



SUSTAINABLE WORKFORCE INITIATIVE



04.2021



OUR ACTIVITIES

2021 Young Mining Professional

Osisko Development's Vice President of Exploration, Ms. Maggie Layman, has been awarded the "International Young Mining Professional's Eira Thomas Award".



IN THE COMMUNITY

Sustainable Workforce Initiative

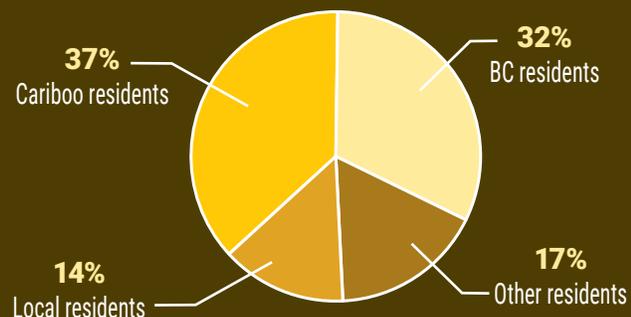
Osisko Development Corp. has launched the first training program as part of its Sustainable Workforce Initiative.



EMPLOYEE SPOTLIGHT

Kayly Phipps, Tailings and Water Management Coordinator, is responsible for providing support, guiding, and executing site-specific operational water balance activities.

EMPLOYEE STATISTICS: Employee Residence



BARKERVILLE GOLD MINES LTD.

OUR ACTIVITIES



CARIBOO GOLD PROJECT

The Environmental Assessment Office (EAO) public comment period on the Cariboo Gold Project Process Order, Assessment Plan, Application Information Requirements, and Regulatory Coordination Plan documents closed on March 18, 2021. We would like to thank all who participated by submitting comments and all the members of the Technical Advisory Committee (TAC) and the Community Advisory Committee (CAC).

Community Workshops

Thank you to those who attended the Exploration and Reclamation Closure Workshops on March 24th. Our next session is a Water Workshop scheduled for April 24, 2021.

If there are topics you would be interested in seeing in future workshops, please submit them to us via the Community Feedback email at feedback@osiskodev.com.



WOMEN'S HISTORY MONTH: WOMEN IN MINING

Diversity and inclusion are defined as respect for, and an appreciation of, differences in ethnicity, gender, age, disability, sexual orientation, education, and religion. It is creating an environment that values, respects, and uplifts individuals for these differences. Gender diversity, in particular, is the acknowledgment that everyone deserves to be treated with respect regardless of gender identity and expression.

To celebrate Women's History Month and International Women's Day (March 8) we have decided to look at women's representation at Barkerville Gold Mines.

At BGM, we acknowledge that a diverse range of personnel in all departments means a broad range in experience, knowledge, problem solving skills, mentorship roles, leadership abilities, etc., which can make our organization more effective and successful. We also recognize that there is always room to improve things within the industry and we are committed to being a part of that progress.

WOMEN AT BGM:

- 28% - Total workforce*
- 24% - Management roles
- 44% - Office roles
- 35% - Exploration
- 22% - Operation, milling, environmental, and sustainability

*Double industry-wide average for women in overall employee workforce

CURRENT JOB OPENINGS

Community Relations & Sustainability Manager

Exploration Geologist

Geotech

Buyer/Procurement Manager

Reclamation Specialist

Security Guard

Underground Miner

Water Treatment Plant Operator

Mill Operator - QR Mill Site

Mill Operator/Trainer - QR Mill Site

Millwright Red Seal - QR Mill Site

Look for information on the Cariboo Gold Project, the EA, job postings, our current newsletter and more at osiskodev.com/cariboo-gold-project.

 Follow us on Facebook
[@BarkervilleGoldMinesLtd](https://www.facebook.com/BarkervilleGoldMinesLtd)

OUR ACTIVITIES



EXPLORATION: 2021 YOUNG MINING PROFESSIONALS AWARD – EIRA THOMAS AWARD WINNER

It is with great pride that we announce Osisko Development's Vice President of Exploration, Ms. Maggie Layman, has been awarded the "International Young Mining Professional's Eira Thomas Award". The award has hundreds of

candidates across this global industry and Maggie has demonstrated her professional capacity in such a manner to win this prestigious award for 2021.

