



AUSTIN GOLD CORP. DIVERSITY POLICY

Austin Gold Corp. (the "Company") and its Board of Directors (the "Board") values the benefits that diversity can bring and seeks to maintain a management team and Board comprised of talented and dedicated officers and directors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Company operates.

In identifying qualified candidates for executive positions and nomination to the Board, the Board and the Corporate Governance and Nominating Committee (the "Committee") and the Company's Chief Executive Officer (the "CEO") will consider prospective candidates based on merit, having regard to those competencies, expertise, skills, background and other qualities identified from time to time by the Board, the Committee and the CEO as being important in fostering a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination.

The Board, the Committee and the CEO must give due consideration to characteristics, such as gender, age, ethnicity, disability, sexual orientation and geographic representation, which contribute to management and Board diversity. The Board, the Committee and the CEO may, in addition to conducting its own search, engage qualified independent advisors to assist in identifying prospective diverse executive and director candidates that meet the selection criteria established by the Board, the Committee and the CEO and that support its diversity objectives. In implementing its responsibilities under this policy, the Board, the Committee and the CEO will take into account the Board's diversity objectives and the diverse nature of the business environment in which the Company operates, as well as the need to maintain flexibility to effectively address succession planning and to ensure that the Company continues to attract and retain highly qualified individuals to serve on the Board and as executive officers.

The Committee will report and make recommendations to the Board regarding any changes required to Board composition or to the Board recruitment process to achieve the diversity goals outlined in this diversity policy. The CEO will report and make recommendations to the Board regarding any changes required to executive officer composition or to the Company's recruitment process to achieve the diversity goals outlined in this diversity policy.

If the Company does not have a CEO, then "CEO" shall be replaced by "President" in this document.

Last reviewed and approved by the Governance and Nominating Committee on February 26, 2026.