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## DIVERSITY POLICY

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### 1. Introduction

The board of directors (the “**Board**”) of Leagold Mining Corporation (the “**Company**”) recognizes that a diverse and talented workforce, including with respect to its senior management (“**Management**”) and Board, is a competitive advantage and promotes the inclusion of different perspectives and ideas, and that the Company’s success is the result of the quality and skills of its people. To this end, the Board has unanimously adopted this Diversity Policy.

### 2. Policy Objectives

The Company’s overall strategy includes pursuing the following objectives:

- Recruit, manage and promote members of Management and recruit directors, on the basis of an individual’s competence, qualification, experience and performance, regardless of objective criteria such as gender, age, race, nationality, religious beliefs, cultural background, sexual orientation or any other basis, having due regard for the benefits of diversity;
- Create a workplace characterized by inclusive practices and behaviours for the benefit of all staff and stakeholders, which is free from discriminatory behaviours and business practices;
- Identify relevant factors to be taken into account in the employee and Board selection process and develop practices to limit potential unconscious bias;
- Attract and retain a diverse range of talented individuals to further the Company’s corporate goals;
- Provide appropriate flexible work practices and policies to support employees;
- Establish procedures for monitoring, encouraging and assessing diversity among Management and the Board;
- Take action to discourage discrimination, bullying and harassment.

### 3. Implementation of Policy

The Company, through the Corporate Governance and Nominating Committee, will periodically assess the expertise, experience, skills and backgrounds of its Management and directors in light of the needs of Management and the Board, including the extent to which the current composition of Management and the Board reflects a diverse mix of knowledge, experience, skills and backgrounds, including an appropriate number of women, and other officers and/or directors with diverse backgrounds.

#### **4. Review and Amendment of Policy**

Annually, the Corporate Governance and Nominating Committee will review this policy and assess its effectiveness in promoting a diverse Management team and Board and will submit any recommended amendments to the Board of Directors for approval.

This is a policy and is subject to change from time to time by the Board.

Last Approved: May 7, 2019

Approved by: Board of Directors