

Côté Gold

Annual Compliance Report for the Provincial Environmental Assessment: 2025 Reporting Period

IAMGOLD Corporation

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REVISION	1.0
Revision Date	August 20, 2026
Ministry of Environment, Conservation and Parks file numbers: EAB (EA 05-09-02), EAIMS (13022)	

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1.0 INTRODUCTION

IAMGOLD Corporation (IAMGOLD) commenced construction of the Côté Gold Mine (Site) in August 2020. The Site is a new open pit gold mine in the Chester and Yeo Townships, within the District of Sudbury, in northeastern Ontario. The Site is located approximately 20 kilometres (km) southwest of Gogama, 40 km southwest of Mattagami First Nation, 130 km southwest of Timmins, and 200 km northwest of Sudbury.

An Environmental Assessment (EA) was completed for the Site under the Ontario *Environmental Assessment Act* (EAA, 1990) and the *Canadian Environmental Assessment Act, 2012* (CEAA 2012). The Amended Environmental Impact Statement / Final Environmental Assessment Report is hereafter referred to as the EA (AMEC, January 2015). A Decision Statement was issued by the Federal Minister of Environment and Climate Change Canada (ECCC) on April 13, 2016 and a Notice of Approval was issued by the Ontario Minister of the Environment and Climate Change (MOECC) on December 22, 2016.

Following receipt of the EA approvals, IAMGOLD optimized the Site based on feedback from First Nations, Métis, local communities, and regulators. Site optimizations were evaluated through an Environmental Effects Review (EER) which concluded that predicted environmental effects of the optimized Site are similar or reduced compared to those described in the EA, and the conclusions of the EA remain valid. The EER also included an updated summary of EA process mitigation and monitoring commitments, including commitments resulting from the consultation and engagement program. The EER was accepted by the Ontario Ministry of Environment, Conservation and Parks (previously the MOECC, now the MECP) and the Canadian Environmental Assessment Agency (now the Impact Assessment Agency of Canada). IAMGOLD received a revised Decision Statement from the Federal Minister of Environment and Climate Change Canada on February 25, 2019. The MECP confirmed via letter on April 29, 2019, that the 2016 Notice of Approval remains in effect for the Site. The MECP letter provided comments on the applicability of each EA condition, in view of the results of the EER, and included guidance and clarifications related to MECP expectations.

In accordance with Condition 5 of the Notice of Approval, a Compliance Monitoring Program Report (CMPR) was prepared that outlined how IAMGOLD planned to track and monitor fulfillment of Provincial EA conditions and EER commitments. The CMPR was submitted to the MECP in July 2020, prior to onset of the Construction phase. Revisions to the CMPR were undertaken in response to MECP input, with the CMPR accepted by the MECP in March 2021.

This current report has been prepared to fulfill the Annual Compliance Reporting requirements related to implementation of the CMPR, as outlined under Condition 6 of the Notice of Approval. This Annual Compliance Report describes activities undertaken by IAMGOLD to comply with each of the conditions of the Site Notice of Approval during the reporting period.

2.0 REPORT SCOPE AND REQUIREMENTS

The scope of this Annual Compliance Report is to outline how IAMGOLD has implemented the Site's Compliance Monitoring Program as outlined in the CMPR, including how IAMGOLD has complied with each of the conditions of approval and EER commitments. Condition 6.1 of the Notice of Approval outlines the Annual Compliance Report information requirements for the Site:

The Proponent shall prepare an annual Compliance Report which describes its compliance with the conditions of approval set out in this Notice of Approval, and which describes the results of the Proponent's Environmental Assessment Compliance Monitoring Program required by Condition 5 of this Notice of Approval.

This report covers the Site activities undertaken by IAMGOLD during the period from January 1, 2025, through December 31, 2025 (herein referred to as the “reporting period”).

Appendices A to C present results of the Compliance Monitoring Program for the reporting period:

- Appendix A presents the list of the conditions set out in the Notice of Approval, as well as any applicable MECP guidance on fulfilment of conditions outlined in their letter dated April 29, 2019. Activities undertaken by IAMGOLD in the reporting period to comply with each condition are included.
- Appendix B presents the list of mitigation commitments from the EA process, as updated in the EER Report. Activities undertaken by IAMGOLD in the reporting period to comply with each commitment are included.
- Appendix C presents the list of monitoring commitments from the EA process, as updated in the EER Report. Activities undertaken by IAMGOLD in the reporting period to comply with each commitment are included.

3.0 REGULATORY OVERVIEW AND UPDATES

Table 3-1 outlines the permits and authorizations that were submitted and/or received throughout the reporting period.

Table 3-1: Permit and Authorization Summary

Permit Type and Title	Permit / Authorization No.	Project	Notes
Permit to Remove Forest Resources	No. P10194	East of Middle Three Duck Lake	Amendment request submitted and approved
Approval to Commence Harvesting Operations	No. P10334	Tailings Pond, Stockpile, MRA	Application submitted and approved
Lands and Rivers Improvement Act (LRIA) – Mollie River Realignment	TM2019-0327	Realignment Channel	Applied for extension in expiry date, received approval
LRIA	TIKL-LRIA-00003	MRA Phase 3 Runoff Collection System	Submitted application and approval received
LRIA	TIKL-2025-PLA-00066-WP-001	Extension of Three Duck Lake, Macrophyte Planting	Submitted application and approval received

Permit Type and Title	Permit / Authorization No.	Project	Notes
Public Lands Act (PLA)-18 Aggregate Permit	N/A	Aggregate Pit Exploration, off Chester Mine Road	Application submitted
Permit to Take Water (PTTW) – Realignment Channels	No. 7826-D4LJSB (formerly No. 7885-CD6G37)	Realignment Channels	Expiry extension approval received 2025
PTTW – TMF Stage 2	No. 5456-DFHTEM	Dam Construction	Permit received
PTTW – Ice Road	No. 7620-DDBUKD	Upper Three Duck Lake Exploration	Permit received
PTTW – MRA Phase 3	No. 4430-DHXQPL	MRA Phase 3 Construction	Application submitted and approval received
PTTW – TMF Stage 3 Phase 2	No. 2244-DQKNX7	TMF Dam Construction	Submitted application
PTTW – Domestic Supply	No. 7585-DE2NMW	Domestic Water Supply	Amendment request submitted and approved
Environmental Compliance Approval (ECA) - ISW	No. 4203-CY4KC8	Operations	Submitted LOF and received approval
ECA - ISW	No. 2303- DLLJ7A (formerly No. 4203-CY4KC8)	Operations	Amendment application submitted, approval received
ECA - ISW	No. 2303- DLLJ7A	Operations	Submitted LOF
Notice of Material Change (NMC) TMF Stage 3 Phase 1	Offline dam approval. Number not applicable.	TMF Stage 3 Phase 1, Ultimate TMF Footprint Foundation	Submitted and acknowledged
NMC TMF Stage 3 Phase 2	Offline dam approval. Number not applicable.	TMF Stage 3 Phase 2 Construction	NMC submitted. Approval received.
NMC MRA Phase 3	Offline dam approval. Number not applicable.	MRA Phase 3 Runoff Collection System	NMC submitted. Approval received.
Authorization to Destroy/Interfere Black Bear Den, Furbearing Mammal or Remove Beaver Dam	N/A	Various Beaver Dam Removals	Submitted and approval received.

Permit Type and Title	Permit / Authorization No.	Project	Notes
Fisheries Act Authorization	22-HCAA-01132	Fish Habitat Offsetting	Extension of expiry requested. Pending.
Land Use Permit	TM-2021-PLA-00017-LUP-022	Mesomikenda Powerline and Bridge	Extension request submitted. Response pending.
Work Permit	TIKL-2024-PLA-00019	WRC2 Low Flow Mitigation Work	Approval received

4.0 SITE OVERVIEW AND UPDATE

This section provides a general update on the activities undertaken for the Site during the reporting period.

The Site's construction phase was initiated on August 20, 2020, which transitioned into Operations in Q1 2024 with first ore crushed on January 22, 2024, first gold poured on March 31, 2024, and commercial production (60% nameplate capacity) achieved in August 2024.

During the reporting period, IAMGOLD continued to advance permitting activities to support future construction phase activities, including ongoing consultation and engagement with interested parties and Indigenous groups. In addition, IAMGOLD continued to advance construction of key mine infrastructure, including:

- General infrastructure projects, as listed below:
 - Transition to operations phase infrastructure stabilization;
 - Construction and installation of additional secondary crusher;
 - Installation of the perimeter fire suppression system and firewater pumphouse at the camp complex was completed in 2025;
 - Expansion of the truck shop remained ongoing throughout the reporting period;
 - Removal of Chester office complex;
- Open pit earthworks and water management tasks as listed below:
 - Ongoing stripping, water management works, drill and blast activities, and open pit sump construction;
 - Construction of Clam Dam #3 remained ongoing, including dewatering, excavation, and backfilling activities;
- Tailings management facility (TMF) earthworks and water management tasks as listed below:
 - Raises of the East Dam (North) and West Dam were completed throughout the reporting period;

- The West and East Seepage Collection Ponds were fully stripped, grubbed, and backfilled;
- The TMF emergency spillway raise was completed;
- Construction of the North Seepage Collection Pond Dam was initiated during the reporting period and remained ongoing;
- Construction of the tailings pipe bench swap and raise was completed;
- Ongoing construction of TMF Stage 2 and preparation for TMF Stage 3, including tree clearing, stripping, excavation, backfilling, dewatering, development of seepage collection systems, and foundation preparation;
- Mine rock area (MRA) earthworks and water management, specifically:
 - Construction of the MRA North Pond partial backfill to realign the road commenced in Q1 2025 and was completed in Q2 2025;
 - Expansion of the MRA Phase 3, including grubbing, stripping, stockpiling, dewatering, excavation, and construction activities, commenced in Q3 2025 and remained ongoing;
- Haul and access road earthworks tasks as listed below:
 - Backfilling of HR6 road to straighten and flatten the road was completed in Q2 2025;
 - Construction of an access road from the Medium Grade Ore stockpile entrance to the pad northwest of Côte Lake was completed in Q4 2025;
 - Various access improvements to environmental monitoring stations were completed throughout the reporting period;
 - Construction of the SR13 Road Extension and SCS5 Road in the TMF was completed;
- Watercourse realignment channel construction activities, specifically:
 - Upgraded erosion sediment control measures installed at WRC1 crossing, Crossing #3, and Middle Three Duck Lake Extension;
- Habitat offsetting tasks as listed below:
 - Excavation and stockpiling of materials were completed in former Aggregate Pit #3 in support of habitat offsetting activities on the west side of Middle Three Duck Lake; and
 - Construction of the Middle Three Duck Lake Extension was completed in Q3 2025, including aquatic plantings and riparian hydroseeding and planting.

Table 4-1: Milestones & Implementation Schedule

Phase	Start Date	Completion Date ¹	Duration ¹
Pre-Construction Design and Planning	Dec 2016	Aug 2020	3.5 years
Construction	Aug 20, 2020	Q1 2024	3 years

Phase	Start Date	Completion Date ¹	Duration ¹
Operational Milestones - <i>first ore crushed</i> - <i>first gold</i> - <i>commercial production</i>	January 22, 2024 March 31, 2024 August 2, 2024	-	-
Operations	-	2039	16 years
Closure¹	2039	-	-
Decommissioning²	2039	2041	2 years
Active Closure³	2041	2071	30 years
Passive Closure and Site Close Out⁴	2071	-	-
¹ Completion dates and durations are approximate and are subject to change and will be based on monitoring results and direction from regulatory authorities. ² Decommissioning: Demolition and major site rehabilitation activities. Pumping and monitoring activities implemented. ³ Active Closure: Dams are removed, and the open pit is allowed to flood. Pumping and monitoring activities implemented. ⁴ Passive Closure: Commences once the open pit is flooded and passively discharges to Three Duck Lake (Upper).			

5.0 APPROACH TO COMPLIANCE MANAGEMENT

IAMGOLD is committed to continued compliance with the provisions of the revised Decision Statement throughout all Site phases. IAMGOLD maintains an electronic registry system to maintain accurate records of all commitments. The registry system includes all conditions of approval, EA/EER mitigation and monitoring commitments, and any additional requirements (e.g., commitments resulting from consultation and engagement activities). IAMGOLD regularly updates the registry for compliance management and tracking.

IAMGOLD maintains a series of management and monitoring plans for the Site with the aim of ensuring that EA and permit conditions and other Site commitments are implemented effectively. Some plans continue to be developed in conjunction with ongoing permitting to support future construction and operations phase activities. The list, titles and structure of environmental management and monitoring for the Site are subject to change as the Site progresses and include overarching plans that have detailed technical plans incorporated or appended. Some of the key plans include:

- Acid Rock Drainage and Metal Leaching Plan
- Acid Rock Drainage Field Cell Program Design Operations Plan
- Air Quality and Greenhouse Gas Management Plan
- Air Quality Monitoring Plan
- Aquatic Management and Monitoring
- Archeological and Heritage Management Plan
- Blasting and Explosives Management Plan
- Community Communication Plan
- Emergency Response Plan
- Environmental Management Plan (Overarching Plan)
- Erosion and Sediment Control Plan

- Fugitive Dust Management Plan
- Indigenous Consultation Plan
- Indigenous Environmental Health Follow-up Program
- Invasive Species Management Plan
- Mercury Environmental Monitoring Plan
- Migratory Bird Management Plan
- Noise and Vibration Management Plan
- Sewage Management Plan
- Site Traffic Management Plan
- Socio-economic Management and Monitoring Plan
- Spills Prevention and Contingency Plan
- Terrestrial Biodiversity Management and Monitoring Plan
- Topsoil Salvaging and Stockpiling Plan
- Traditional Land Use Monitoring Program
- Waste Management Plan
- Water Environmental Monitoring Plan

Plans are updated on an ongoing and as-needed basis.

6.0 CONSULTATION AND ENGAGEMENT

This section provides a summary of key consultation and engagement activities undertaken during the reporting period. Appendix A provides detailed information on how specific conditions of approval were met, including the method by which information was shared and how input received was considered by IAMGOLD.

IAMGOLD's approach to consultation and engagement focuses on building and preserving relationships with affected communities and interested stakeholders. Consultation with Indigenous groups (First Nation and Métis) and stakeholders began in 2012, informed the EA process, and has continued since Federal and Provincial EA approval. An Indigenous Consultation Plan outlines how IAMGOLD will engage with Indigenous communities throughout all phases of the Site. It was developed with input from communities and was most recently updated in January 2022. The Indigenous Consultation Plan is available at: [IAMGOLD Corporation - Operations - Côté Gold](#).

Throughout the reporting period, IAMGOLD and its Impact and Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario (Abitibi Inland Métis Community, Region 3), continued to implement the various provisions contained within the IBAs. IAMGOLD also continued to communicate and engage with other Indigenous communities as identified by the Federal and Provincial governments.

