

POSITION DESCRIPTION OF BOARD CHAIR

The chair (the “**Chair**”) of the Board of Directors (the “**Board**”) of Alio Gold, Inc. (the “**Company**”) is principally responsible for overseeing the operations and affairs of the Board. In fulfilling his or her responsibilities, the Chair will be responsible for:

- a) providing leadership to foster the effectiveness of the Board;
- b) ensuring there is an effective relationship between the Board and senior management of the Company;
- c) ensuring that the appropriate committee structure is in place and assisting the Compensation, Corporate Governance and Nominating Committee in making recommendations for appointment to such committees;
- d) in consultation with the other members of the Board and the Chief Executive Officer of the Company, preparing the agenda for each meeting of the Board;
- e) ensuring that the directors receive the information required for the proper performance of their duties, including information relevant to each meeting of the Board;
- f) chairing Board meetings, including stimulating debate, providing adequate time for discussion of issues, facilitating consensus, encouraging full participation and discussion by individual directors and confirming that clarity regarding decision-making is reached and accurately recorded;
- g) chairing all shareholder general meetings;
- h) together with the Compensation, Corporate Governance and Nominating Committee, ensuring that an appropriate system is in place to evaluate the performance of the Board as a whole, the Board’s committees and individual directors, with a view to ensuring that they are fulfilling their respective responsibilities and duties, and making recommendations to the Compensation, Corporate Governance and Nominating Committee for changes when appropriate;
- i) consulting with the Compensation, Corporate Governance and Nominating Committee on candidates for nomination or appointment to the Board;
- j) working with the Chief Executive Officer to ensure that the Board is provided with the resources to permit it to carry out its responsibilities and bringing to the attention of the Chief Executive Officer any issues that are preventing the Board from being able to carry out its responsibilities; and
- k) providing additional services required by the Board.

Adopted: November 6, 2019

POSITION DESCRIPTION OF COMMITTEE CHAIRS

A committee chair is principally responsible for overseeing the operations and affairs of his or her particular committee. In fulfilling his or her responsibilities, the committee chair will be responsible for:

- a) providing leadership to foster the effectiveness of the committee;
- b) ensuring there is an effective relationship between the Board of Directors (the “Board”) of Alio Gold, Inc. (the “Company”) and the committee;
- c) ensuring that the appropriate mandate for the committee is in effect and assisting the Compensation, Corporate Governance and Nominating Committee in making recommendations for amendments to the mandate;
- d) in consultation with the other members of the committee and the Board, where appropriate, preparing the agenda for each meeting of the committee;
- e) ensuring that all committee members receive the information required for the proper performance of their duties, including information relevant to each meeting of the committee;
- f) chairing committee meetings, including stimulating debate, providing adequate time for discussion of issues, facilitating consensus, encouraging full participation and discussion by individual members and confirming that clarity regarding decision-making is reached and accurately recorded;
- g) together with the Compensation, Corporate Governance and Nominating Committee, ensuring that an appropriate system is in place to evaluate the performance of the committee as a whole and the committee’s individual members, and making recommendations to the Corporate Governance and Nominating and Committee for changes when appropriate;
- h) working with the Chief Executive Officer to ensure that the committee is provided with the resources to permit it to carry out its responsibilities and bringing to the attention of the Chief Executive Officer any issues that are preventing the committee from being able to carry out its responsibilities; and
- i) providing additional services required by the Board and the committee.

Adopted: November 6, 2019

POSITION DESCRIPTION OF CHIEF EXECUTIVE OFFICER

The Chief Executive Officer is primarily responsible for the overall management of the business and affairs of Alio Gold Inc. (the “**Company**”). In this capacity the Chief Executive Officer shall establish the strategic and operations priorities of the Company and provide leadership for the effective overall management of the Company. The Chief Executive Officer is directly responsible to the Board of Directors (the “**Board**”) of the Company for all activities of the Company.

In fulfilling his or her responsibilities, the Chief Executive Officer will be responsible for:

- a) developing and recommending to the Board a long-term strategy and vision for the Company that is consistent with creating shareholder value;
- b) providing leadership and vision, maintaining a high level of employee morale and motivation, with a view to ensuring the implementation of the Company’s strategy;
- c) fostering a corporate culture that promotes integrity and ethical values throughout the organization;
- d) developing and motivating executive officers, and providing overall management to ensure the effectiveness of the leadership team;
- e) developing and recommending to the Board annual business plans and budgets that support the Company’s long-term strategy;
- f) consistently striving to achieve the Company’s financial and operating goals and objectives;
- g) ensuring that succession plans are in place for the Company;
- h) ensuring that the Board remains fully informed through direct communication with the Chair of the Board and the Board for all significant matters, and dealing with the Board in a manner that ensures that the Board is able to provide the best counsel and advice possible;
- i) serving as the Company’s chief spokesman;
- j) ensuring compliance by the Company with all applicable laws, regulations and the Company’s Code of Business Conduct and Ethics; and
- k) reporting potential or suspected violations of the Code of Business Conduct and Ethics to the Compensation, Corporate Governance and Nominating Committee, without disclosing any personal information that could identify the complainant if the aforementioned person wished to remain anonymous; reporting any such violation that relates to auditing and financial matters to the Audit Committee of the Board.

Adopted: November 6, 2019