OSISKO METALS INCORPORATED

Social Media Policy

1. Purpose

This Social Media Policy ("Policy") outlines the rules and responsibilities related to social media use for all employees, officers, directors, contractors, and consultants (each a "Responsible Person") of Osisko Metals Incorporated ("the Company"). The Company must uphold high standards of disclosure compliance, ethical conduct, and brand protection in accordance with, but not limited to, Canadian Securities Administrators (CSA) regulations, applicable stock exchange rules and regulations, National Instrument 51-102 (Continuous Disclosure), and National Policy 51-201 (Disclosure Standards).

2. Scope

This Policy applies to:

- all Responsible Persons, internal and external stakeholders representing or employed by the Company;
- all social and digital media platforms (whether private or public) including, but not limited to: LinkedIn, Twitter/X, Facebook, Instagram, YouTube, TikTok, Reddit, blogs, YouTube, forums, WhatsApp, Telegram, Discord, industry or other group chats and blogs; and
- corporate and personal accounts where reference to the Company, its projects, securities, or any related matters is made.

3. Key Policy Statements

a. Disclosure Control

Employees must not disclose:

- nonpublic exploration data, technical reports, or assay results
- material non-public information
- forward-looking statements
- photos of any Responsible Persons and Company assets and any related parties thereto including but not limited to employees, First Nations, community members, contractors, government representatives, or visitors to project sites or company offices.

unless express written consent is granted by an authorized person, either the Vice President, Exploration or the Vice President, Environment and Sustainable Development.

Only authorized spokespersons designated under the Company's Code of Ethics policy may communicate corporate information, including but not limited to discussions or references to Company specific projects, strategies or operations.

b. Personal Social Media Use

Employees may maintain personal social media accounts, however must:

- avoid implying they represent the Company unless authorized
- use disclaimers when discussing mining, finance, or investments
- refrain from engaging in speculative commentary
- refrain from responding to investor questions online or in forums

c. Corporate Accounts

If the Company has social media accounts in place, only designated personnel are permitted to manage such accounts.

4. Prohibited Conduct

The following actions are strictly prohibited:

- sharing non-public exploration or project results
- commenting on stock price or market rumors
- posting photos of drilling/exploration sites without approval
- announcing new partnerships or contracts before official release
- using personal social media for investor Q&A
- posting inflammatory or discriminatory content

5. Community Engagement & Indigenous Relations

Social media must respect Indigenous rights and local communities. Employees are forbidden from posting photos, commentary, or drone footage of Indigenous lands, communities, or culturally sensitive areas without written permission and cultural review.

6. Crisis Communications

During any crisis, all social media communication must cease unless expressly approved by the Executive Chair, Chief Executive Officer or President of the Company.

7. Monitoring & Compliance

The Company reserves the right to monitor social media for references to its name, ticker, or projects. Violations of this policy may result in verbal or written warnings, termination of employment or contracts, regulatory reporting and legal action.

8. Alignment with Other Policies

This policy is integrated with and complements the Company's existing policies and guidelines (the Code of Ethics policy, the Whistleblower policy and the Securities Trading and Pre Clearance policy) setting forth the ethical behaviour expected from Responsible Persons.

9. Policy Review

This policy will be reviewed annually or as needed based on changes to regulatory or operational frameworks.

Acknowledgment Form

Social Media Policy Acknowledgment
I acknowledge that I have received and read the Company's Social Media Policy. I understand its requirements and my responsibilities in maintaining compliance with this policy and all related Company policies, including the Code of Ethics.
I understand that failure to comply may result in disciplinary action, termination, or legal proceedings.

Name (Print)	Position / Department
Signature	Date