Community relations and consultation activities during the reporting period focused on:

- Maintaining and enhancing relationships with Indigenous groups and key stakeholders;
- Consultation related to programs or plans;
- Consultation on permit applications and communication of permit approvals;
- Implementation of the IBA with Mattagami First Nation and Flying Post First Nation, including monthly Environmental Management Committee meetings; and

- Implementation of IBA with the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).

Key consultation and engagement activities included:

- Met with the Chief and Council of Mattagami First Nation;
- Held two (2) IBA Implementation Committee Meetings with Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3);
- Delivered the Annual Environmental Presentation at Mattagami First Nation to brief the community members on environmental performance and initiatives;
- Delivered the Annual Environmental Presentation in Nipigon to Flying Post First Nation to brief the community members on environmental performance and initiatives;
- Participated in community events at Mattagami First Nation such as Beaverfest and the Annual Pow-Wow;
- Held three (3) IBA Committee Meetings with Flying Post First Nation and Mattagami First Nation;
- Hosted an annual IBA Leadership meeting with leadership from IAMGOLD, Mattagami First Nation and Flying Post First Nation;
- Published four (4) Côté Community newsletters;
- Released the first annual Engagement Report;
- Completed a review and community survey of the Flying Post First Nation and Mattagami First Nation Socio-economic Management and Monitoring Plan;
- Shared permit applications via SharePoint sites to all identified Indigenous communities as well as providing notifications to communities of the availability of new documents, including permit approvals;
- Held monthly meetings of the Environmental Management Committee with Mattagami First Nation and Flying Post First Nation;
- Continued implementation of the Indigenous Consultation Plan, Community Communication Plan and Management of Community Grievances Plan;
- Held four (4) meetings with the Gogama Socio-economic Management and Monitoring Committee;
- Tracked consultation and engagement activities throughout the year using the Stakeholder Issues and Information Management System (SIIMS);
- Obtained letters of support from Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario for key permit applications and funding opportunities, as required;
- Communicated employment opportunities at the Site to Mattagami First Nation and Flying Post First Nation;
- Attended quarterly Open House events at Mattagami First Nation;
- Hosted the Mattagami First Nation Youth Council for an archeology dig at the Côté Gold Mine in July 2025; and
- Held bi-weekly business and contracts review meetings with Mattagami First Nation and Flying Post First Nation.

7.0 SUMMARY OF CHANGES TO COMPLIANCE PROGRAM

Table 7-1 below provides a summary of changes to the compliance program.

Table 7-1: Summary of Changes to Compliance Program

Applicable Commitment	Change
EER Monitoring Commitment 8 - Groundwater monitoring - Parameter: Groundwater monitoring. - Monitoring Method: Installation of well nests, if necessary, adjacent to select hydrological monitoring stations, which allows determination of interactions between groundwater and surface water. - Standard: Good Industry Practice. - Frequency / Timeframe: Manual measurements will occur quarterly. - Location: At select hydrological monitoring stations.	Manual measurements occur thrice yearly due to winter conditions.
EER Monitoring Commitment 9 - Groundwater levels around the open pit - Parameter: Groundwater levels around the open pit - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Deep groundwater monitoring well nests at select locations around the perimeter of the open pit.	Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.
EER Monitoring Commitment 10 - Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF) - Parameter: Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF). - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Up to 15 existing well locations and up to 10 new well locations around the perimeter of the MRA and TMF.	Manual measurements occur thrice yearly due to winter conditions. Based on consultation with qualified hydrogeological specialists, continuous groundwater level monitoring was not considered necessary during the reporting period to meet the intended monitoring objectives. Manual groundwater level monitoring continues to provide sufficient information to assess groundwater conditions and trends around the MRA and TMF.

Applicable Commitment	Change
EER Monitoring Commitment 11 - Groundwater levels in vicinity of surface water features - Parameter: Groundwater levels in vicinity of surface water features to assess interactions between groundwater and surface water. - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on an half-hourly basis. Manual measurements will occur quarterly. - Location: Monitoring well nests adjacent to select hydrological monitoring stations.	Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.
EER Monitoring Commitment 12 - Surface water level (lakes and streams) - Parameter: Surface water level (lakes and streams). - Monitoring Method: Automatic water level recorder (transducer) along with manual staff gauge measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual staff gauge measurements will occur quarterly and will be surveyed to a geodetic datum annually. - Location: Selected existing locations*, additional new stations in waterways and realignments surrounding the infrastructure footprint. * Existing locations may require upgrades or improvements for long term monitoring.	Manual measurements occur thrice yearly due to winter conditions.

Applicable Commitment	Change
Provincial EA Condition 17.2 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan In addition to fulfilling all commitments with regard to rehabilitating wildlife habitat and terrestrial systems, the Proponent shall consult with the Ministry of Natural Resources and Forestry and with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment on the development of a monitoring plan for terrestrial systems and habitat. The Proponent shall prepare a draft monitoring plan before the start of Construction and shall provide a draft of it to the Ministry of Natural Resources and Forestry and the Aboriginal Communities for review before the plan is finalized. The monitoring plan for terrestrial systems and habitat shall at a minimum include: a) The monitoring of ungulates and furbearers in impacted and reference locations. This monitoring would include winter track surveys prior to construction and regularly during operations to determine trends in the frequency and extent of habitat utilization within affected habitat types and to confirm the presence and/or absence of species at risk in the area potentially affected by the Undertaking; and b) The monitoring of avian species in impacted and reference locations. This monitoring would include a reasonable number of avian point counts every year to determine trends in the frequency and extent of habitat utilization within affected habitat types and to confirm the presence and/or absence of species at risk in the area potentially affected by the Undertaking. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.	Avian point counts are conducted during the first three years of construction (2021-2023), in the first year following construction (2024), at three-year intervals during the first 10 years of operations (2027, 2030, 2033), at five-year intervals thereafter during operations (2038, 2043, etc.), and in years 5, 10, 15 and 20 post-closure.

APPENDIX A

Compliance Status of Notice of Approval Conditions

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC2.1	Provincial EA Condition 2.1 - General Requirements - The Proponent shall comply with the provisions in the Environmental Assessment, which are hereby incorporated into this Notice of Approval by reference, except as provided in the conditions of this Notice of Approval and as provided in any other approval or permit that may be issued for the Site.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Site's Compliance Monitoring Program during the reporting period, which adheres to the provisions in the Environmental Assessment (EA) and conditions of approval.
EA-PC2.2	Provincial EA Condition 2.2 - General Requirements - These conditions of the Notice of Approval do not prevent more restrictive conditions being imposed under other statutes.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Site's Compliance Monitoring Program during the reporting period, which adheres to other statutes / regulations or compliance obligations that may be more restrictive.
EA-PC3.1	Provincial EA Condition 3.1 - Public Record - Where a document, plan or report is required to be submitted to the Ministry, the Proponent shall provide two copies of the final document, plan or report to the Director: a copy for filing in the specific public record file maintained for the Undertaking, and a copy for use by Ministry staff. The Proponent shall provide additional copies of the documents required for the public record file to the following for access by the public: a) Regional Director; b) District Manager; and c) IAMGOLD Corporation office in Gogama, Ontario	Y	Y	Y	Y	Records of Engagement; Website posting; Compliance Monitoring Program Report; Annual Compliance Report	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Where and when required by permit or approval, IAMGOLD provided copies of relevant documents to the Ministry of the Environment, Conservation and Parks (MECP) Regional Director and the MECP District Manager. IAMGOLD posted final documents of the above-noted plans to the IAMGOLD website available at www.iamgold.com/cotegold . Hard copies are available by request. Note, the Site office is located in Sudbury, Ontario.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC3.2	Provincial EA Condition 3.2 - Public Record - The EAB file number EA 05-09-02 and "EAIMS" file number 13022 shall be quoted on all documents submitted by the Proponent pursuant to Condition 3.1 of this Notice of Approval.	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD quoted EAB file number EA 05-09-02 and "EAIMS" file number 13022 on document submissions referred to in Condition 3.1 during the reporting period.
EA-PC3.3	Provincial EA Condition 3.3 - Public Record - Without removing the requirement to comply with the foregoing Public Record conditions, the Proponent should also provide the documents itemized above on the Proponent's website for the Undertaking and through other means, as it considers appropriate.	Y	Y	Y	Y	Community Communication Plan; Indigenous Consultation Plan; Website posting	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Copies of the documents referred to in Condition 3.1 are publicly available on the IAMGOLD website and digital copies are made available to Indigenous communities through SharePoint sites. Hard copies are available by request.
EA-PC4.1	<i>Archived commitment.</i>						
EA-PC5.1	<i>Archived commitment.</i>						
EA-PC5.2	<i>Archived commitment.</i>						
EA-PC5.3	<i>Archived commitment.</i>						
EA-PC5.4	<i>Archived commitment.</i>						
EA-PC5.5	<i>Archived commitment.</i>						
EA-PC5.6	Provincial EA Condition 5.6 – Compliance Monitoring Program Report - The District Manager or Director may require the Proponent to amend the Compliance Monitoring Program Report at any time. Should an amendment be required, the District Manager/Director will notify the Proponent, in writing, of the required amendment and the date by which the Proponent	Y	Y	Y	Y	Compliance Monitoring Program Report; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Compliance Monitoring Program Report was submitted to the MECP on July 23, 2020. The MECP responded with comments which were addressed in a revised report submitted September 25, 2020. Additional MECP

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	must complete the amendment and submit it to the District Manager/Director.						comments were received in December 2020 and IAMGOLD addressed the comments and submitted a revised report on March 18, 2021. The MECP confirmed they were satisfied with the revised report on June 8, 2021.
EA-PC5.7	Provincial EA Condition 5.7 – Compliance Monitoring Program Report - The Proponent shall carry out the Compliance Monitoring Program, as detailed in the Compliance Monitoring Program Report, and as it may be amended by the District Manager/Director.	N	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Compliance Monitoring Program during the reporting period, as documented in this Annual Compliance Report.
EA-PC5.8	Provincial EA Condition 5.8 – Compliance Monitoring Program Report - The Proponent shall make the documentation resulting from the fulfillment of the Compliance Monitoring Program available to the District Manager or Director upon request, in a timely manner, when so requested by Ministry staff in relation to an on-Site inspection, an audit, a pollution incident report, or compliance.	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD and will be made available upon request to the Ministry as required.
EA-PC6.1	Provincial EA Condition 6.1 – Compliance Reporting - The Proponent shall prepare an annual Compliance Report which describes its compliance with the conditions of approval set out in this Notice of Approval, and which describes the results of the Proponent's Environmental Assessment Compliance Monitoring Program required by Condition 5 of this Notice of Approval.	N	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Submission of this Annual Compliance Report for the reporting period.
EA-PC6.2	Archived commitment.						

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC6.3	Provincial EA Condition 6.3 – Compliance Reporting - Subsequent Compliance Reports shall be submitted to the District Manager and Director, and made available to the public, on or before the anniversary of the start of Construction each year thereafter, until it has submitted its final Compliance Report. Each Compliance Report shall cover all activities of the previous 12-month period.	N	Y	Y	Y	Annual Compliance Reports; Community Communication Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Submission of this Annual Compliance Report for the reporting period.
EA-PC6.4	Provincial EA Condition 6.4 – Compliance Reporting - Once all conditions in this Notice of Approval have been satisfied, the Proponent shall indicate in its annual Compliance Report that the Compliance Report is its final Compliance Report, and that all conditions in this Notice of Approval have been satisfied. The District Manager and director may vary the time at which the Proponent is to provide its final Compliance Report and will state this in writing to the Proponent.	N	N	N	Y	Annual Compliance Report (final submission); Records of Engagement	<i>Not currently applicable. Requirement triggered by submission of final Annual Compliance Report.</i> The final Annual Compliance Report will comply with the Condition requirements.
EA-PC6.5	Provincial EA Condition 6.5 – Compliance Reporting - The Proponent shall retain, either on Site or in another location approved by the District Manager or Director, a copy of each of the annual Compliance Reports and any associated documentation of compliance monitoring activities.	N	Y	Y	Y	Maintenance of all files / records in a designated location	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD on the company's corporate server. The server is housed at IAMGOLD's corporate office located at: 150 King Street West, Suite 2200 Toronto ON M5H 1J9 Canada
EA-PC6.6	Provincial EA Condition 6.6 – Compliance Reporting - The Proponent shall make the Compliance Reports and associated documentation available to the District Manager and Director in a timely manner when requested to do so by Ministry staff.	N	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD and will be made available upon request to the Ministry as required.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC7.1	Provincial EA Condition 7.1 – Complaint Protocol - The Proponent shall prepare and implement a Complaint Protocol that sets out how it will deal with and respond to inquiries and complaints received during the design, construction, operation, and closure of the Undertaking.	Y	Y	Y	Y	Management of Community Grievances Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Complaint Protocol (titled the “Management of Community Grievances Plan”) includes requirements of this Condition. The plan continued to be in effect during the reporting period.
EA-PC7.2	<i>Archived commitment.</i>						
EA-PC7.3	Provincial EA Condition 7.3 – Complaint Protocol - The District Manager or Director may require the Proponent to amend the Complaint Protocol at any time. If an amendment is required, the District Manager/Director will notify the Proponent in writing of the required amendment and the date by which the Proponent must complete the amendment and submit it to the District Manager/Director.	Y	Y	Y	Y	Management of Community Grievances Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Management of Community Grievances Plan dated March 5, 2020 was accepted by the MECP. No amendments were requested by the MECP during the reporting period.
EA-PC7.4	Provincial EA Condition 7.4 – Complaint Protocol - The Proponent shall carry out the Complaint Protocol, as it may be amended by the District Manager/Director.	Y	Y	Y	Y	Management of Community Grievances Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Management of Community Grievances Plan continued to be in effect during the reporting period.
EA-PC8.1	Provincial EA Condition 8.1 – Community Communication Plan - The Proponent shall prepare and implement a Community Communication Plan that sets forth: a) How the Proponent will disseminate information to interested persons; b) How the Proponent will notify interested persons and keep them informed about Site activities; and, c) What procedures the Proponent will use to keep interested persons apprised of information about documents related to	Y	Y	Y	Y	Community Communication Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Community Communication Plan was prepared and includes requirements of this Condition. The plan continued to be in effect during the reporting period.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	the Undertaking, and when and how the Proponent will make updated information and documents available to them.						
EA-PC8.2	<i>Archived commitment.</i>						
EA-PC8.3	Provincial EA Condition 8.3 – Community Communication Plan - The Proponent shall implement the Community Communication Plan during construction, operations, and closure phases of the Undertaking.	Y	Y	Y	Y	Community Communication Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Community Communication Plan continued to be in effect during the reporting period.
EA-PC9.1	Provincial EA Condition 9.1 – Consultation with Aboriginal Communities - The Proponent shall prepare, in consultation with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment process, an Aboriginal Consultation Plan that sets forth: a) How, during the planning, design, Construction, operation, monitoring and closure of the Undertaking, the Proponent will consult with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment; b) How the Proponent will fulfill all commitments made to Aboriginal communities during the Environmental Assessment process, including ongoing consultation about the planning, design, construction, operation, monitoring and closure of the Undertaking; c) How the Proponent will notify Aboriginal Communities, using a Notification Protocol, if archaeological resources or Aboriginal remains are encountered during the life of the Undertaking; d) How the Proponent will issue notices and updates on key steps in the planning, design, Construction, operation, and closure of the Undertaking, including how the Proponent will	Y	N	N	N	Indigenous Consultation Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i> The Indigenous Consultation Plan was most recently updated in January 2022 and is available at: IAMGOLD Corporation - Operations - Côte Gold.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	inform the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment as to when impacting activities will occur so that interested communities have reasonable opportunity to carry out specific cultural practices beforehand, as they consider appropriate.						
EA-PC9.2	Provincial EA Condition 9.2 – Consultation with Aboriginal Communities - 90 days before the start of Construction or by such other date as may be agreed to in writing by the Director, the Proponent shall submit the Aboriginal Consultation Plan to the Director, with an outline of how the Proponent consulted on it as per Condition 9.1 above. MECP Clarification (April 2019): Condition 9.2 provides the date for which a plan for consultation with Aboriginal communities needs to be submitted to the Ministry (90 days before the start of construction). It would seem beneficial to all parties for the proponent to develop this plan at soon as possible. The MECP suggests the proponent submit the plan for consultation with Aboriginal communities, including input on the plan, no more than 120 days from today's date or no less than 90 days prior to construction, whichever comes first. The MECP looks forward to receiving a copy of this plan for review.	Y	N	N	N	Indigenous Consultation Plan; Records of Engagement	<i>Compliance tracking complete; commitment to be archived.</i> As documented in the 2020 Annual Report, the Indigenous Consultation Plan was submitted to the MECP on December 6, 2019, in compliance with Condition requirements. The MECP provided comments on the plan on February 4, 2020. IAMGOLD submitted an amended Indigenous Consultation Plan on March 5, 2020 which was accepted by the MECP. The Indigenous Consultation Plan was most recently updated on January 21, 2022 (Revision 4.0).
EA-PC9.3	Provincial EA Condition 9–3 - Consultation with Aboriginal Communities - Once the Director is satisfied with the Aboriginal Consultation Plan, the Proponent shall implement the Aboriginal Consultation Plan during the planning, design, Construction, operation, and closure of the Undertaking.	Y	Y	Y	Y	Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Indigenous Consultation Plan was successfully implemented during the reporting period. The Plan was updated on January 21, 2022, following comments