Maggie is a professional geologist who has been on the Executive team for over three years and has worked within our group for six years. She complements our team at BGM and was instrumental in the co-development of the geological model which allowed BGM to define

6.0 M ounces of new underground resources. In addition, she built and mentored a strong team of young and diverse exploration professionals and support staff which hold the highest standards of safety and socio-economic responsibility.

Maggie not only works in Geology and Exploration but across all disciplines where her expertise and leadership are greatly appreciated. Maggie is an example for all people in the mining industry to look up to.



OPERATIONS

Underground Mining 101

Underground mining in the field has historically been comprised of completing "The Cycle" which consists of several processes, ultimately ending up with broken "muck", often ore or waste, that is removed from the mine via different means and processed to extract the valuable mineral(s) inside it.

STEP 1 – Infrastructure will be built on the surface to facilitate the operations. An access point to the underground, called a "Portal", will be excavated. From there, the rock will be drilled, blasted and mucked out, to develop access tunnels called drifts. Drilling "the round" is completed with a Jumbo Drill. The driller will create blast holes in an engineered pattern before the holes are filled with explosives.

STEP 2 – Every day, these holes will be blasted to advance the mine. The broken rock will then be brought back to surface for disposal, if waste or processing, if ore. A network of drifts will be developed and reinforced with bolts, screens, or in some cases, sprayed concrete. These bolts will expand into the rock and prevent the tunnel from collapsing on itself. This process will be repeated until the valuable regions have been reached.

STEP 3 – Once the big blocks of valuable ore are reached, the heart of the mining operation begins. A production driller will create holes between two different tunnels, usually one above the other. Just as before, these will be filled with explosives and blasted to break the ore. This ore will be trucked up to surface where it will be sent to the mill to extract the valuable mineral(s).

STEP 4 – All of the ore that was removed creates a big void in the ground. In order to maintain a safe work environment and allow for more ore to be extracted, this void is filled. This is done by reusing waste rock from non-economic developments. The

(Continued on following page)



Jumbo Drill (at top) drilling a "sidewinder round"; bolter operator and machine installing ground support in the walls (above left) and the back (above right).

OUR ACTIVITIES



(Continued from previous page)

waste rock will be placed back in the void, allowing the mining to continue.

STEP 5 – This process will be repeated until there is no more valuable ore to extract. Once mining is completed, all mine infrastructure will be removed from the site. The underground workings will be backfilled with waste rock or other material and sealed off. In most cases, the surface that was impacted by the operation will be topographically restored as close as possible to its original surfaces. Soil will be replaced and native flora replanted in order to return the site back to its natural state. In many cases, buildings and other important infrastructure is gifted to nearby communities or the government for continued use, such as we see with the town of Wells after the mine closures in the late 1960's.

That is the cycle of underground mining!

Mine Footprint Figures

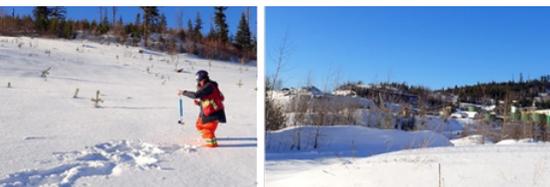
A Mine Footprint Area (MFA) is the area within which a mine is permitted to operate. The footprint is defined in a spatial manner to provide the limits within which activities can occur. The MFA includes pre-existing components, roadways/access, water management features, boundary lines, portal locations, disturbance areas and options or alternatives under consideration. The extent of the underground workings is projected to the surface and is made into one area included in the MFA. Even though there is no surface disturbance related to the underground workings, a limit has been defined for the area and mining cannot occur outside of that boundary.

Buffers are included in the MFA and are used to delineate areas for potential use, though they may not be used during operations. A buffer area (i.e. extra space) is applied when the activities may need additional workspace such as moving equipment around during construction. The area of the buffer can vary and is meant to display the absolute extent in which any activity may occur. These buffer areas extend out from the physical components and define the limit of the MFA.

