

WOMEN IN MINING 2021



ALAMOS GOLD INC.

A Message From The President

For our second edition of our Women in Mining newsletter, I am pleased to share stories and insights from a number of employees who have contributed to Alamos Gold's success in Mexico.

In 2005, we began production at the Mulatos mine, which was our founding operation and established just two years after Alamos Gold was formed. In this newsletter, there are stories from members of our talented workforce who joined the company in these early days and are still working with us today.

By 2012, we had produced our one millionth ounce of gold at Mulatos, and in 2019 we reached our two millionth ounce. We could not have achieved these goals without a work environment that recognized diversity as an asset, and to have a team committed and engaged to create an inclusive culture.

This past year has been significant for a couple of reasons. We announced the construction of La Yaqui Grande mine in Sonora, Mexico, and

featured here are interviews with employees who are a key part of this project and dedicated to moving it forward.

It was also a challenging year as we faced the COVID-19 global pandemic. From the moment this crisis escalated, we relied on the commitment of employees to help protect the health and safety of our employees and the local communities in which we operate. I invite you to read about the dedication these employees place on safety in the workplace.

I have always believed that building an inclusive and diverse workforce makes us a stronger organization, and this is reflected well at our operations in Mexico and in this year's newsletter.

Sincerely,



John A. McCluskey
President, Chief Executive Officer & Director



Laura Belem Caballero Hidrogo

Degree: Bsc. Chemical Industrial Engineer,
Ms. in Economics and Environmental Management
Department: Environment and Permits
Joined Mulatos Mine: November 21, 2001

What's your name and your position?

Laura Belem Caballero Hidrogo, Environment and Permits Manager.

Why did you study Chemical Industrial Engineering?

When I was in my second year at high school, chemistry interested me a lot. After this, I decided to become a Chemical Engineer.

Was there someone in your family who influenced this decision?

No at all, my father worked in accounting, and my mother was a housewife. Also, I am the oldest of all my brothers and sisters, so there was no influence from them, only the teachers who taught me chemistry in high school.

How long have you been in the mining industry, and how long have you been working at Alamos Mulatos Mine?

I've been at Alamos for 19 years, since 2001, and in mining for almost 27 years.

How did you start working at Alamos Mulatos Mine?

I was born in a mining town in San Francisco del Oro, Chihuahua, so in a way, I have been a miner since I was born. When choosing to study chemistry, I imagined myself working in a laboratory. However, my first job opportunity came from a mining company that was in the state of Chihuahua. I started working at the chemical and metallurgical laboratory, and later I went into operations, where I learned everything about the environmental department, its regulation and legislation.

The group I worked with in San Francisco del Oro invited me to work in a new mining company that became Mulatos Mine later on.

What was it like when you started working in the mining industry 26 years ago? How was it to be a woman working at a mine?

For my family, it was not a surprise because we were born in a mining town, and for us, the mine was part of our daily life. When I started working at a mine, the problem was difficult, mainly with men, there were very few women. When you come in and try to do your job as a manager, supervisor, or boss, it did get complicated. A colleague resigned because I was her boss. There was a lot of bullying and a lot of contempt back then.

Did that put you off?

No, on the contrary, I said, I am going to show you, and I will prove to myself that I want this, that I am capable of doing things right, that my work will speak for me – and now, here I am.

How was the beginning at Alamos Mulatos Mine?

Five people arrived at Mulatos on day one. There were two colleagues whose last name began with the letter “A,” and that’s why I got the number “3” as an employee, because of my name. We began to analyze the information from Exploration. They told me that the permits had already expired, so I began to gather all the information, applied for permits while developing metallurgical confirmation tests and drilling. That’s how we started.

How many women were there at Mulatos Mine at that time?

I was the only one. Since we settled, there would be around 20 people, and I was the only woman. Even finding a cook was complicated, as it wasn’t customary to have women fill those roles. I had to make dinner or lunch on Sundays, then, fortunately, a man who saw that there was a woman invited his wife to work with us, and then there were two of us.

What is your Job at Alamos Gold?

The Environmental department oversees many issues, such as water management and the preservation of flora and fauna. We ensure that all the company’s activities comply with the regulations, permitting, reporting, and attending inspections from authorities and monitoring on a day-to-day basis for all operations, including planning, visualizing and data analyzing.

Have your more than 25 years of working experience in the mining industry been worth it?

Definitely, yes, it has given me the opportunity to meet valuable people. I have learned to work as a team and live collectively.

How do you see yourself in the next few years?