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							received from the Impact Assessment Agency of Canada (IAAC).
EA-PC10.1	Provincial EA Condition 10–1 - Archaeological Assessment - If during the life of the Undertaking any archaeological resources are discovered, all Construction activities within 100 metres of the archaeological resources will cease immediately and a licensed archaeologist will be retained to carry out the necessary fieldwork in compliance with Section 48(1) of the Ontario Heritage Act.	N	Y	Y	Y	Archaeology and Heritage Management Plan; Report on marine archaeological site assessment	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, a licensed archaeologist was retained to complete all required fieldwork.
EA-PC10.2	Provincial EA Condition 10–2 - Archaeological Assessment - Archaeological resources that require removal from the place where they are discovered will be transferred to a public institution selected through consultation with local Aboriginal communities, in consultation with the Ministry of Tourism, Culture and Sport. A Ministry of Tourism, Culture and Sport collection transfer form will be completed by the surrendering licensee and the institution accepting the materials. Collection shall be curated to current standards.	N	Y	Y	Y	Archaeology and Heritage Management Plan; Report on marine archaeological site assessment	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. All archaeological resources recovered during the reporting period were transferred to a public institution in consultation with the First Nations Partners and the Ministry of Tourism, Culture and Sport.
EA-PC11.1	<i>Archived commitment.</i>						
EA-PC11.2	<i>Archived commitment.</i>						
EA-PC11.3	<i>Archived commitment.</i>						

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC11.4	<i>Archived commitment.</i>						
EA-PC12.1	<i>Archived commitment.</i>						
EA-PC12.2	<i>Archived commitment.</i>						
EA-PC12.3	<i>Archived commitment.</i>						
EA-PC12.4	<i>Archived commitment.</i>						
EA-PC13.1	<i>Archived commitment.</i>						
EA-PC13.2	<i>Archived commitment.</i>						
EA-PC14.1	<i>Archived commitment.</i>						
EA-PC14.2	<i>Archived commitment.</i>						
EA-PC15	<i>Archived commitment.</i>						
EA-PC16.1	Provincial EA Condition 16.1 - Tailings Management and Related Climate Change Considerations - The Proponent shall fulfill all requirements and commitments related to tailings management, including maintaining a sufficient water cover over deposited tailings and fulfilling monitoring requirements detailed in provincial regulatory documents, including the Closure Plan and any other permits and approvals associated with the Undertaking. - In addition, the Proponent shall consider deterrent systems to ward off bird and animal life from accessing the tailings management area and polishing pond during operation and decommissioning. MECP Clarification (April 2019): Although, a water cover over the tailings was not considered as a TMF design element in the EA, this condition remains applicable because of the importance of appropriately managing the tailings to protect	Y	N	Y	Y	Closure Plan; Indigenous Environmental Health Follow-Up Program; OMS Manual; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Closure Plan, filed by the Ministry of Mines (previously the Ministry of Northern Development, Mines, Natural Resources and Forestry (NDMNRF) previously the Ministry of Northern Development and Mines) in December 2018, incorporates all requirements and commitments related to tailings management as identified at that stage of Site planning. Tailings Management Facility (TMF) engineering, permitting and construction advanced during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan and Indigenous Health Follow-up Program include consideration of

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	the surrounding environment (i.e. if the ore being mined has the potential to have acid rock drainage).						wildlife deterrents. Updates to the Indigenous Health Follow-up Program were initiated in November 2021 and completed in January 2022 to clarify the approach for implementation of deterrents at the tailings management facility. Use of deterrent measures continued during the reporting period and will continue throughout Operations and Closure phases as required.
EA-PC16.2	Provincial EA Condition 16.2 - Tailings Management and Related Climate Change Considerations - The Proponent shall assess and utilize provincial, national and international industry best practices for tailings management and water management containment facilities as they relate to climate change and the increasing frequency of severe weather abnormalities. The management of tailings, based on this assessment, shall be done in a manner adequate to ensure the appropriate management of any contaminants that may be present during and beyond the operating life of the Undertaking. - The Proponent shall, as part of the Compliance Reports required under Condition 6, or otherwise specified in writing by the Director, provide details to the Ministry on how actions required by this condition have been considered in the project design, operations and the Closure Plan for the Undertaking.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Best practices related to climate change considerations were incorporated during the Site Design / Planning and Construction phases through incorporation in the EA / Environmental Effects Review (EER), Closure Plan, ongoing permitting and continued development of Site management and monitoring plans and the TMF OMS Manual. In particular, permit applications for Environmental Compliance Approvals (ECA), Permit to Take Water (PTTW), and <i>Lakes and Rivers Improvement Act</i> approvals include detailed design information that accounts for climate change and severe weather conditions. IAMGOLD will continue to apply and implement appropriate standards and best practices through the remainder of Design /

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							Planning, Construction, Operations and Closure phase activities.
EA-PC17.1	Provincial EA Condition 17.1 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan - The Proponent shall assess and utilize best practices to protect the biodiversity of existing species within the area of the Undertaking. In consultation with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment and building on the baseline studies already completed during the Environmental Assessment process including aquatic resources, terrestrial and species at risk baselines, the Proponent shall establish a pre-Construction biodiversity baseline and report on biodiversity levels within the area of the Undertaking. The Proponent shall, as part of the Compliance Reports required under Condition 6 or as otherwise specified in writing by the Director, provide details to the Ministry on how the requirements set out in this condition have been and are being met. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still	Y	Y	Y	Y	Annual Compliance Reports; EER; Indigenous Consultation Plan; Records of Engagement; Technical Report; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Terrestrial Biodiversity Management and Monitoring Plan continued to be implemented during the reporting period.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC17.2	<i>Archived commitment.</i>						
EA-PC17.3	Provincial EA Condition 17.3 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan - The Proponent shall carry out the plan during Construction, operation and closure of the Undertaking. The purpose of the monitoring plan is to verify the accuracy of the predictions the Proponent made during the Environmental Assessment about the Undertaking's impacts on terrestrial systems and habitat, to monitor the effectiveness of rehabilitation efforts for wildlife habitat and terrestrial environments, and to implement adaptive management measures to protect biodiversity within the area potentially affected by the Undertaking. The Proponent shall report on biodiversity baseline and results required by Condition 17.1 through the Terrestrial Systems and Habitat Monitoring Plan. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of	N	Y	Y	Y	Annual Compliance Reports; Terrestrial Biodiversity Management and Monitoring Plan; Site Environmental Permits; records of monitoring and wildlife sightings	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Terrestrial Biodiversity Management and Monitoring Plan was prepared and includes requirements of this Condition. The plan is reviewed and updated on an ongoing and as needed basis and was successfully implemented during the reporting period.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC18.1	Provincial EA Condition 18.1 - Methyl Mercury Monitoring - To establish baseline conditions, the Proponent shall undertake monitoring of methyl mercury levels prior to dam construction as well as post dam construction to determine if methyl mercury levels in fish tissue and surface water have become elevated as a result of alterations to waterways. The mercury monitoring program shall include, but need not be limited to, data from lakes with water level increases (Bagsverd Lake, Chester Lake), lakes downstream of Chester Lake exposed to re-directed flow (Clam Lake), and other lakes exposed to potential effluent sulfate stimulation (Neville	Y	Y	Y	N	Aquatic Management and Monitoring Plan; Compliance Monitoring Program Report; Records of monitoring	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Mercury Monitoring Plan was appended to the 2021 reporting period Annual Report (Appendix E). The Plan is reviewed and updated on an ongoing and as needed basis. It was successfully implemented in 2021. Regular methyl mercury monitoring will occur every 3 years, coinciding with Environmental Effects Monitoring (EEM) required per the

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Lake). - The Proponent must conduct the methyl mercury sampling and analysis in accordance with Ministry guidance and protocols. The Proponent must prepare a study plan outlining the frequency of proposed sampling during the pre-dam construction and post-dam construction periods, and include this study plan in the Compliance Monitoring Program Report required by Condition 5 of this Notice of Approval. The results of the monitoring will be submitted to the District Manager and made available to the public on the proponent website. MECP Clarification (April 2019): During the EA, the proponent received the MECP Northern Region guidance document for mercury monitoring. The proponent should consult with the MECP Regional Technical Support about the implications for baseline data collection needs arising from changes in project design that have occurred since the EA. A first step is for the proponent to provide the MECP with the baseline data collected to date (refer to Condition 11.3), including low-level mercury (total, methyl) in water and mercury in fish tissue. The proponent should also consult with the MECP Regional Technical Support when selecting monitoring locations. Any changes to monitoring locations should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						Metal and Diamond Mining Effluent Regulations (MDMER). This monitoring was initiated in 2021 to complete the establishment of baseline methyl mercury concentrations. In 2022 the Mercury Baseline Report provided baseline information on mercury in water, sediment, and fish tissue to use for comparison with future monitoring data. No methyl mercury sampling was scheduled during the 2025 reporting period; the next EEM/ECA-aligned sampling event is planned for 2026.
EA-PC19.1	Archived commitment.						
EA-PC19.2	Archived commitment.						
EA-PC19.3	Archived commitment.						
EA-PC20.1	Archived commitment.						

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC20.2	<i>Archived commitment.</i>						
EA-PC20.3	<i>Archived commitment.</i>						
EA-PC21.1	<i>Archived commitment.</i>						
EA-PC22.1	Provincial EA Condition 22.1 - Climate Change The Proponent shall ensure that the Undertaking is capable of adapting to climate change during all phases of the Undertaking, and to that end the Proponent shall: a) Plan its Construction practices, operational procedures and design of the Undertaking to respond to storms, flooding (including consideration of the 500-year flood level), drought or other severe weather events resulting from climate change; b) Design the post-closure aspects of the Site to ensure its resilience to climate change impacts, such as by maintaining an appropriate Site water balance and sufficient water cover over the tailings management area; c) Undertake an updated review of climate change scenarios at a point approximately two years prior to implementing final closure of the tailings management area to confirm or modify anticipated future hydrological conditions related to climate change scenarios; d) As part of the Compliance Reports required under Condition 6 above, or otherwise specified in writing by the Director, provide details to the Ministry on how climate change has been incorporated into the design of the Undertaking; e) Include these Climate Change considerations, as appropriate, in the Closure Plan or future Closure Plan amendments that it submits to the Ministry of Northern Development and Mines.	Y	Y	Y	Y	Annual Compliance Reports; Closure Plan amendments; Design / Engineering records; OMS Manual; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Climate change considerations were incorporated during the Site Design / Planning and Construction phases through incorporation in the EA / EER, Closure Plan, ongoing permitting, the Water Management and Monitoring Plan and the TMF OMS. In particular, permit applications for ECAs, PTTWs, and <i>Lakes and Rivers Improvement Act</i> approvals include detailed design information that accounts for climate change and severe weather conditions. The Closure Plan, accepted by NDMNRF in December 2018, included post-Closure aspects of the Site, which were designed in consideration of the referenced climate change factors. Future Closure Plan amendments will also include climate change considerations, as appropriate. IAMGOLD will continue to apply and implement appropriate standards and best practices through the remainder of design, Construction, Operations and Closure phase activities.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	MECP Clarification (April 2019): Although, a water cover over the tailings was not considered as a TMF design element in the EA, this condition remains applicable. The proponent should ensure that the undertaking is capable of adapting to climate change and designing aspects of the site to ensure its resilience to climate change impacts, such as by maintaining sufficient water cover over the tailings management area.						
EA-PC23.1	Provincial EA Condition 23.1 - Best Management Practices and Best Available Technology - One year prior to the start of the Construction, operation, and closure phases of the Undertaking, or at such other time as may be stipulated in writing by the Director, the Proponent shall undertake reviews of the preferred methods for the following elements of the Undertaking, and shall prepare and submit written reports of the reviews to the Director: the ore processing plant, tailings management facility, mine water management, mine rock area and overburden management, process effluent treatment, water supply and discharge, watercourse realignments, waste management facilities and domestic sewage treatment, and mine closure. In the review reports, the Proponent shall explain whether and how the preferred methods for the aforementioned elements of the Undertaking continue to reflect industry best practices and the best technology available, and whether and how they continue to appropriately balance environmental, economic, and technical considerations. If, following the reviews, the Proponent determines that changes are necessary to the Construction, operation, and/or closure phases of the Undertaking, the Proponent shall include a description of those changes in the review reports.	Y	Y	Y	N	Compliance Monitoring Program Report; Records of Engagement	<i>Compliance achieved for the reporting period; tracking complete; commitment to be archived.</i> As outlined in the Compliance Monitoring Program Report, the Ministry has confirmed that IAMGOLD has complied with this Condition through the submission of the Environmental Effects Review (EER) report in September 2018.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	MECP Clarification (April 2019): This condition remains applicable. The proponent is in compliance with this condition through the submission of the Environmental Effects Review report. The Environmental Effects Review report was submitted to the MECP on September 11, 2018. However, this condition and the rationale for why the proponent is in compliance should be documented in the Compliance Monitoring Program Report (refer to Condition 5).						
EA-PC24.1	Provincial EA Condition 24.1 - Other Permits and Approvals - The Proponent shall obtain other necessary permits and approvals including, but not limited to, those to which it has committed in the Environmental Assessment.	Y	Y	Y	Y	Permits and approvals obtained throughout mine life	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD has acquired the necessary permits to commence Construction activities; permitting is ongoing related to some late Construction, Transition and Operations phase activities.
EA-PC25.1	Provincial EA Condition 25.1 - Construction, Operation, Maintenance, Commitments and Contracts In carrying out the Undertaking, the Proponent shall: a) Fulfil the commitments it made in the Côte Gold Environmental Assessment process, including those made in the Environmental Assessment and in the Proponent's responses to comments received during the formal Environmental Assessment public comment periods; b) Meet the regulatory standards applicable throughout the life of the Undertaking, including regarding the Construction, operation and maintenance of the Undertaking. The applicable standards include the conditions of approval contained within this Notice of Approval; c) Obtain any necessary approvals, permits or licenses; and, d) Require that its contractors, subcontractors, and employees	Y	Y	Y	Y	Annual Compliance Reports; Contractual documents; Relevant audit and inspection records associated with the implementation of the management plans; Training records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD has continued to design, permit and construct the Site in a manner that considers and incorporates all applicable regulatory requirements and Site commitments, as documented in this Annual Compliance Report. Additionally, all IAMGOLD contracts for personnel, goods and services include a requirement to comply with all relevant regulatory requirements.

