management.

6. PROHIBITION AGAINST DISCRIMINATORY BEHAVIOUR

The Company prohibits all forms of discriminatory behaviour and unfair business practices. This includes, but is not limited to, discrimination, sexual or other forms of harassment, bullying, victimisation, and vilification on the basis of attributes such as race, sex, gender identity, sexual orientation, age, disability, religion, or any other protected characteristic. We are committed to fostering a safe, respectful, and inclusive workplace that upholds the dignity and rights of all individuals. Any breach of this policy will be treated seriously and may result in disciplinary action, up to and including termination of employment.

7. MONITORING AND REPORTING

The Committee will monitor the recruitment process to ensure that the pool of potential candidates satisfies the diversity requirements set forth by this Policy representing diversity of skills and perspectives. In addition, the Committee will ensure that the Company’s searches include women candidates and, when necessary, utilize the assistance of an independent third party to help achieve the Company’s diversity objectives.

The Committee will be responsible for monitoring the effectiveness of this Policy and continue to expand on existing initiatives to create a diverse culture throughout the Company.

The Committee will report to the Board on an annual basis on the effectiveness of the nominating procedures for the Board and management positions and recommend any changes that it thinks are appropriate.

The Committee will also be responsible for the annual public disclosure with respect to diversity in the Annual Information Form and Management Information Circular as well as measuring the Company’s success in reaching the targets outlined in this policy.

8. CHANGES TO THE POLICY

The Board reserves the right to change this Policy from time to time as it considers necessary.

Board Approval Date: May 13, 2025