If the pandemic allows us, I would like to continue in this industry. I know that in the world there is much to do for the environment. I am committed to sharing my knowledge with each person to look for ways to help the environment against global warming in their everyday life.

Would you advise women to join Alamos at Mulatos Mine?

Yes, of course. It is an interesting, multidisciplinary industry. There is an opportunity for many types of professional careers. You do not need to be a Mining Engineer to be in mining. If you are interested, you can try it, and you will enjoy it. Here I have grown a lot, and I feel that I have learned a lot and that they have given me the opportunity to do so. That is what matters: emotional, physical, and economic stability.

Anything else you would like to share with us?

I invite women to get to know the mining industry and not to give up their goals and dreams. If you set a goal, then you can fulfill it. Right now, the industry is really opening to women. It is already less difficult, and you can work very comfortably.



Ariel Adaly Mendoza Haro

Degree: Paramedic

Department: H&S LYG Project

Joined Mulatos Mine: July 20, 2015

What is your name, age and position?

My name is Ariel Adaly Mendoza Haros. I am 27 years old and work as a Health and Safety Supervisor.

Why did you study to be a Paramedic?

When I was studying high school, I began volunteering as a firefighter in Santa Anna, Sonora, where I was born. There I helped in emergencies as a lifeguard. I discovered that I had a vocation to serve others, so I decided to study to become a paramedic.

How long have you been in the mining industry, and how long have you been working at the company?

I did an internship at Mina el Chanate in 2015 subsidiary of Alamos Gold. After three months, they offered me a job, and I accepted. Two years later, I was invited to join Mina Mulatos as a Safety Supervisor in the La Yaqui Grande Mine project.

I have been working for the mining sector for five and a half years and I am very satisfied. Day by day, I feel that I grow professionally, and I learn from my colleagues. There are a lot of opportunities for women.

Did you have previous knowledge of the mining industry?

I had fellow firefighters as colleagues who worked in mines, and I liked how they explained their work. Before my internship, I had never been in a mine, but I enjoyed it a lot when I was there.

How was the reaction in your family about going to work in a mine?

One day my mother told me: "I thought you would never stop being a volunteer firefighter." As a volunteer firefighter, we worked without receiving payment, and we only received people's gratitude; that was enough for me. But when my mother saw that I had started working and being paid, she was very happy for me.

Describe your job at Minas de Oro Nacional in La Yaqui Grande.

I am a Health and Safety Supervisor, so my responsibility is to ensure we comply with all our safety regulations in all working areas. Also, I am responsible for supervising that we follow our safety procedures to safeguard our colleagues' lives.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

For me, safety is the most important value in our company. We work as a team with colleagues and contractors to achieve goals and objectives to keep each other safe.

Would you recommend working at Alamos Gold-Mina La Yaqui Grande?

Yes, of course, because it is a pleasant place to work, with a great working environment. The company constantly promotes training, and they value us as women.

How was the role of women when you start working at Alamo, and how is it today?

When I first arrived in Alamos, there were women only in three departments, but currently, women are working in all the departments.

Would you advise women to join Alamos at Mulatos Mine?

I would advise them to leave behind the idea that mining is only for men. The mining industry presents very good opportunities for all, women and men.

Anything else you would like to share with us?

I invite women to join our team at Alamos. Give yourself the opportunity to lose your fear. It is an industry full of opportunities and satisfaction.



Yeira Yaneth Pérez Márquez

Degree: Geology

Department: Exploration

Joined Mulatos Mine: January 18, 2012

What is your name, age and position?

My name is Yeira Yaneth Pérez Márquez, I am 31 years old and I am a Geologist.

Why did you study Geology?

My dad was a supplier for mining companies for a long time. Sometimes, the engineers gave him rock samples, and he used to take them home. That's where my curiosity began; I wanted to know what

type of rocks they were and what minerals they contained. That is why I decided to study Geology.

How long have you been in the mining industry, and how long have you been working at Alamos Mulatos Mine?

From my class, I was the only one who graduated in time. All my classmates were falling behind in their subjects. I was fortunate that the Department of Exploration from Mulatos Mine contacted my university and asked for a recent graduate to train as part of their team. That is how I joined on January 18, 2012.

Was it worth it?

Of course, I have had managers, superintendents and fellow Geologists who have always supported me and taught me a lot.

I started as an assistant for technical drawings, and little by little, I learned about other matters in the field, such as administrative activities. I have grown a lot since then.

Describe your job as an Exploration Geologist?

We seek new areas to explore, create geological maps and sections and develop our drilling plans.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

Safety, Teamwork, Integrity, Environmental Sustainability and Commitment, we have all the values well placed.

Would you recommend working at Mulatos Mine?