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	likewise fulfill all applicable conditions and meet all applicable regulatory standards.						
EA-PC26.1	Provincial EA Condition 26.1 - Amending Procedures - Prior to implementing any proposed changes to the Undertaking, the Proponent shall determine what Environmental Assessment Act requirements are applicable to the proposed changes and shall fulfill those Environmental Assessment Act requirements. If a contemplated change to the Undertaking would result in no new net effects, it shall be considered a minor amendment. In such cases, the Proponent will be required to provide an Addendum to the Ministry to document the change and demonstrate that there are no new net effects associated with it. The Proponent shall consult with the Ministry about any consultation requirements that may apply, and whether any changes can be permitted without an amendment to the Environmental Assessment.	Y	Y	Y	Y	Records of Engagement; Reviews of material Site changes since the EER	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD complied with this Condition through submission of the EER. No changes to the Site beyond refinements resulting from permitting and detailed design have been identified since submission of EER.

APPENDIX B

Compliance Status of EER Report Mitigation Commitments

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT1	EER Mitigation Commitment 1 - Fugitive dust emissions. - Mitigation: Dust Best Management Plan (DBMP) - Commitment: The DBMP will ensure effective fugitive dust management to mitigate potential off-site effects of the particulate matter and trace metals present on the particulate. The DBMP will detail the following measures: watering frequency, visual monitoring, inspection, record keeping, responsibility, training, complaint response, and corrective actions. The site will have water trucks with water sprays and cannons; should weather conditions not permit watering, other Ministry of the Environment and Climate Change (MOECC) approved suppressants (such as calcium chloride) will be used. If further mitigation is required at specific locations (e.g., active stockpiles), dedicated water sprays will be employed. Travel surfaces will be maintained to minimize silt (fine material). - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 standards for total suspended particulate (TSP) and metals at off-site receptors.	N	Y	Y	Y	Air Quality Monitoring Plan; Environmental Compliance Approval (ECA) 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Ongoing monitoring is completed per the requirements of Ontario Reg. 419/05 and ECA 2930-BP3HVD dated September 10, 2020.
EA-MT2	EER Mitigation Commitment 2 - Exhaust from generators, trucks and mobile equipment. - Mitigation: Engine Maintenance program - Commitment: A preventive maintenance program will be employed that encompasses all pollution control equipment and diesel-fired engines. - Standard: Maintain air quality to be compliant with	N	Y	Y	Y	Air Quality Monitoring Plan; Records of equipment maintenance	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.

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	Ontario AAQC for NO ₂ , SO ₂ , CO, and particulate matter at off-site receptors.						The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed. Ambient air quality monitoring is ongoing.
EA-MT3	EER Mitigation Commitment 3 - Exhaust from trucks and off-road mobile equipment. - Mitigation: Equipment compliant with Transport Canada vehicle emission requirements. - Commitment: Emission reductions achieved through the use of current equipment that complies with Transport Canada's off-road engine emission criteria. - Standard: Transport Canada Off Road Compression-Ignition Engine Emission Regulations (SOR/2005-32).	N	Y	Y	Y	Air Quality Monitoring Plan; Equipment procurement records; Records of equipment maintenance	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed. Equipment was procured and is maintained to comply with Transport Canada Off Road Compression- Ignition Engine Emission Regulations (SOR/2005-32).
EA-MT4	EER Mitigation Commitment 4 - Sulphur dioxide (SO₂) emissions from diesel fuel use. - Mitigation: Use of low sulphur fuel. - Commitment: Low sulphur fuels will be used in off-road diesel engines; this will reduce the sulphur dioxide emissions from all sources and the resultant off-site air	N	Y	Y	Y	Air Quality Management Plan; Diesel procurement records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the

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	concentrations. - Standard: Environment Canada Sulphur in Diesel Fuel Regulation limiting fuel sulphur content for off road engines. (SOR/2002-254)						Plan were successfully implemented during the reporting period. Low sulphur fuels are used in off-road vehicles employed on the Site.
EA-MT5	EER Mitigation Commitment 5 - Dust from Tailings Management Facility (TMF). - Mitigation: Dust Best Management Plan (DBMP). - Commitment: Controlling dust from the TMF is required to prevent off-site dust. As a large, exposed area, control method must prevent potential for dusting to occur. - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dustfall monitoring identified two exceedances of the MECP 30-day Dustfall AAQC (7.0 g/m ² /30-day) at stations located near the TMF during the reporting period. June 2025 dustfall results measured 9.5 g/m ² /30-day at Station 1 and 7.5 g/m ² /30-day at Station 5. An investigation of the exceedances considered meteorological conditions, site activities, inspection records, and monitoring results from surrounding stations. During June 2025, construction activities were occurring in the vicinity of the TMF, including development of an overburden stockpile approximately 300 m southeast of Station 1. These activities resulted in increased construction equipment and vehicle traffic on roads adjacent to the monitoring locations. Based on the timing of the exceedances, and proximity to active construction areas and haul roads, the elevated dustfall measurements may have been associated with vehicular traffic on local site roads. Dust management measures continued to be implemented in accordance with the Dust Best Management Plan, including routine inspection of

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							dust-generating activities and application of dust suppression measures as required.
EA-MT6	EER Mitigation Commitment 6 - Particulate emissions from drilling operations. - Mitigation: Control measures provided by equipment supplier. - Commitment: Mitigation measures are required to prevent off-site effects of TSP and metals, through the use of equipment with dust control. - Standard: Compliance with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.	N	Y	Y	N	Air Quality Monitoring Plan; Blasting / Explosives Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Site Air Quality Management and Monitoring Plan and Blasting / Explosives Management Plan include provisions for dust control during drilling and blasting operations and are updated as required. Ongoing monitoring is completed per the Air Quality Monitoring Plan to ensure compliance with the requirements of Ontario Reg. 419/05.
EA-MT7	EER Mitigation Commitment 7 - Particulate emissions and NOx from open pit blasting. - Mitigation: Blasting to occur mid-day based on favourable climatic conditions. Follow manufacturer's recommended guidelines regarding water infiltration and time of explosives usage. - Commitment: Blasting will occur when meteorological conditions are such that off-site TSP, metals and NOx levels are compliant with regulations. NOx emissions may increase if emulsion is left in boreholes for extended period of time due to infiltration of water. - Standard: Compliance with Ontario Regulation 419/05 air quality standards for NOx, TSP, and metals at off-site receptors.	N	Y	Y	N	Air Quality Monitoring Plan; Blasting / Explosives Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Air Quality Monitoring Plan and Blasting / Explosives Management Plan include provisions for dust control during drilling and blasting operations. Ongoing monitoring is completed per the Air Quality Monitoring Plan, to ensure compliance with the requirements of Ontario Reg. 419/05.
EA-MT8	EER Mitigation Commitment 8 - Hydrogen cyanide (HCN) emissions from tailings. - Mitigation: Cyanide destruction at the ore processing plant. - Commitment: HCN emissions from TMF are expected	N	N	Y	N	Air Quality Monitoring; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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	to be minimal, as sulphur dioxide will be used to destroy cyanide at the Ore Processing Plant before tailings are released to the TMF. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for HCN at off-site receptors.						During the reporting period a total of ten hydrogen cyanide samples were collected, and all results were below the detection limit.
EA-MT9	EER Mitigation Commitment 9 - Material handling at the ore processing plant. - Mitigation: Dust collection systems. - Commitment: Mitigation measures to control dust emissions from crushing (primary and secondary) and reclaim from feed stockpiles are required to prevent off-site effects of TSP and metals. Crushing and reclaim from stockpiles for crushed materials will be controlled with applicable dust control systems. A maintenance plan will ensure that dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT10	EER Mitigation Commitment 10 - Particulate emissions from lime silo. - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control dust during lime delivery to the silos to prevent off-site effects of TSP. Lime silo vents are to be controlled by dust control systems. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.

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EA-MT11	EER Mitigation Commitment 11 - Emissions from lime slaker. - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control emissions from the lime slaker to prevent off-site effects of TSP. Emissions from the lime slaker are to be controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT12	EER Mitigation Commitment 12 - Particulate from dry material handling in ore processing plant (flocclants, copper sulphate). - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control emissions from handling and mixing of dry chemicals. Mixing and handling areas are to be controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT13	EER Mitigation Commitment 13 - Emissions from induction furnace. - Mitigation: Dust collection systems. - Commitment: Emissions from the furnace are to be controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.

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EA-MT14	EER Mitigation Commitment 14 - SO₂ emissions from cyanide destruction. - Mitigation: Closed loop delivery. - Commitment: To control emissions during delivery, SO₂ is to be delivered to the site as a pressurized liquid. Delivery system to include a gas capture system. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for SO₂ at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Emissions collection systems were functioning and maintained through the reporting period.
EA-MT15	EER Mitigation Commitment 15 - Emissions from on-site emergency generators. - Mitigation: Develop a testing schedule to minimize air quality effects. - Commitment: Mitigation measures are required to control NO_x and TSP emissions from the generators. Testing will be conducted as per established industry protocols. - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 air quality standards for TSP and NO_x at off-site receptors. Testing schedule will be part of MOECC ECA.	N	Y	Y	N	Air Quality Monitoring Plan; ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan, which includes an Air Quality Monitoring Plan. Ongoing monitoring is completed per the requirements of Ontario Reg. 419/05 and the ECA 2930-BP3HVD dated September 10, 2020 Relevant aspects of the Plan were successfully implemented during the reporting period. The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed.
EA-MT16	<i>Archived commitment.</i>						
EA-MT17	<i>Archived commitment.</i>						
EA-MT18	<i>Archived commitment.</i>						
EA-MT19	<i>Archived commitment.</i>						

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EA-MT20	EER Mitigation Commitment 20 - Operational blasting noise at the receptors. - Mitigation: Blasting charge size in the open pit is planned to be in compliance with NPC-119. - Commitment: Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast noise study to show compliance with NPC 119. - Standard: Compliance with NPC-119 noise limit of 120 dBL.	N	N	Y	N	Blasting / Explosives Management Plan; Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Blasting / Explosives Management Plan and Noise and Vibration Management Plan During the reporting period, blasting amounts exceeded the 536 kg per delay blasting charge size threshold. In accordance with these commitments, IAMGOLD retained a consultant to complete a blasting noise and vibration impact assessment to demonstrate compliance with NPC-119. The assessment evaluated predicted blasting noise and vibration levels at the nearest points of reception and determined that 2025 blasting operations complied with the applicable NPC-119 cautionary limits of 120 dBL for noise and 10 mm/s peak particle velocity for vibration.
EA-MT21	EER Mitigation Commitment 21 - Operational blasting vibration at the receptors. - Mitigation: Blasting charge size in the open pit is planned to be in compliance with NPC-119. - Commitment: Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast vibration study to show compliance with NPC 119. - Standard: Compliance with NPC-119 vibration (PPV) limit of 10 mm/s.	N	N	Y	N	Blasting / Explosives Management Plan; Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Blasting / Explosives Management Plan and Noise and Vibration Management Plan During the reporting period, blasting amounts exceeded the 536 kg per delay blasting charge size threshold. In accordance with these commitments, IAMGOLD retained a consultant to complete a blasting noise and vibration impact assessment to

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							demonstrate compliance with NPC-119. The assessment evaluated predicted blasting noise and vibration levels at the nearest points of reception and determined that 2025 blasting operations complied with the applicable NPC-119 cautionary limits of 120 dBL for noise and 10 mm/s peak particle velocity for vibration.
EA-MT22	EER Mitigation Commitment 22 - Inflows to open pit. - Mitigation: Perimeter dam construction. - Commitment: Construction of perimeter dams in low lying areas along Clam Lake and the outflow of Chester Lake to minimize inflows to the open pit. - Standard: Lakes and Rivers Improvement Act.	Y	Y	N	N	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan and the Operations, Maintenance and Surveillance Manual. Relevant aspects of the Plan were successfully implemented during the reporting period. Required approvals were obtained per the Lakes and Rivers Improvement Act (LRIA).
EA-MT23	<i>Archived commitment.</i>						
EA-MT24	EER Mitigation Commitment 24 - Mine rock management. - Mitigation: Engineered facilities to manage mine rock. - Commitment: Construction of engineered facilities to store mine rock (MRA), low-grade ore (low-grade stockpile) and tailings (TMF). Standard: n/a	Y	Y	Y	N	Mine Rock and ARD / ML Management Plan; ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and relevant permits and approvals, including the ECA 2303-DLLJ7A dated September 19, 2025 and the Closure Plan.
EA-MT25	EER Mitigation Commitment 25 - Mine rock seepage. - Mitigation: Engineered facilities to manage seepage. - Commitment: Construction of engineered water management systems to collect runoff and seepage from the MRA, low-grade stockpile, TMF, and polishing pond.	Y	Y	Y	Y	Mine Rock and ARD / ML Management Plan; ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and

