

FEATURE

Diversity of Governance Bodies¹

Teranga believes that the ability to draw on a wide range of viewpoints, backgrounds, skills and experience is critical to our success. Diversity enriches discussions, better reflects our relationships with our stakeholders and allows for improved risk management. While we hire based on merit, wherever possible we seek candidates who represent different genders, ages, cultural communities, geographic areas and other characteristics of the communities in which we conduct business. For our Board of Directors, this approach is formalized in a Diversity Policy. In 2020, Teranga looks forward to extending this policy to cover all employees.

With 32% women in our governance bodies in 2019, Teranga was far above the average of TSX-listed mining companies, where only 13% of directors and 14% of executives were women².

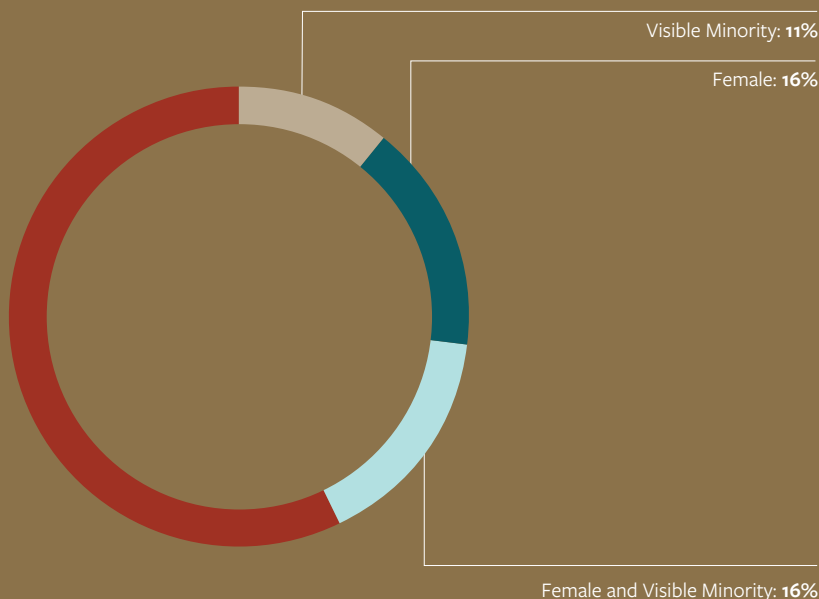
Including women and visible minorities, our governance bodies are now 42% diverse. We are proud of our diversity and believe it is a significant contributor to our success.



SDG 5: Gender equality

Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.

DIVERSITY IN TERANGA'S GOVERNANCE BODIES



¹ Teranga's governance bodies include its Board of Directors and executives.

² 2019 Disclosure Diversity Practices, Osler: <https://www.osler.com/osler/media/Osler/reports/corporate-governance/2019-Diversity-Disclosure-Practices-Women-in-leadership-roles-at-TSX-listed-companies.pdf>