Yes, definitely, because it is a company full of colleagues who support you and motivate you to do better. Every day we learn something new.

How was the participation of women when you started in Mulatos Mine, and how is it today?

When I started, we were the only department made up mostly of women: four women and one male colleague. As time went by, more and more women joined different departments, and it has been of great pleasure to be part of this process of inclusion of women in the mining industry.

Were there distinctions from the male colleagues?

No, no one has made me feel less for being a woman. On the contrary, we always seek to work together and team up to achieve common goals.

What advice would you give women to join Mulatos Mine?

It is an industry in which you will learn something new every day. It is not an impediment to develop as a mother, and I have a family and a job; those are two things that I am passionate about, and I feel very happy about that.

How do you cope with your motherhood and your work?

I count on the support of my husband, my parents, my in-laws. All of them helped me a lot. Nowadays, there are many tools to communicate, such as social networks. My work in the mine has not been an impediment to have a family and communicate with my son. My husband is a Geologist, so he understands our work, so we support each other.

Anything else you would like to share with us?

More often than ever, women are occupying positions that they develop just as well as men. We all have the same ability to achieve what we set out to do. I invite women to join Mulatos Mine.



María Concepción Molina León

Degree: Industrial Engineer

Department: Maintenance planner

Joined Mulatos Mine: May 24, 2018

What is your name, age and position?

My name is María Concepción Molina León, I am 25 years old and I am a Maintenance and Shredding Planner.

Why did you study Industrial Engineering?

Because Industrial Engineering is about innovation processes and continuous improvement. I am interested in that. It offers many opportunities.

Was there someone in your family who influenced this decision?

Yes, my father, my sister and my uncles worked in the mining industry, and they always spoke with great enthusiasm about their work experience and inspired me. So, I chose to study Industrial Engineer and then I decided to join the mining industry. At first, I was attracted by working in a cement factory, but finally, I decided on mining.

How long have you been in the mining industry, and how long have you been working at the company?

I started working at Mulatos Mine in May 2018, after I graduated from University. I sent my job application, and I started working. It has been my first job. I have grown a lot, both professionally and personally. Every day I learn something new.

Was it worth it?

Yes, of course.

What did your family think about you working in a mine?

At first, my mother was reluctant to let me leave home, my sister had gone to work out of the city in Sinaloa, so she did not want me to leave too, but then she changed her mind, she told me that whatever I wanted, she would always support me.

Describe your work at Minas de Oro Nacional, and why did you choose a mining career?

I first started working as a Planning Assistant, mainly managing SAP system, following up on purchase orders, equipment spare parts, practically administrative functions. Then I got greater responsibilities as a Planner. Now I am responsible for planning the preventive, predictive and corrective maintenance in the crushing machine so that they work in optimal conditions.

How is the working environment at Mulatos Mine?

I like the working environment here. People are very united, and we are a team. Whatever comes up, we meet, we discuss, and analyze the best option to respond. We do understand each other very well.

Are both men and women united?

Yes, we get along very well with everyone. There is a lot of respect. The working environment is very pleasant.

Would you recommend working at Mulatos Mine?

Yes, it is a well-known mine. You get to trust your colleagues very quickly. The way of working is also good, of course, there is pressure, but it is part of the experience that it leaves us and the job.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

Whenever I carry out my activities, I try to do it as safely as possible and encourage my colleagues to take care of themselves to all return home safe every day. For instance, we have a five-minute talk every day to remind us that. We are always looking for any potential risk around us to fix it and avoid any accidents.

Are you passionate about what you do?

I am quite passionate about it because it is a job that brings you a lot of opportunities for professional growth. I can clearly see how much I have grown and learned how to do other things. So, yes, I really like what I do.

Are there more women interested in the mining industry?

Yes, more and more women are joining the mining industry in different areas. They have the character, knowledge, and skills to perform efficiently any task just like their male peers. We can develop both operational and administrative functions.

What advice would you give women to get interested in working in Mina Mulatos or the mining industry?

Don't be afraid. Forget the idea that working in the mining industry is only for men. We must believe and trust more in ourselves.

Anything else you want to add?

Try to work in the mining industry, sometimes it can be exhausting, but it is about enjoying what you do and being proud when you do things right so you can say: "I did it."



Jetzemaní Jara Mendivil

Degree: Chemical engineer

Department: Adsorption Plant

Joined Mulatos Mine: January 26, 2012

What is your name, age and position?

I am Jetzemaní Jara Mendivil. I am 32 years old and I am a Supervisor at Mina La Yaqui.

Why did you study Chemical Engineering?