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	- Standard: Ontario Water Resources Act, Environmental Compliance Approval, Metal Mining Effluent Regulations.						relevant permits and approvals, including the ECA 2303-DLLJ7A dated September 19, 2025 and the Closure Plan.
EA-MT26	EER Mitigation Commitment 26 - Mine rock runoff. - Mitigation: Engineered facilities to manage runoff. - Commitment: Engineered water management systems will be constructed to collect runoff and seepage from the MRA, ore stockpiles, TMF, and Overburden Stockpile during the Operations Phase and the Post-closure Stage I Phase. - Standard: Ontario Water Resources Act, Environmental Compliance Approval, Metal Mining Effluent Regulations.	Y	N	N	N	Mine Rock and ARD / ML Management Plan; ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and relevant permits and approvals, including the ECA 2303-DLLJ7A dated September 19, 2025 and the Closure Plan.
EA-MT27	<i>Archived commitment.</i>						
EA-MT28	EER Mitigation Commitment 28 - Erosion and sediment control. - Mitigation: Erosion and sediment control measures. - Commitment: Erosion and sediment control measures will be constructed to promote settling of sediments and mitigate the migration of suspended solids into nearby surface water features. - Standard: Ontario Water Resources Act, Environmental Compliance Approval, Metal Mining Effluent Regulations.	N	Y	N	N	Erosion and Sediment Control Plan; ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Erosion and Sediment Control (ESC) Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT29	<i>Archived commitment.</i>						
EA-MT30	<i>Archived commitment.</i>						
EA-MT31	EER Mitigation Commitment 31 - Acid rock drainage from onsite roads. - Mitigation: Use of non-acid generating materials for	N	Y	Y	Y	Mine Rock and ARD / ML Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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	road construction purposes. - Commitment: IAMGOLD will sample mine rock to ensure only non-acid generating materials are used for construction purposes. - Standard: n/a						This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan.
EA-MT32	EER Mitigation Commitment 32 - Discharge of total suspended solids due to soil erosion and transport of sediments from disturbed areas, and potential increases in total suspended solids concentrations within surface water receivers. - Mitigation: Best Management Practices (BMPs) and engineering designs to limit soil erosion and mobilization / transport of sediments from disturbed areas. - Commitment: During Construction, Operations and Closure phases, BMPs for erosion and sediment control include: design of physically stable mine rock and tailings storage facilities, the use of earthwork methods to minimize slope length and grade, ditching, sediment ponds / traps, channel and slope armouring, use of natural vegetation buffers, vegetation of disturbed soil, and runoff controls (i.e., sediment fencing and small check dams). During Post-closure, erosion and sediment control would be focused on monitoring the success of closure activities. - Standard: Total suspended solids discharge limits: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Total suspended solids (and turbidity) water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	Y	Y	Y	Erosion and Sediment Control Plan; Aquatic Management and Monitoring Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Erosion and Sediment Control Plan and Site-specific erosion and sediment control requirements. Relevant aspects of the Plan were successfully implemented during the reporting period. Regular on-going monitoring of suspended solids in effluent and receiving waters is conducted in accordance with the regulatory requirements.

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EA-MT33	EER Mitigation Commitment 33 - Potential influence of process water and seepage / runoff from TMF on receiving environment water quality. - Mitigation: Treatment of process water; construction and operation of engineered water management systems to collect runoff and seepage from the TMF; reclaim water returned (or recycled) to the process plant; use of liners on starter tailings dams to limit seepage losses during the early years of operations. - Commitment: Process water will be treated at the ore processing plant for cyanide, cyanide destruction constituents, as required, prior to discharge into the TMF. Seepage and runoff will be collected at collection ponds around the perimeter of the TMF and pumped to the TMF reclaim pond. Water in the reclaim pond will be recycled back to the ore processing plant, with no water from the reclaim pond being discharged to the environment through the polishing pond under normal flow conditions. - Standard: Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	N	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Tailings Management Facility (TMF) continued to receive process water and tailings during the reporting period. Applicable surface water and groundwater monitoring programs, including due diligence monitoring under the TMF Trigger Action Response Plan (TARP), were implemented throughout the reporting period.
EA-MT34	EER Mitigation Commitment 34 - Potential influence of explosives residuals in mine rock, low-grade ore and open pit on receiving environment water quality (i.e., ammonia and nitrate). - Mitigation: BMPs for explosives use. - Commitment: Implementation of BMPs during blasting	N	Y	Y	N	Blasting / Explosives Management Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Blasting / Explosives Management Plan. Relevant

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	to reduce the blast waste rate and mass of residual explosives present in the open pit, mine rock, low-grade ore and dam construction material. - Standard: Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.						aspects of the Plan were successfully implemented during the reporting period. Regular on-going monitoring of ammonia and nitrate in effluent and receiving waters is conducted in accordance with the regulatory requirements.
EA-MT35	EER Mitigation Commitment 35 - Potential influence of sewage on receiving environment water quality. - Mitigation: Treatment of sewage. - Commitment: Sewage will be treated to a quality that meets federal and provincial legislative requirements before discharge to the environment. - Standard: Effluent discharge requirements under: Wastewater Systems Effluent Regulations, and Ontario Water Resources Act (Section 53)	N	N	Y	N	Permits / Approvals; Sewage Management Plan; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Sewage Management Plan and Water Environmental Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The wastewater treatment is permitted via the ECA which prescribes effluent discharge limits.
EA-MT36	EER Mitigation Commitment 36 - Potential influence of seepage / runoff from MRA, low-grade stockpile and open pit on receiving environment water quality. - Mitigation: Construction and operation of engineered water management systems to collect runoff and seepage; monitoring and treatment of effluent, as required. - Commitment: Open pit inflow and runoff will be collected in the open pit sump. Seepage and runoff from the MRA and from the low-grade stockpile will be collected in ponds. During the Operations phase, water collected by these facilities will be pumped to the polishing pond. The excess water in the polishing pond, which will be monitored for water quality, is discharged to the environment.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Aquatic Management and Monitoring Plan.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per applicable regulatory requirements.

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	- Standard: Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.						
EA-MT37	EER Mitigation Commitment 37 - Potential impact of landfill leachate from solid domestic and industrial waste on groundwater quality. - Mitigation: Management of solid domestic and industrial waste in a permitted landfill, including the use of BMPs; monitoring of groundwater quality; remedial action, as required. - Commitment: Solid domestic and industrial waste will be placed into a landfill that will be operated in accordance with federal and provincial legislative requirements, and BMPs, including mitigation, monitoring, remedial action, and closure plans, will be integrated into the operation and closure of the landfill. - Standard: Ontario Regulation 232/98.	N	Y	Y	Y	Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Waste Management Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. IAMGOLD continues to support the operation of the Ministry of Natural Resources and Forestry (MNRF) Neville Landfill facility which is currently being utilized for the Site.
EA-MT38	EER Mitigation Commitment 38 - Acid rock drainage from the MRA potentially affecting effluent quality. - Mitigation: Inclusion of PAG rock within the bulk of the MRA. - Commitment: The inclusion of any PAG materials with the bulk of the waste will likely be an appropriate management method and segregation of any PAG materials does not appear to be necessary. - Standard: n/a	Y	N	Y	Y	Mine Rock and ARD / ML Management Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and Water Environmental Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per applicable regulatory requirements.

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EA-MT39	EER Mitigation Commitment 39 - Potential influence of seepage / runoff from MRA and Côte Pit Lake on receiving environment water quality. - Mitigation: Monitoring and, if determined to be required, water collection and treatment. - Commitment: Seepage and runoff from the MRA and water in the open pit will be monitored prior to Post-Closure Phase (Stage II). If the monitoring determines that the water quality is not suitable for discharge to the environment, then collection and treatment measures will be implemented accordingly. - Standard: Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	N	N	Y	Closure Plan; Water Environmental Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT40	<i>Archived commitment.</i>						
EA-MT41	EER Mitigation Commitment 41 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to the loss of habitat or noise disturbance. - Mitigation: Develop a compact Project site to reduce overall habitat loss and to limit the potential adverse effects related to interference with wildlife movement. Utilize existing infrastructure for access and minimize construction of new roads and other corridors wherever alternatives exist. Construction crews will be advised to not interfere or harass wildlife. No hunting by Project personnel permitted while working or residing on site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. Include wildlife	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan, Site Traffic Management Plan, and General Site Orientation. Relevant aspects of the Plans were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment is executed by way of Site Environmental Permit (SEP). The SEP process ensures that relevant Plans are referenced and adhered to during the execution of work. The process effectively

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	awareness information in regular safety and environmental inductions. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Utilize existing infrastructure for access and minimize construction of new roads where practical. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a						translates this Commitment to the work front and to the execution of tasks by Site contractors. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT42	EER Mitigation Commitment 42 - Adverse effects to bats due to loss of habitat or noise disturbance. - Mitigation: Develop a compact site to reduce overall habitat loss and to limit potential adverse effects related to sound emissions, to the extent practicable. Enforce speed limits along Project roads and reduce vehicular traffic associated with construction. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Enforce speed limits along Project roads and reduce vehicular traffic associated with construction. - Standard: n/a	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan Relevant aspects of the Plan were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment is executed by way of Site Environmental Permit (SEP). The SEP process ensures that relevant Plans are referenced and adhered to during the execution of work. The process effectively translates this Commitment to the work front and to the execution of tasks by Site contractors.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT43	EER Mitigation Commitment 43 - Adverse effects to migratory birds and avian SAR due to loss of habitat or noise disturbance. - Mitigation: Minimize the Project footprint to the extent practicable. Construction and clearing within the transmission line ROW outside migratory bird breeding season (April 15 to August 31). Maintain existing vegetation ground cover along the transmission line ROW to the extent practicable. Install conductor wires at a sufficient distance apart to prevent the accidental electrocution (contact of wingtips with wire) of large avian species. Utilize existing infrastructure for access and minimize construction of new roads and other corridors where possible. Advise Project personnel not to interfere or harass wildlife. Include Common Nighthawk and Bank Swallow identification as part of site induction to improve success of wildlife reporting programs. Contact the MNRF and Environment Canada within 24 hours if Common Nighthawk or Bank Swallow are recorded nesting on site. No hunting by Project personnel permitted while working or residing on-site. Educate Project personnel on how to handle food and food wastes in a responsible manner and create and enforce policies to ensure no feeding of wildlife. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Construct in winter,	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act and Species Conservation Act. Control over activities that have the potential to impact or interact with the environment such as vegetation clearing, and grubbing is executed by way of a site-specific environmental permitting process. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	where frozen surfaces are required to minimize surface erosion. Retain existing low-lying vegetation ground cover along the transmission line ROW thereby minimizing vegetation clearing. Utilize existing infrastructure for access and minimize construction of new roads. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act						
EA-MT44	EER Mitigation Commitment 44 - Adverse effects to raptors due to loss of habitat or noise disturbance. - Mitigation: Develop a compact site to prevent encroachment of Project activities on raptor nesting sites and adjacent habitat. Minimize the level of potentially disturbing activities near any known or subsequently discovered active raptor nest sites during the raptor breeding season (April 15 – August 31) until nests are vacated. Dispose of food wastes generated on site in an appropriate manner that limits the attraction of wildlife, including Common Ravens, Turkey Vultures and Bald Eagles. Remove carcasses of road-killed animals or any other carcasses found onsite in a timely manner to limit the attraction of wildlife, such as Common Ravens and Turkey Vultures. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Dispose of food wastes generated on site in an appropriate manner. Remove	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan; Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and the Waste Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period.

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Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	carcasses of road-killed animals or any other carcasses found onsite in a timely manner. Minimize the width of the transmission line ROW to the proposed 50 m. Dispose of food wastes generated on site in an appropriate manner. - Standard: n/a						
EA-MT45	EER Mitigation Commitment 45 - Direct vegetation (and wildlife habitat) loss, alteration, and fragmentation from the physical footprint of the Project. - Mitigation: Limit the area of Project footprint and limit disturbance from employees and mining activities. No vegetation removal is to occur during sensitive wildlife breeding seasons such as the migratory bird nesting season (April 15 to August 31). Construct the transmission line to minimize the potential for ground disturbance and soil erosion during construction and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation along the transmission line ROW thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth through operations and beyond closure. Where practical, use existing roads and trails. Where practical, rehabilitate habitat for plants and wildlife. - Commitment: Existing access roads and infrastructure used to the extent practical in transmission line construction. Vegetation clearing to take place outside of the migratory bird nesting season (April 15 to August 31). If under unforeseen circumstances minor vegetation	Y	Y	Y	Y	Erosion and Sediment Control Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the ESC Plan and Terrestrial Biodiversity Management and Monitoring Plan Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act. Control over activities that have the potential to impact or interact with the environment such as vegetation clearing is executed by way of a Site Environmental Permit.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	removal is necessary between April 15 and August 31, non-intrusive surveys such as point counts for singing male birds will be completed by qualified individuals. If singing males are recorded then it will be assumed that a nesting female is nearby and proper provincial and federal species-specific nest buffers will be established around the singing male; no vegetation removal will occur within these buffers between April 15 and August 31. A mitigation / management plan will be developed in consultation with Environment Canada and the Ministry of Natural Resources to address potential impacts to breeding birds. Retain existing low ground cover along transmission line ROW thereby minimizing vegetation clearing. Maintain vegetated buffers adjacent to creek and river transmission line crossings. - Standard: Canadian Migratory Birds Convention Act.						
EA-MT46	EER Mitigation Commitment 46 - Direct vegetation (and wildlife habitat) loss, alteration, and fragmentation from the physical footprint of the Project. - Mitigation: Limit the area of Project footprint and limit disturbance from employees and mining activities. No vegetation removal is to occur during sensitive wildlife breeding seasons such as the migratory bird nesting season (April 15 to August 31). Construct the transmission line to minimize the potential for ground disturbance and soil erosion during construction and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation along the transmission line ROW thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that	N	Y	Y	Y	Erosion and Sediment Control Plan; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Erosion and Sediment Control Plan, Site Traffic Management Plan and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act. Control over activities that have the potential to impact or interact with the environment such as