ENVIRONMENT:

Snow Surveys

Every year the BGM Environmental team monitors the local snowpack at the end of each winter month to calculate the amount of possible water coming in the following Spring Freshet. Snow survey sites are re-visited



QR snow survey site A (at left): Alexandria Clarke taking a snow core weight measurement; QR snow survey site B (at right): looking at the QR Mill

every winter for consistent and accurate comparisons to historic records. This measurement is collected by driving a hollow tube through the snow to the dirt, ideally collecting a dirt plug to ensure we are capturing all the snowpack. The depth and weight of the snow is then recorded to determine the amount of water in the snowpack. We record the measurements on a field sheet which later gets calculated and entered in our database. The data we collect can then be used to determine the potential run-off from the accumulated snowpack. For example, a heavy snowpack would likely indicate a heavier run-off from snow melt, contributing to factors such as erosion, water quality challenges, and potential flooding if warmer weather comes suddenly in the Spring. It is important to collect this data to predict our Spring Freshet, so we can be prepared for potential challenges to come.

Annual Reporting

Every year on March 31, BGM's Environmental Department submits annual reports to the appropriate Ministries as per permitting requirements.

- Submitted to the Ministry of Environment and Climate Change Strategy:
 - Annual Water Quality Reports for each of Bonanza Ledge Mine and QR Mine
 - Included in the Annual Water Quality Reports is a Dustfall Monitoring and Meteorology Report
- Submitted to the Ministry of Energy, Mines and Low Carbon Innovation
 - Annual Reclamation Report for each of Bonanza Ledge Mine, QR Mine and Mosquito Creek Mine
 - Dam Safety Inspections for Bonanza Ledge Mine, QR Mine and Mosquito Creek Mine.

As required by the permits, hard copies are submitted to Indigenous nations and local libraries. All of these reports can be found online.



IN THE COMMUNITY

SUSTAINABLE WORKFORCE INITIATIVE

Osisko Development Corp., and its wholly owned subsidiary Barkerville Gold Mines Ltd., has launched the first training program as part of its Sustainable Workforce Initiative. The inaugural program, which took place January 2 to February 12, was a Class 1 Professional Driver Training course for potential ore haul truck drivers. This program brought together a diverse group of 15 participants for a six-week intensive professional driving training course. Training included airbrake endorsement training, Class 1 learners' license training, practical driver training and road test, soft skills training, and advanced work-ready driving techniques.



Chris Pharness, VP Sustainable Development with Osisko Development Corp., visits Sustainable Workforce Initiative Class 1 Professional Driver Training participants in Quesnel, BC

On February 25 a graduation ceremony was held for 14 participants who completed the program; several graduates are being on-boarded as BGM employees.

BGM through Realize-It Development and program delivery was provided by Go Team Professional Training Ltd.

Funding for the Class 1 Professional Driver Training Program was provided through the Canada-British Columbia Workforce Development Agreement. Funding was secured for



Funding provided by the Government of Canada through the Canada-British Columbia Workforce Development Agreement.



EMPLOYEE SPOTLIGHT: Kayly Phipps

Kayly Phipps, Tailings and Water Management Coordinator, is a certified Environmental Professional with six years of environmental experience in the mining industry and holds a B.Sc. in Earth and Environmental Sciences from the University of British Columbia. Prior to joining BGM, Kayly worked at the Copper Mountain Mine open pit operation in southern BC, as well as consulting for the Mamalilikulla-Qwe'Qwa'Sot'Em Band of northern Vancouver Island.

Kayly joined the BGM team in 2016 as an Environmental Technician and was promoted to Lead Technician in 2017. Now, as the Tailings and Water Management Coordinator, she is responsible for providing support, guiding, and executing site-specific operational water balance activities that include inspection, measurement, mapping, interpretation, accounting, analysis, coordination, problem solving, and reporting. She has also been designated the Tailings Qualified Person to oversee the operation of BGM's Tailings Management Facilities.

Kayly spends as much of her spare time as she can outdoors. She enjoys camping, skiing, hiking, and volunteering in her local community. Before the COVID-19 pandemic, Kayly's volunteer activities included Canadian Ski Patrol at Troll Resort, Arts Wells, the Northern Exposure Conference, and teaching a class at the Wells-Barkerville School about environmental stewardship.



WE WANT TO HEAR FROM YOU!

Do you have questions about the Cariboo Gold Project? Are we being a good neighbour? If you have any questions, comments, or concerns, please contact us through our Community Relations Office:

4270 Sanders Ave.,
P.O. Box 250, Wells, BC V0K 2R0
Phone: 778-414-8493
E-Mail: feedback@osiskodev.com