I had a lot of passion for biomedicine. I wanted to work in the area of instrumentation of medical equipment in a hospital, but when I was in my first semester of chemical engineering, one of

my teachers explained to us the work of metallurgy for mining, which interested me a lot. I said, this is what I want. I'm going for metallurgy and mining.

Was there someone in your family who influenced this decision?

No, my parents studied law and accounting, my brothers followed in their footsteps, I am the first engineer in the family. My cousins finished their degrees in civil engineering and mechanical engineering. So I am the only chemical engineer.

Describe your work at Minas de Oro Nacional and why you chose a mining career?

I supervise the crushing, leaching and adsorption plant at Mina La Yaqui. I am responsible for complying with the efficiency of the adsorption plant, verifying its daily consumption, the correct additions in lime, cyanide and carbon. We make sure that our daily monitoring corresponds to our parameters, and we verify we comply with ounce produced budgets and shredded tonnage.

I began university in 2006, and during the first semester, I said to myself: I want to mine. Since 2006, I knew that I wanted to mine.

Was it worth it?

Yes, of course, every day is different. I am very passionate about this career because you learn every day, and you learn from your colleagues. They are very friendly, and they make you feel welcome as well. There is a family atmosphere, and that makes me not regret it.

How was the inclusion of women in mining when you started working nine years ago?

When I arrived, my boss was a woman. I entered the mine laboratory, and there were also a few women in other departments such as Exploration, Geology and Laboratory. After the third year, more

women joined other departments such as Community Relations, Security and Environmental. In the fourth year I was here, I saw a boom in the company. More women were joining us.

How did you start working at Mulatos Mine?

I graduated while I was working at the same time in another company. My thesis supervisor told me about a job opportunity for a Laboratory Supervisor at Mulatos Mine, so I applied for it, and I was accepted. I entered as a Laboratory Supervisor, and I stayed there for five years. I learned a lot there. The opportunity came to work at Mina La Yaqui when it was open in 2017, and then I learned more. I have grown a lot as a professional.

How do you see yourself in the next few years?

In ten years, I would like to be a teacher at a University. In the meantime, I see myself here.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

Safety and caring for the environment is part of us because we have to manage the disposal of hazardous waste adequately on a daily basis. Cyanide and Carbon, mainly, so safety is paramount. We have a safety talk every day at the beginning of the day with my colleagues and undertake internal safety inspections. I have been a member and coordinator of our Health and Safety Commission for seven years, I have also learned a lot there. All values are important, but for me, safety and environmental sustainability are very important.

What advice would you give women to join Mulatos Mine or the mining industry?

Be responsible and honest. The mining industry is a field with many satisfactions, it is a respectful working environment. If you have a problem or question, your colleagues will listen to you, and there will be an answer. There is a lot of support for any personal or work problems. If you have an emergency, they care for you, no matter how far we are.

Would you recommend working at Alamos Gold-Mulatos Mine?

Of course, because there is a working environment of respect, support and solidarity.

Anything else you would like to share with us?

We are very lucky. The demand for job opportunities from other women years ago made it possible for us to be here. Before, it was impossible to imagine that there would be women in mining because we were considered unlucky for mining. Fortunately, men understood that it was only myths.

There are many valuable men and women, but if we do not team up with each other, the job won't get done well. Thanks a lot.



Lucia Valenzuela Amavizca

Degree: Doctor

Department: Mulatos Clinic

Joined Mulatos Mine: January 13, 2020

What's your name, age and your position?

My name is Lucia Valenzuela Amavizca, I am 26 years old, and I hold the medical doctor position at Mulatos Mine, an Alamos Gold Inc. subsidiary in Mexico.

Why did you choose to study Medicine?

Since I was a child, I had great empathy for all living beings, i.e. humans, animals and plants. But it was the human being that

interested me the most, especially knowing how the human body functions and how it reacts, that is why I decided to study medicine.

Was there someone in your family who influenced this decision?

Not at all. In my family, I am the first doctor.

Why did you choose to do your training at Mulatos Mine?

As part of the training to become a doctor, you are required to do a year of training, and you have the possibility of doing it in rural communities, at universities or within private companies. The opportunity at Minas de Oro got my attention – that's how I started, how I got here.

Did you know about Mulatos Mine before?

I knew where it was located, but I had never been there before. But colleagues who did their training at Minas de Oro told me exciting things about their experience, so I said: I am in, I like it, I want this adventure.

Was it worth it?

Yes, very much. As a matter of fact, that is the reason I am still here.

How long have you been in the mining industry, and how long have you been working at the company?