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	will reduce the potential for erosion and encourage continued vegetation growth through operations and beyond closure. Where practical, use existing roads and trails. Where practical, rehabilitate habitat for plants and wildlife. - Commitment: Apply and enforce speed limits along all Project access roads and always give the right-of-way to wildlife. Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers. Progressive revegetation will be implemented where practical to reduce the amount of disturbed habitat during the Project lifecycle and will include active seeding to promote vegetation growth, stabilize the substrate, reduce potential erosion and enhance natural recovery of vegetation communities. - Standard: Canadian Migratory Birds Convention Act						vegetation clearing is executed by way of a Site Environmental Permit. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT47	EER Mitigation Commitment 47 – Introduction of invasive plant species can change vegetation ecosystem composition. - Mitigation: Limit / prevent the transfer of invasive plant species from equipment and imported soil used for rehabilitation. - Commitment: Create topsoil and overburden stockpiles for use in future rehabilitation activities. Clean construction equipment and vehicles on a regular basis. Use locally sourced, native species to revegetate disturbed and exposed areas and encourage natural revegetation. - Standard: n/a	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan; Topsoil Salvaging Plan; Invasive Species Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan, the Topsoil Salvaging and Stockpiling Plan, and newly developed Invasive Species Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment such as introduction of new equipment is executed by way of a site-specific environmental permit.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT48	EER Mitigation Commitment 48 - Project preparation, construction, operation and closure activities can increase the risk of nest destruction and mortality of migratory birds (incidental take). - Mitigation: Limit risk of nest destruction and mortality of migratory birds. - Commitment: Typically, clearing of vegetation will take place outside of the migratory bird nesting season (April 15 to August 31). If under unforeseen circumstances minor vegetation removal is necessary between April 15 and August 31, non-intrusive surveys such as point counts for singing male birds will be completed by qualified individuals. If singing males are recorded, then it will be assumed that a nesting female is nearby and proper provincial and federal species-specific nest buffers will be established around the singing male; no vegetation removal will occur within these buffers between April 15 and August 31. A mitigation/management plan will be developed in consultation with Environment Canada and the MNRF to address potential impacts to breeding birds. Minimize disturbance to active nest sites. - Standard: Canadian Migratory Birds Convention Act	Y	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan including a Migratory Birds Protection Management Plan which was developed in consultation with NDMNRF and in consideration of current Environment and Climate Change Canada guidance. Relevant aspects of the Plan were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment such as vegetation clearing is executed by way of a Site Environmental Permit.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT49	EER Mitigation Commitment 49 - Wildlife-vehicle collisions and physical hazards on the Project site may cause injury / mortality to individual animals. - Mitigation: Reduce risk of mortality to wildlife - Commitment: Enforce speed limits on Project roads. The presence of wildlife will be monitored and communicated to Project site personnel. All Project personnel will be provided with environmental awareness training. Vehicles will yield right-of-way to wildlife. Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers. The Mine Rock Areas, TMF polishing pond and low-grade ore stockpile will be regularly monitored for wildlife activity and hazards. If a SAR is identified within the Project area during construction, and construction activities will harm or harass the observed individual(s), work within the vicinity of the observed occurrence will be modified to minimize disturbance until the individual(s) leave the area. Information regarding the observation of SAR (species, number of individuals, location) should be reported to the MNRF within 48 hours. Temporary suspension of surface blasting if Moose, Black Bear, wolf and other wildlife are observed within the danger zone identified by the blast supervisor. - Standard: Canadian Species at Risk Act, Ontario Endangered Species Act.	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal and Provincial Species at Risk Act. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT50	EER Mitigation Commitment 50 - Attractants (e.g., food waste, oil products) may increase carnivore-human encounters and result in the loss (destruction or relocation) of individual animals. Attractants may also	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	increase predator numbers and thereby increase predation risk on prey species. - Mitigation: Reduce the risk of mortality to wildlife - Commitment: Education and reinforcement of proper waste management practices will be provided to all Project personnel. Prohibit littering. Prohibit feeding of wildlife. Dispose of waste in accordance to a Waste Management Plan which will limit the presence of food attractants. All Project personnel will be provided with environmental awareness training. Presence of wildlife will be monitored and communicated to Project site personnel. - Standard: n/a					Waste Management Plan	This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and Waste Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including but not limited to waste management and wildlife interaction.
EA-MT51	<i>Archived commitment.</i>						
EA-MT52	EER Mitigation Commitment 52 - Adverse effects to vegetation communities due to activities associated with the maintenance of the transmission line wires and poles (dust production by service vehicles) and the need for periodic clearing of tall woody vegetation to ensure adequate clearance below the conductors. - Mitigation: The generation of dust by transmission line service vehicles is expected to be limited and can be minimized by having these vehicles drive slowly along the transmission line ROW. Ensure that ongoing clearing is constrained to the necessary area of clearance (the ROW). Use mechanical brushing. - Commitment: Minimize the speed of service vehicles along the transmission line ROW. - Standard: n/a	N	N	Y	N	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> No required maintenance was performed on the transmission line during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT53	EER Mitigation Commitment 53 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with maintenance of the transmission line wires and poles. - Mitigation: Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as included in the Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT54	EER Mitigation Commitment 54 - Adverse effects to migratory birds, raptors and avian SAR due to activities associated with maintenance of the transmission line wires and poles. - Mitigation: Minimize the speed of service vehicles along the transmission line ROW to minimize dust production and thereby limit the zone of influence. Use marker balls and bird diverters on the transmission line wires to reduce the likelihood of bird collisions with power lines in high-risk location such as near wetlands. - Commitment: Minimize the speed of service vehicles	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan, and the Site's Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	along Project roads and along the transmission line ROW. Use marker balls and bird diverters on wires in high-risk areas. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act						
EA-MT55	EER Mitigation Commitment 55 - Adverse effects to vegetation communities due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Time removal of transmission line infrastructure to minimize the potential for ground disturbance and soil erosion by equipment and vehicles and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation ground cover thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth beyond closure. Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production and thereby limit the zone of influence. Encourage natural revegetation and recolonization of the ROW as part of the reclamation process. - Commitment: Remove transmission line infrastructure in the winter and minimize disturbance to vegetation during closure activities. Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production. - Standard: n/a	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT56	EER Mitigation Commitment 56 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where other alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along proposed access roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access and minimize construction of new roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a	N	N	N	Y	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of Closure phase.</i>
EA-MT57	EER Mitigation Commitment 57 - Adverse effects to bats due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Project personnel will be	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	advised not to interfere or harass wildlife. - Commitment: n/a - Standard: Ontario Endangered Species Act.						
EA-MT58	EER Mitigation Commitment 58 - Adverse effects to migratory birds, raptors and avian SAR due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access. Include wildlife awareness information in regular safety and environmental inductions. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act.	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT59	EER Mitigation Commitment 59 - During construction water quality may be impaired due to elevated TSS in runoff which can affect aquatic species. Some	N	Y	N	N	Erosion and Sediment Control Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	concentrations above background may occur temporarily. - Mitigation: The use of erosion control measures and timing of construction to avoid spawning and egg incubation periods will reduce the potential for effect to fish and aquatic life. - Commitment: Construction in water bodies will be undertaken within the in-water construction windows to minimize effects to fish spawning. Erosion control fencing and sedimentation catchments will be installed downstream of active construction areas. - Standard: As required under a consolidated works permit under the Lakes and Rivers Improvement Act issued by the Ministry of Natural Resources and Forestry and under the Fisheries Act Section 35, TSS must not exceed 5 mg/L (long-term) or 25 mg/L TSS (short-term; CCME 2013)					Permits and Approvals; Water Environmental Monitoring Plan; Aquatic Management and Monitoring Plan.	This commitment is being tracked as part of the Water Environmental Monitoring Plan and the ESC Plan. Relevant aspects of the Plans were implemented during the reporting period. Monitoring and reporting are ongoing in accordance with regulatory requirements.
EA-MT60	EER Mitigation Commitment 60 - Construction of the watercourse realignments will result in flooding of some terrestrial vegetation which could cause methyl mercury production and potentially affect recreational use of sport fish through consumption limits. - Mitigation: Removal of terrestrial vegetation and organic soils prior to flooding will reduce the potential for methyl mercury production through decaying of terrestrial vegetation. - Commitment: Terrestrial vegetation and organic soils will be removed prior to flooding. - Standard: Health Canada consumptions restriction guideline (0.61 mg/kg Hg)- Health Canada 2004.	N	Y	N	N	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes a Mercury Environmental Monitoring Plan that was prepared in consultation with the Department of Fisheries and Oceans Canada (DFO) and Ministry of Environment, Conservation and Parks (MECP). Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per regulatory requirements.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
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EA-MT61	<i>Archived commitment.</i>						
EA-MT62	EER Mitigation Commitment 62 - Loss of existing lentic and lotic habitat will occur through the construction of the Project. - Mitigation: Design of the realignment channels will incorporate the life cycle requirements of the resident fish species and promote, where possible, an increase in habitat that is currently limited within the local study area. - Commitment: Construct realignments to provide for life cycle requirements of resident fish - Standard: Fisheries Act Section 35. No loss of productive habitat related to commercial, aboriginal or recreational fisheries.	Y	Y	N	N	Aquatic Management and Monitoring Plan; Permit / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes reference to benthic invertebrate community composition and biomass. The Plan that was prepared in consultation with DFO and MECP, and relevant aspects of the Plan were successfully implemented during the reporting period. The Fisheries Offsetting Plan was approved by DFO in November 2022. Construction, monitoring and reporting are ongoing.
EA-MT63	EER Mitigation Commitment 63 - Water intake structures will trap, impinge fish. - Mitigation: Design water intake structures to meet DFO requirements to prevent/limit fish impingement. - Commitment: Ensure intake pipe are fitted with screens to prevent fish impingement and consistent with DFO guidelines. - Standard: DFO Freshwater Intake End-of-Pipe Fish Screen Guideline.	Y	Y	Y	N	Design / Engineering records; Aquatic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan and was also part of the detailed design of water intake structures and pipes. In addition to regulatory requirements, all water transfers and takings are permitted via a site-specific environmental permit that incorporates these requirements.
EA-MT64	<i>Archived commitment.</i>						

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT65	EER Mitigation Commitment 65 - During the first years of operation the watercourse realignments may not be fully established and resident fish may experience some interruption in access to habitat or the quality of habitats. - Mitigation: Time construction of watercourse realignments to allow for vegetation growth for one season prior to commissioning of watercourse realignments, if possible or conduct planting of aquatic vegetation immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats. - Commitment: Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat. - Standard: Section 35 Fisheries Act authorization.	N	Y	N	N	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan and the Adaptive Management Plan developed for Watercourse Realignment Channel 2 and Chester Lake. Relevant components of the plan were successfully implemented during the reporting period. Post-construction monitoring and reporting are ongoing.
EA-MT66	EER Mitigation Commitment 66 - Dams will be removed and the open pit reconnected to Upper Three Duck Lakes through an outlet channel. Until these habitats are established some reduction in fish access to habitat or the quality of habitats may occur. Once established a net increase in fish habitat will be provided. - Mitigation: Time construction of water realignments to allow for vegetation growth for one or more growing seasons prior to commissioning of watercourse realignments or conduct planting of aquatic vegetation	N	N	N	Y	Aquatic Management and Monitoring Plan; Design / Engineering records	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats. - Commitment: Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat. - Standard: Section 35 Fisheries Act authorization.						
EA-MT67	<i>Archived commitment.</i>						
EA-MT68	EER Mitigation Commitment 68 - Trapping – relocation of trapper cabins or buildings along transmission line alignment. - Mitigation: Appropriate mitigation measures to be determined through consultation between the MNRF and affected trappers. - Commitment: Discuss with the MNRF and the affected trappers about appropriate effects management strategies for the removal of trapper cabins or associated buildings that may be overlap with the selected transmission line alignment. - Standard: n/a	Y	Y	N	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. IAMGOLD continues to engage with affected trappers.
EA-MT69	EER Mitigation Commitment 69 - Navigable Waters – restricted access to the 4M Circle Canoe Route. - Mitigation: To be determined through consultation with any potential canoe route users to facilitate safe navigation during Construction and Operations.	Y	Y	Y	N	Engineering, Procurement and Construction Management (EPCM) records; Socio-	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Commitment: Through consultation with users, establish a suitable portage / connection such that the portage route will still be usable or an alternative route is developed. This could also include placing markers to ensure canoes do not approach active construction sites. The area will be posted with signage indicating which camp sites are closed and access is limited to a period of 24-hours. If the need arises the area can be monitored. - Standard: Canadian Navigable Waters Act.					economic Management and Monitoring Plan; Records of Engagement	Relevant aspects of the Plan were successfully implemented during the reporting period. Consultation was completed during the pre-Construction phase with Indigenous communities related to traditional portage routes. The 4M Circle Canoe Route remains usable and accessible to all users with the exception of Portage 3 and Upper Three Duck Point camp sites. IAMGOLD actively maintains the access to the Canoe route and has put in place appropriate signage in the area. IAMGOLD website/ social media channels are used to interact with public at large.
EA-MT70	<i>Archived commitment.</i>						
EA-MT71	<i>Archived commitment.</i>						
EA-MT72	<i>Archived commitment.</i>						
EA-MT73	<i>Archived commitment.</i>						
EA-MT74	EER Mitigation Commitment 74 - Hunting – potential adverse effects due to increased vehicular traffic. - Mitigation: Enforce speed limits and warn IAMGOLD personnel of areas of high wildlife activity and crossings. - Commitment: Enforce speed limits along proposed Project access roads to reduce the potential adverse effects of increased vehicular traffic associated with the Project. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the referenced plans. Relevant aspects of the Plans were successfully implemented during the reporting period. IAMGOLD follows up with Indigenous communities and Gogama residents through Socio-economic Management and Monitoring Plan coordination meetings. The Site has a comprehensive orientation program whereby any new employees or contractors

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
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							accessing the Site are made aware of Site rules relating to environmental management.
EA-MT75	EER Mitigation Commitment 75 - Hunting – safety of Project site workers. - Mitigation: Prohibit hunting on IAMGOLD property to provide safety for both hunters and workers. - Commitment: Inform workers of the no hunting policy and post signs warning hunters. Control access to the site for general public including hunters. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Commitment is also included in the Traditional Land Use Follow-Up Monitoring Program. The plan continued to be implemented during the reporting period. No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities, including hunting.
EA-MT76	EER Mitigation Commitment 76 - Hunting - potential adverse effects due to poor waste management practices. - Mitigation: Food wastes generated on-site will be appropriately disposed of to reduce the attraction of wildlife. - Commitment: Ensure frequent pick-up and removal of waste generated on-site. - Standard: n/a	N	Y	Y	Y	Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Waste Management Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT77	EER Mitigation Commitment 77 - Trapping – loss of access to trapline area (GO031).	Y	Y	Y	Y	Socio-economic Management and	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Mitigation: Based on discussion with the MNRF no compensation is required for trap line losses. Appropriate mitigation measures to be determined through consultation between the MNRF and affected trappers. - Commitment: Continue discussions with the MNRF and affected trappers about potential effects and/or effects management strategies, where appropriate. - Standard: n/a					Monitoring Plan; Records of Engagement	This commitment is being tracked as part of the Socio-economic Management and Monitoring. In 2021, IAMGOLD consulted with various trappers throughout the reporting period, culminating in the signing of a Letter of Intent related to trapping and cabin relocation within the Site boundary. In 2022, IAMGOLD worked on implementing an agreement with the trapper & trap line GO 023 owner and continued discussions related to access to the trapper's cabin for GO 031 throughout the reporting period.
EA-MT78	EER Mitigation Commitment 78 - Cottagers and Outfitter Camps – increased boating on Mesomikenda Lake. - Mitigation: Limit recreational boating for workers while they are staying at the work camp on-site. Potential purchase of cottages. - Commitment: Inform workers of the recreational boating policy. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. While on Site, workers are not permitted to engage in recreational use of waterbodies. Potential purchase of cottages is not currently required.
EA-MT79	EER Mitigation Commitment 79 - Canoeing (traditional) – loss of portage route. - Mitigation: To be determined through consultation with any potential canoe route users to facilitate safe navigation during construction and operations. - Commitment: Through consultation with users, establish a suitable portage/ connection such that the portage route will still be usable or an alternative route is developed. The area will be posted with signage indicating which camp sites are closed and access is limited to a period of 24-hours. If the need arises the	Y	Y	Y	N	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Consultation related to the portage route was completed during the pre-Construction phase, including specific conversations with Indigenous communities as part of the Canadian Navigable

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	area can be monitored. Notification processes related to land access controls and/or activity restrictions on current use will be developed in consultation with affected Indigenous groups, in consideration of individual consultation preferences of each community and consistent with any potential commercial agreements. - Standard: Canadian Navigable Waters Act						Waters Act approval process. Mattagami First Nation and Flying Post First Nation, whose traditional territory the Site is located within, confirmed in writing to Transport Canada on June 26, 2020 that neither community feels it is necessary to establish a suitable portage / connection route for the portage route (assumed to be a canoe route) that follows the chain of lakes that surround the Site and includes Chester Lake, Clam Lake, Bagsverd Lake, Weeduck Lake, Three Duck Lakes (Upper, Middle, and Lower) as this portage route is not in use by their community members. No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities, including access to portage routes. The 4M Circle Canoe Route remains usable and accessible to all users except Portage 3 and Upper Three Duck Point camp sites are no longer available for use. IAMGOLD actively maintains the access to the Canoe route and has put in place appropriate signage in the area. IAMGOLD website/ social media channels are used to interact with public at large.
EA-MT80	Archived commitment.						

