

Diversity and Inclusivity Policy

Marathon Gold Corporation (“Marathon” or the “Corporation”) is committed to the successful development and operation of the Valentine Gold Project (the “Project”). Our vision is an enterprise balancing commercial success with a safe working environment, effective environmental management, and the creation of lasting social benefit.

Marathon seeks to foster a diverse and inclusive corporate culture that acknowledges and values difference. Our workplaces shall reflect the business environment and geographic locations in which we operate, where all employees, regardless of age, gender, beliefs, language, race, ethnicity, Indigenous identity or physical abilities, are appreciated and respected for the talent and knowledge they bring to the Corporation.

Marathon understands that the inclusion of diverse ideas, talents, skills and perspectives at all levels within the workforce promotes creativity and thought-provoking discussions and solutions. Maintaining a corporate culture where all voices and points of views are heard and considered builds a stronger, more representative, engaged and competitive workforce.

Marathon recognizes that barriers to creating a diverse and inclusive workplace are common, and can be promulgated through indifference in leadership or systemic bias. We are committed to identifying and removing barriers wherever they exist. Our commitment to diversity and inclusion is reflected in all levels of the company, beginning with our Board of Directors and executive team.

We aim for a workforce which is comprised of talented and dedicated individuals who bring a wide mix of knowledge, expertise, experience, skills and backgrounds to their positions and to the team. Our employee selection and advancement processes will be founded on Marathon’s Values. They will be equitable, non-discriminatory and free from bias, conscious or unconscious.

We consider all individuals based on merit, having due regard to the benefits of diversity and corporate needs and priorities.

Marathon's commitment to diversity and inclusion aligns with our core corporate Values and is explicitly reflected in our Indigenous Relations Policy and Community Relations Policy. It informs our strategic planning and is incorporated into all aspects of our corporate structure.

Marathon's Diversity and Inclusivity Policy is a living document, subject to review and modification as our business evolves and based on evolving best-practice standards for human resource development in the Canadian workplace.