

i-80 GOLD CORP.

DIVERSITY POLICY

The purpose of this diversity policy (this "**Policy**") is to set out the basic framework within which i-80 Gold (the "**Corporation**") will consider the principle of diversity when recruiting, developing and appointing our senior management team ("**Management**") and our board of directors (the "**Board**"), with the goal of having talented, knowledgeable persons with diverse experiences, backgrounds and perspectives guiding the Corporation.

The Corporation supports diversity and recognizes that diversity enriches discussions and enhances decision-making among the directors of the Board (the "**Directors**") and members of Management ("**Members**"). In furtherance of this purpose, the Corporate Governance and Nominating Committee (the "**Committee**") and the Board will be guided by the following principles when identifying candidates to (a) recommend for election or appointment to the Board or (b) fill a Management position, respectively:

- (a) an intention that the Board of Directors and Management be composed of Members who possess extensive knowledge and competencies, diverse points of view, and relevant expertise, enabling each Director and Member to make an active, informed and positive contribution to the operation and oversight of the Corporation, the conduct of its business and its future development;
- (b) seeking a balance in terms of the knowledge and competencies of Directors and Members to help the Board and Management, respectively, fulfil their responsibilities in all respects; and
- (c) considering diversity criteria in seeking Directors and Members.

In considering diversity criteria, the Committee will consider the benefits of a variety of aspects of diversity, including but not limited to gender, ethnicity, age, race, religion, disability, cultural and socio-economic background and sexual orientation

Awareness and promotion of diversity also fosters an inclusive work environment where individuals are treated fairly and with respect and are given equal opportunity to develop and advance.

The Board has set an objective of reaching 30% representation of women on the Board of Directors by the time of its annual general meeting in 2024. In order to achieve this goal, the Committee will:

- maintain an evergreen list of potential candidates for election to the Board which list will include diversity considerations as a criteria;
- periodically assess the effectiveness of the nomination process at achieving the Company's diversity objective outlined in this Policy;
- in order to support the specific object of gender diversity, consider the level of representation of women on the board and ensure that women are included in the short list of candidates being considered for a Board position.

The Board has not adopted formal goals for gender diversity for its Members within its organization at this time, but continues to consider and adopt meritocratic recruitment and progression measures designed to improve diversity in senior management and all levels of employees at its sites and offices.

The Corporation will monitor compliance and progress of its diversity and inclusion efforts, and it will continue to review best practices with respect to diversity and inclusion.

The Committee and the Board may, if needed, engage external advisors to conduct a search for Board and Management candidates to help achieve Board diversity as described in this Policy.

Approved: March 28, 2022