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EA-MT81	EER Mitigation Commitment 81 - Cultural, Spiritual and Ceremonial Sites, Eagle's Nest – impacts to raptors. - Mitigation: Inform workers of locally nesting raptors. Consult with Mattagami First Nation and Flying Post First Nation on how the removal of an eagle's nest can be conducted in a culturally sensitive manner and be open to hosting a traditional ceremony (ies) on site should one be requested. - Commitment: Inform workers of locally nesting raptors to avoid unnecessary disturbance. - Standard: n/a	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan, and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT82	EER Mitigation Commitment 82 - Hunting and Fishing (traditional) – depletion of fish / wildlife. - Mitigation: No hunting or fishing by Project personnel will be permitted while working or residing on-site. - Commitment: No hunting or fishing by Project personnel will be permitted while working or residing on-site. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Terrestrial Biodiversity Management and Monitoring Plan and is included in site orientation. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including but not limited to the prohibition of fishing and hunting while working or residing on-site.
EA-MT83	EER Mitigation Commitment 83 - Impacts on the exercise of Indigenous rights by the Métis rights-bearing community in the Project Area. - Mitigation: Through a memorandum of understanding, dated June 21, 2014, as amended by an Addendum dated February 1, 2016 (collectively, the "MOU"), Trelawney, a wholly-owned subsidiary of IAMGOLD, and	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> During the reporting period, IAMGOLD and the Métis Nation of Ontario Region 3 continued to implement the various provisions contained within

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	the Métis Nation of Ontario intend to continue to develop a positive relationship and, should the Project receive regulatory approval, further commit to reaching an agreement on an Impact Benefit Agreement if commercially reasonable terms can be arrived at by the parties in accordance with the MOU. The agreement will aim to address mutually agreeable interests such as (i) terms for financial benefits, (ii) compensation relating to any specific and identifiable Project impacts which are not otherwise resolved through mitigation or accommodation, and (iii) other key areas including training, employment, environmental monitoring/management and business opportunities. - Commitment: IAMGOLD will continue to engage with the Métis community to address community priorities and potential impacts arising from the Project in accordance with the mechanisms outlined in the MOU. - Standard: n/a						an Impact Benefit Agreement (IBA) that was signed in 2021.
EA-MT84	EER Mitigation Commitment 84 - Plant Harvesting (traditional) – contamination of vegetation from use of chemical agents for vegetation management along transmission line alignment. - Mitigation: Vegetation clearing will avoid the use of chemical agents. - Commitment: No use of chemical agents for vegetation clearing along transmission line right of way; use of mechanical vegetation management only. - Standard: n/a	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and is included in site orientation. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including but not limited to the prohibition of use of unapproved chemical agents. Chemical agents were not used during the reporting period.

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EA-MT85	EER Mitigation Commitment 85 - Obstruction of the viewscape. - Mitigation: Limit the design height of the MRA to 150 meters. Removal of the trapper's cabin on Three Duck Lakes. - Commitment: Mitigation and management measures inherent within the Project design that limit the extent of the visual effects includes: selection of one MRA, located further away from receptors and limiting the design height of the MRA to 150 m. Additionally, the trapper's cabin on Three Duck Lakes, given its location with respect to Project components, will be negotiated for removal to limit visual aesthetics, air quality and noise and vibration effects from the Project. - Standard: n/a	Y	Y	N	N	Design / Engineering records; Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Design of the MRA will be limited to a height of 150 m. This commitment is being tracked as part of the Mine Closure Plan and the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. In 2025, IAMGOLD relocated the trapper's cabin.
EA-MT86	EER Mitigation Commitment 86 - Labour Market / Population Demographics – local employment. - Mitigation: Support employment of local community members where possible. - Commitment: Support employment for local community members (First Nation, Métis communities and Gogama) including opportunities to support environmental monitoring activities. - Standard: n/a or as established in negotiated agreements.	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. IAMGOLD communicates job postings via email to Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario, Gogama, and Brunswick House First Nation. Members of these communities have the option to self-describe upon application for priority consideration as well as the option to make a general interest application for individual review. All contractors are similarly encouraged to communicate their job opportunities. Information about how to apply for Site-related employment (direct and with contractors) is also communicated

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							regularly through the quarterly Site newsletter and discussed with community partners in all IBA implementation and SEMMP Committee meetings held during the reporting period.
EA-MT87	EER Mitigation Commitment 87 - Labour Market / Population Demographics– cultural awareness training. - Mitigation: Cultural awareness training. - Commitment: Develop a cultural awareness-training program and require employees and contractors to complete the training. - Standard: n/a or as established in negotiated agreements.	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. An Indigenous Cultural Awareness module is incorporated into mandatory online pre-mobilization orientation for all workers. It was developed in consultation with Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario. In addition, all Canada-based IAMGOLD employees completed Indigenous Awareness Training (Indigenous Peoples of Canada: An Introduction to History and Relationship) during the reporting period.
EA-MT88	EER Mitigation Commitment 88 - Public Utilities – demands on Gogama’s wastewater treatment capacity. - Mitigation: Work with Gogama Local Services Board. - Commitment: Continue to support Gogama Local Services Board to identify ways to improve Gogama’s wastewater treatment capacity. - Standard: n/a	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.
EA-MT89	EER Mitigation Commitment 89 - Business Opportunities – monitor/report on local and regional procurement. - Mitigation: Establish a system to monitor and report on	N	Y	Y	N	Socio-economic Management and Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	local and regional content with mechanisms to adapt procurement policies where required. - Commitment: Establish a system to monitor and report on local and regional content with mechanisms to adapt procurement policies, where required. - Standard: n/a or as established in negotiated agreements.					Records of Engagement	This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. During the reporting period, IAMGOLD continued to track Indigenous, local and regional procurement activity.
EA-MT90	EER Mitigation Commitment 90 - Labour Market / Population Demographics – employee training and development. - Mitigation: Provide on-the-job Common Core training to workers. - Commitment: Provide on-the-job Common Core training to assist local and regional workers to develop mining-specific skills or develop partnerships with existing initiatives. Employees would be part of IAMGOLD's Performance Management Process and development needs and opportunities would be identified through this process. - Standard: n/a or as established in negotiated agreements	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Numerous employment postings were published throughout the reporting period and provided to various stakeholders including but not limited to Mattagami First Nation, Metis Nation of Ontario, Flying Post First Nation, and Gogama Local Services Board, encouraging local and regional workers to apply for Site employment opportunities. Common Core training is provided for all new hires who require the training.
EA-MT91	EER Mitigation Commitment 91 - Labour Market / Population Demographics – training to access Project employment. - Mitigation: Support and/or provide training and education in local communities, where possible. - Commitment: Support and/or provide education and training for potential employees from local communities (Aboriginal communities and members of Gogama). Initiate discussions with potential partners for	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being monitored as part of the Socio-economic Management and Monitoring Plan. Development of a workforce training strategy, in collaboration with various community partners, began in 2021 and continued throughout the reporting period.

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	developing youth mentorship programs. Work with appropriate community contacts to identify training needs, develop relevant training plans, and identify potential participants. - Standard: n/a or as established in negotiated agreements.						Numerous employment postings were issued during the reporting period and shared with stakeholders, including, but not limited to, Mattagami First Nation, Métis Nation of Ontario, and Flying Post First Nation, to encourage and prioritize applications from Indigenous, local, and regional workers for operational employment opportunities. The Site's procurement strategy encourages contractors to hire Indigenous and local workers and to offer skills development and technical training as part of employment. An Environmental Monitor from Mattagami First Nation is employed on the Site and is receiving both on-the-job and supplementary training as needed. During a portion of the reporting period, the Environmental Monitor position from Flying Post First Nation was vacant.
EA-MT92	EER Mitigation Commitment 92 - Unidentified Project-related socio-economic / community effects. - Mitigation: Management plan to address potential Project-related socio-economic / community effects. - Commitment: IAMGOLD will work with potentially affected Aboriginal groups to develop a socio-economic / community management plan to address potential Project-related socio-economic / community effects identified through the environmental assessment process and/or at later stages of the Project. - Standard: n/a or as established in negotiated agreements.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact Benefit Agreements	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of Community-specific Socio-economic Management and Monitoring Plans that were finalized in 2020. Plans were prepared with IAMGOLD's Impact and Benefit Agreement partners, Mattagami First Nation and Flying Post First Nation as well as Gogama. The plans are implemented jointly by IAMGOLD and Socio-economic Management and Monitoring Plans Committee formed in the respective communities. During the reporting period, the plans were implemented through

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							regular SEMMP Committee meetings and consistent communication between IAMGOLD and the Socio-economic Management and Monitoring Committee members.
EA-MT93	EER Mitigation Commitment 93 - Labour Market / Population Demographics – local suppliers. - Mitigation: Implement a procurement process that promotes Aboriginal and local suppliers. - Commitment: Develop and implement a procurement process that promotes suppliers from the local community (First Nations, Métis and Gogama). - Standard: n/a or as established in negotiated agreements.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact Benefit Agreements.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Site encourages participation of Indigenous, local and regional businesses in procurement of goods and services. During the reporting period, IAMGOLD and its IBA partners, Mattagami First Nation, and Flying Post First Nation, continued to implement the various provisions contained within the respective agreements, including those related to procurement of goods and services, via Special Purpose Vehicle (SPV) meetings.
EA-MT94	EER Mitigation Commitment 94 - Business Opportunities – Encourage local suppliers. - Mitigation: Implement a procurement process that encourages Aboriginal and local suppliers. - Commitment: Implement a procurement process that encourages suppliers from local Aboriginal communities and Gogama. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact Benefit Agreements	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Site procurement approach encourages Indigenous, local and regional content in goods and services.

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Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							IAMGOLD and its IBA partners, Mattagami First Nation and Flying Post First Nation, continued to implement the various provisions contained within the agreement, including those related to procurement of goods and services, via SPV meetings.
EA-MT95	EER Mitigation Commitment 95 - Business Opportunities – support local businesses through procurement process. - Mitigation: Support capacity building for local businesses. - Commitment: Increase capacity building for local businesses during the Construction and Operations phases to help them effectively bid for opportunities in the Closure and Post-closure phases. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Supply Chain Procedure	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. The Site's procurement approach encourages local and regional content in goods and services. During the reporting period, IAMGOLD and its contractors provided information to support local businesses to bid on Site-related opportunities upon request and facilitated introductions between local businesses and regional contractors.
EA-MT96	EER Mitigation Commitment 96 - Community Health Conditions – long distance phone service for worker health. - Mitigation: Provide access to long distance phone service for employees. - Commitment: Provide access to long-distance calls and internet connections to help maintain healthy family relationships. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Internet and Wi-Fi connection (with Voice Over Internet Protocol capability) is provided within the on-site accommodations.
EA-MT97	EER Mitigation Commitment 97 - Community Health Conditions – demands on local health services. Emergency Services – demands on local emergency	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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	services - Mitigation: Provide for basic worker health care. - Commitment: Provide immediate access to care if required to minimize additional demands on off-site community health facilities. - Standard: n/a					Emergency Response Plan	An on-site comprehensive health and wellness program was active throughout the reporting period, including a full-service on-site Occupational Health Centre to provide medical and occupational health services. The Centre is fully staffed with Occupational Health Nurses, Physician Assistants and a Medical Director.
EA-MT98	EER Mitigation Commitment 98 - Community Health Conditions – health management. - Mitigation: Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers. - Commitment: Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers to promote a healthy living culture in surrounding communities. - Standard: n/a	N	Y	Y	Y	Occupational Health Program	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. A comprehensive health and wellness program was active throughout the reporting period, including a full-service on-site Occupational Health Centre to provide medical and occupational health services. The Centre is fully staffed with Occupational Health Nurses, Physician Assistants and a Medical Director.
EA-MT99	EER Mitigation Commitment 99 - Community Health Conditions – unsafe driving conditions potentially leading to traffic accidents. - Mitigation: Provide worker transportation to and from Project site. - Commitment: IAMGOLD will consider bussing from communities that are beyond a reasonable commuting distance, e.g., Timmins and Sudbury. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Bus transportation is provided between the site and Sudbury, Timmins and Toronto.
EA-MT100	EER Mitigation Commitment 100 - Housing and Temporary Accommodations – on-site camp. - Mitigation: Develop on-site camp. - Commitment: Develop on-site camp while supporting	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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	the needs of commuters from across the regional study area through the provision of transportation services. - Standard: n/a						This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. On-site accommodations were functional during the reporting period.
EA-MT101	EER Mitigation Commitment 101 - Housing and Temporary Accommodations – demands for housing. - Mitigation: Monitor indicators of Project housing effects and adapting management measures. - Commitment: Monitor indicators of Project housing effects and adapting management measures with the local study area communities and appropriate agencies. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. On-site camps were functional during the reporting period.
EA-MT102	EER Mitigation Commitment 102 - Education – training to facilitate access to employment. - Mitigation: Support post-secondary education of workers. - Commitment: Encourage and support post-secondary education of workers (including scholarships for programs related to mining for First Nation and Métis students). - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact Benefit Agreements.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. IAMGOLD continued to support post-secondary education and skills development opportunities for students interested in mining-related careers. During the reporting period, IAMGOLD Corporate awarded two \$5,000 scholarships through the Young Mining Professionals Scholarship Fund. The Site also continued to support Indigenous post-secondary education through the Indspire bursary program, providing four \$5,000 scholarships annually, with matching contributions from the Government of Canada.