I have been here in Mulatos Mine for two years already, and that is the same amount of time that I have been within the mining industry.

Describe your job at Minas de Oro Nacional?

We work together with all departments at the mine to provide medical attention and provide a healthy lifestyle.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

Safety is very important for us because we deal with people. If something goes wrong, it is a life we are dealing with. Everything has to be based on safety, all the procedures aim to prevent injuries, so we work proactively.

Are you passionate about your work?

Yes, I really enjoy my work. I am very interested in doing postgraduate studies, acquiring more knowledge and applying it. It has been definitely one of my best choices in life. Being here has taught me a lot. I have grown professionally, I have learned the value of teamwork, and I have had very good experiences here.

Would you like to continue developing at Mina Mulatos?

Yes, definitely, there are many areas of opportunity.

What advice would you give to women who want to join mining?

Yes, don't be afraid, cheer up, give yourself the opportunity to know something different, something new. Something that you don't learn at school and you don't live in the hospital. Because it is completely different, if they try it, they will discover something extraordinary.

Anything else you want to add?

In the past, mining was considered exclusively for men. Little by little, it has opened to the opportunity for gender diversity. Currently, mining has opened many opportunities where women can play a very important role, such as health and safety.

But also women can perform any position very well. They do not need to have studies in mining engineering to work at the mine. Different profiles are required. I invite you to try it.



Celina Yánes Sánchez

Degree: Public Accountant

Department: Finance

Joined Mulatos Mine: October 20, 2003

What's your name, age and your position?

My name is Celina Yánes Sánchez. I am 53 years old and I am a Public Accountant.

Why did you study Public Accountant?

I decided to study public accounting because I worked as an assistant in a company focused on administrative matters. I wanted to be a doctor, but it was difficult because there was no medical school in the city. Also, in my family, I am the oldest of seven siblings, so I had to

study a profession that could offer more job opportunities, and that was public accounting.

How long have you been in the mining industry, and how long have you been working at the company?

I was interested in the mining industry because my grandfather was a “gambusino” (artisanal miner) all his life. At that time, women were forbidden from these activities, but he used to tell me a lot about artisanal mining. That’s when I became interested in learning about the activity.

I was invited to work at Minas de Oro 17 years ago, and I have more than 30 years working in this industry.

When I first started working at Mine Mulatos, it was only me. I used to do all the work myself for the internal audit. Later on, more people joined me. I have always been in this position. They invited me to continue growing within my functions. This company has been one of many challenges, achievements and opportunities.

Was Alamos Gold the right choice?

Of course, companies become your professional projects, colleagues become your working family. You enjoy the achievements and satisfactions that professional work provides you. Thus, of course, I like being here.

How was the inclusion of women in work 30 years ago?

There has been impressive progress from what it was like when I finish university to the way it is nowadays. The mining Industry has made impressive progress in accepting women. Still, it also seeks to develop them within the company, give them opportunities, and consider them part of a broader team.

Describe your job at Minas de Oro Nacional.

I am responsible for looking over our financial performance, for keeping it healthy, you could say. So, we make sure we comply with all Mexican financial regulations like paying taxes on time.

Can you provide an example of living up to one of our company values (safety, teamwork, environmental sustainability, integrity, and commitment)?

I am very happy with my team members. They lived the value of integrity, honesty and the willingness to work. We follow all the guidelines, procedures and audits that are established in our company. We are very proud to say that we work for Alamos Gold - Minas de Oro, a company recognized for doing things right.

Would you advise women to join Alamos at Mulatos Mine?

Alamos Gold is a company that cares a lot about its people. The company always pursues to integrate women into the team to give us opportunities to feel comfortable doing our work. I would say to all those women who want to start working in the mining industry that it is a great opportunity for professional, personal, and family development.

I have reached every goal that I have set for myself, and Alamos Gold has been a fundamental part of achieving it.


Anything else you would like to share with us?

These 30 years have been wonderful. They have brought me to where I am now, and this is my message for all women: don’t let anything stop you, neither success nor mistakes. Everything should help you to keep moving forward and to make you feel better. Wake up every day with the desire and the courage to do things right and feel happy about it.

Alamos Gold is a Canadian-based intermediate gold producer with diversified production from three operating mines in North America. This includes the Young-Davidson and Island Gold mines in northern Ontario, Canada and the Mulatos mine in Sonora State, Mexico.

Additionally, the Company has a significant portfolio of development stage projects in Canada, Mexico, Turkey, and the United States. Alamos employs more than 1,700 people and is committed to the highest standards of sustainable development. The Company's shares are traded on the TSX and NYSE under the symbol "AGI".

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