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EA-MT103	EER Mitigation Commitment 103 - Emergency Services – demands on local emergency services. - Mitigation: Maintain open communication with local service providers to monitor existing social issues. - Commitment: Maintain open communication with local service providers to monitor existing social issues. Indicators will be selected with input from these service providers so that any Project effects are identified and managed properly by responsible parties. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were implemented during the reporting period.
EA-MT104	EER Mitigation Commitment 104 - Other Community Services and Infrastructure – demands on local medical services. - Mitigation: Implement the Zero Harm policy at the Project site. - Commitment: Implement the Zero Harm policy and associated health and safety plans that could assist in promoting a safety culture in local communities, potentially reducing demands on local medical services. - Standard: n/a	N	Y	Y	Y	Health and Safety policies	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Appropriate Health and Safety policies and plans are in effect for on-site activities.
EA-MT105	EER Mitigation Commitment 105 - Transportation – road safety training. - Mitigation: Road safety awareness training. - Commitment: Implement regular road safety awareness training for workers and contractors. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Employee onboarding	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and the Site Traffic Management Plan. Site information bulletins addressing this Commitment have also been successfully implemented as needed and will continue to be used throughout operations.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The Site has a comprehensive orientation program whereby contractors and visitors to the Site are made aware of Site rules, including but not limited to traffic safety and road safety.
EA-MT106	EER Mitigation Commitment 106 - Transportation – highway safety and conflicts with large equipment transport. - Mitigation: Schedule major equipment delivery and removal. - Commitment: Schedule major equipment delivery and removal at off-peak travel times, where practical. - Standard: Ministry of Transportation (MTO) Highway Traffic Act	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and the Site Traffic Management Plan.
EA-MT107	EER Mitigation Commitment 107 - Transportation – conflicts with other traffic. - Mitigation: Schedule shuttle bus travel. - Commitment: Schedule shuttle bus travel at off-peak travel times to avoid traffic conflicts with other commuters, school buses and recreation traffic. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Bus schedules were provided to relevant stakeholders including the Ontario Provincial Police and the Manitoulin-Sudbury District Services Board. Transportation of workers occurs Monday through Thursday, avoiding peak weekend recreational traffic.
EA-MT108	EER Mitigation Commitment 108 - Transportation – traffic volumes at peak travel times. - Mitigation: Schedule shifts to limit the number of daily shuttle buses. - Commitment: Schedule shifts so that not all construction workers travel off-site on the same days,	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	and thereby limiting the number of daily shuttle buses. - Standard: n/a						
EA-MT109	EER Mitigation Commitment 109 - Transportation – effects on highway infrastructure. - Mitigation: Transport oversized loads in parts. Ensure heavy load sizing and seasonal load restrictions. - Commitment: Transport oversized loads in parts to the mine site, if possible, to limit load stress on highway surfaces and obstruction of other traffic. Ensure heavy loads are sized appropriately and that truck traffic observes seasonal load restrictions. - Standard: MTO – Highway Traffic Act O.Reg., 413/05	N	Y	Y	Y	Permits / Approvals; Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Contractors transporting Site materials to the site are required to adhere to the applicable <i>Highway Traffic Act</i> requirements and obtain applicable permits as needed.
EA-MT110	EER Mitigation Commitment 110 - Transportation – potential for wildlife-vehicular accidents. - Mitigation: Report wildlife sightings on highways. Implement a wildlife observation log for all mammals (and road kill) on or near the Project roads. - Commitment: Report wildlife sightings on highways and on or near Project roads to inform workers and identify areas where wildlife is persistently present. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT111	EER Mitigation Commitment 111 - Labour Market / Population Demographics – further training. - Mitigation: Identify and implement basic skills and technical training for Aboriginal and local community	N	N	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	members to upgrade marketable skills and increase capacity, where possible. - Commitment: Identify and implement basic skills and technical training for Aboriginal and local community members to upgrade marketable skills and increase capacity. - Standard: n/a or as established in negotiated agreements or Closure Plan.						The Site offers entry-level positions that require no prior experience and provide on-the-job training in mill and mine operations, creating pathways for advancement to experienced operator roles. During the reporting period, the Site continued to support workforce development initiatives and extended its Job Readiness Program to Indigenous and local community members seeking entry-level skills development. The program was designed to help participants gain foundational industrial skills and reduce barriers to employment.
EA-MT112	EER Mitigation Commitment 112 - Business Opportunities – procurement process. - Mitigation: Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect Aboriginal and local capabilities. - Commitment: Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect local capabilities, where practicable. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	Y	Y	Socio-economic Management and Monitoring Plan; Supply Chain Procedure	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Supply Chain Procedure. Relevant aspects of the Plan and Procedure were successfully implemented during the reporting period.
EA-MT113	EER Mitigation Commitment 113 - Labour Market / Population Demographics – job placement assistance. - Mitigation: Offer company services linking workers with local social services that provide job placement assistance. - Commitment: IAMGOLD will facilitate access to external job placement or community services, etc. to transition laid-off or downsized employees into career opportunities as available	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: n/a or as established in negotiated agreements or Closure Plan.						
EA-MT114	EER Mitigation Commitment 114 - Labour Market / Population Demographics – employment relations. - Mitigation: Develop an employment community relations program - Commitment: Develop an employment community relations program to provide appropriate parties with plans and progress throughout the life of the Project. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT115	EER Mitigation Commitment 115 - Labour Market / Population Demographics – closure planning. - Mitigation: Work with local communities to develop a Project closure strategy that will minimize potential adverse effects of Project closure on regional communities. - Commitment: Engage and support local communities to develop specific strategies and actions as part of the closure plan that minimizes potential adverse closure effects on the regional communities. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT116	EER Mitigation Commitment 116 - Labour Market / Population Demographics –future site use. - Mitigation: Engage and support local and regional communities and stakeholders in planning decisions relating to future use of the Project site. - Commitment: Engage and support local and regional stakeholders in planning decisions for future use of the Project site that might benefit the regional economy or	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	contribute to community pride, cohesiveness, and sense of place. - Standard: n/a or as established in negotiated agreements or Closure Plan.						
EA-MT117	EER Mitigation Commitment 117 - Labour Market / Population Demographics – connect workers and employment opportunities. - Mitigation: Support the establishment of local/regional job opportunities roster/forum accessible for workers. - Commitment: Support local communities and government efforts to connect workers to a local/regional job opportunities forum prior to Project closure. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT118	EER Mitigation Commitment 118 - Labour Market / Population Demographics – support for small business development. - Mitigation: Post information on site for workers about other services agencies in the region that support small business ventures and planning. - Commitment: Inform workers about regional service agencies that support small business ventures and planning, if available. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT119	EER Mitigation Commitment 119 - Other Community Services and Infrastructure – closure effects on employment. - Mitigation: Inform and/or provide employees with access to resources to support transition to other	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	employment. - Commitment: Inform employees of resources to help support employment training, provide information about available financial assistance programs, and career development initiatives. - Standard: n/a						
EA-MT120	EER Mitigation Commitment 120 - Housing and Temporary Accommodations – resident retention after Project closure. - Mitigation: Support local economic diversification programs that could facilitate resident retention after Project closure. - Commitment: Support local economic diversification programs that could facilitate resident retention after Project closure. - Standard: n/a	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT121	EER Mitigation Commitment 121 - Business Opportunities – entrepreneurial economic development. - Mitigation: Support local entrepreneurial development. - Commitment: Support local entrepreneurial development for a diverse range of industries in order to lay foundations of post-operations economic diversification. - Standard: n/a	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT122	EER Mitigation Commitment 122 - Business Opportunities – communicate contract terminations effectively. - Mitigation: Communicate with affected businesses to prepare for the effects of contract termination. - Commitment: Communicate with affected businesses to prepare for the effects of contract termination.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: n/a or as established in negotiated agreements or Closure Plan						
EA-MT123	<i>Archived commitment.</i>						
EA-MT124	EER Mitigation Commitment 124 - Disturbance to archaeological sites. - Mitigation: Archaeological assessments Stages 1, 2, 3 and 4, as required - Commitment: Archaeological assessment at identified areas when sub-surface impacts are anticipated; monitoring, as required, of secondary impacts (i.e. erosion) when present - Standard: MTCS Regulations	Y	Y	Y	Y	Archaeology and Heritage Management Plan; Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, a licensed archaeologist was retained to complete all required fieldwork.
EA-MT125	EER Mitigation Commitment 125 - Storage of artifacts. - Mitigation: Transfer excavated artifacts to a public storage and curation facility for long-term protection - Commitment: Active consultation with MFN to coordinate the transfer of all artifact collections in accordance with MTCS protocols after analysis has been completed along with a community presentation. An MTCS collection transfer form will be completed by the surrendering licensee(s) and MFN and collections shall be curated to such standards in a public institution or other location as approved by MTCS. - Standard: MTCS Regulations	N	Y	Y	Y	Archaeology and Heritage Management Plan; Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, a licensed archaeologist was retained to complete all required fieldwork.
EA-MT126	EER Mitigation Commitment 126 - Site-Specific Mitigation Measures and Future Work for Archaeological Sites Comply with site-specific Archaeology commitments as proposed in Appendix C2 of the Environmental Effects	Y	Y	Y	Y	Archaeology and Heritage Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan. Ongoing archaeological assessments since the EER

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Review Report. Commitments include future work recommendations and protection measures for identified sites.						have resulted in an updated list of site-specific requirements which is revised as needed within the Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT127	<i>Archived commitment.</i>						

APPENDIX C

Compliance Status of EER Report Monitoring Commitments

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN1	EER Monitoring Commitment 1 - Total Suspended Particulate (TSP) - Parameter: Total Suspended Particulate (TSP). - Monitoring Method: High Volume (hi-vol) samplers. - Standard: Ontario Reg.419/05 air quality standard for TSP (24 hr averaging time). - Frequency / Timeframe: One sample every 6 days. - Location: Three locations (to be determined) triangulating the site to provide upwind / downwind assessment.	Y	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan and a Best Management Practices Plan for the control of fugitive dust emissions. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by Environmental Compliance Approval (ECA) (Air and Noise) 2930-BP3HVD. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MN2	EER Monitoring Commitment 2 - Metals - Parameter: Metals. - Monitoring Method: Analysis of hi vol TSP samples collected (filter). - Standard: Ontario Reg.419/05 air quality standards for metals. The metals to be monitored will be identified in the Ambient Monitoring Plan that will be submitted to the Ministry of the Environment, Conservation and Parks (MECP) prior to initiating the monitoring program. - Frequency / Timeframe: Select TSP filters (highest loading) to be analysed monthly. - Location: Three locations (to be determined), triangulating the site to provide upwind / downwind assessment.	N	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan and a Best Management Practices Plan for the control of fugitive dust emissions. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by ECA 2930-BP3HVD dated September 10, 2020. Relevant aspects of the Plan were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							Monitoring and reporting is ongoing per regulatory requirements.
EA-MN3	EER Monitoring Commitment 3 - NOx/SO2 - Parameter: NOx/SO2. - Monitoring Method: Passive samplers. - Standard: Screening Level to be established based upon Alberta's proposed Air Monitoring Directive and Ontario's AAQC for other averaging times. - Frequency / Timeframe: Monthly samples. - Location: Co-located with the hi-vol samplers.	N	Y	Y	N	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by ECA 2930-BP3HVD dated September 10, 2020. Relevant aspects of the Plan were successfully implemented during the reporting period. Regular updates to the Site's air dispersion model, as summarized in the Site ESDM reports indicate compliance with applicable point of impingement criteria for criteria air contaminants including NOx and SO ₂ .
EA-MN4	EER Monitoring Commitment 4 - Vibration Levels (PPV), construction or operational vibration - Parameter: Vibration Levels (PPV), construction or operational vibration. - Monitoring Method: Vibration monitor. - Standard: NPC-103, NPC-119. - Frequency / Timeframe: PPV to be monitored at the closest receptor location (<1 km) at least once in a year during blasting operations. Vibration monitors to be setup to record PPV for each blast. Vibration monitor to record instantaneous blast vibration levels during the blasting period.	N	Y	Y	N	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: Specific sensitive receptors to be determined within the study area based on blasting at that time. Typically, the closest sensitive receptor to the blast vibration can be used to represent a group of receptors.						
EA-MN5	<i>Archived commitment.</i>						
EA-MN6	EER Monitoring Commitment 6 - A-weighted decibels (dBA), operations noise - Parameter: A-weighted decibels (dBA), operations noise. - Monitoring Method: Noise Monitor. - Standard: NPC-103. - Frequency / Timeframe: Noise level to be monitored at the closest receptor location (<1 km) at least once per year between the initial operation period (Year 1) and mid-operation period (Year 7) to confirm NPC-300 criteria are not exceeded. Noise monitor to record hourly sound levels for a minimum period of 1 week. - Location: Specific sensitive receptors to be determined within the study area based on operations at that time. Typically, the closest sensitive receptor to the operational noise can be used to represent a group of receptors.	N	N	Y	N	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. A noise study was conducted in 2025 during the operations phase, and the results indicated that NPC-300 noise limits were not exceeded.
EA-MN7	EER Monitoring Commitment 7 - Decibels (dBL), construction or operational blasting noise - Parameter: Decibels (dBL), construction or operational blasting noise. - Monitoring Method: Noise Monitor. - Standard: NPC-103, NPC-119. - Frequency / Timeframe: Noise level to be monitored at the closest receptor location (<1 km) at least once per year during blasting operations. Noise monitor to be setup to record noise levels for each blast.	N	Y	Y	N	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. A noise study was conducted in 2025 during the operations

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Noise monitor to record instantaneous sound levels, during the blasting period. - Location: Specific sensitive receptors to be determined within the study area based on blasting at that time. Typically, the closest sensitive receptor to the blast noise can be used to represent a group of receptors.						phase, and the results indicated that NPC-119 noise limits were not exceeded.
EA-MN8	EER Monitoring Commitment 8 - Groundwater monitoring - Parameter: Groundwater monitoring. - Monitoring Method: Installation of well nests, if necessary, adjacent to select hydrological monitoring stations, which allows determination of interactions between groundwater and surface water. - Standard: Good Industry Practice. - Frequency / Timeframe: Manual measurements will occur quarterly. - Location: At select hydrological monitoring stations.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025 and annual reports under various (Permits to Take Water) PTTWs	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period. Manual measurements occur thrice yearly due to winter conditions.
EA-MN9	EER Monitoring Commitment 9 - Groundwater levels around the open pit - Parameter: Groundwater levels around the open pit - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Deep groundwater monitoring well nests at select locations around the perimeter of the open pit.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025 and annual reports under various PTTWs	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period. Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN10	EER Monitoring Commitment 10 - Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF) - Parameter: Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF). - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Up to 15 existing well locations and up to 10 new well locations around the perimeter of the MRA and TMF.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period. Manual measurements occur thrice yearly due to winter conditions. Based on consultation with qualified hydrogeological specialists, continuous groundwater level monitoring was not considered necessary during the reporting period to meet the intended monitoring objectives. Manual groundwater level monitoring continues to provide sufficient information to assess groundwater conditions and trends around the MRA and TMF.
EA-MN11	EER Monitoring Commitment 11 - Groundwater levels in vicinity of surface water features - Parameter: Groundwater levels in vicinity of surface water features to assess interactions between groundwater and surface water. - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. Monitoring and reporting are ongoing per regulatory requirements.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	to record on an half-hourly basis. Manual measurements will occur quarterly. - Location: Monitoring well nests adjacent to select hydrological monitoring stations.						Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.
EA-MN12	EER Monitoring Commitment 12 - Surface water level (lakes and streams) - Parameter: Surface water level (lakes and streams). - Monitoring Method: Automatic water level recorder (transducer) along with manual staff gauge measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual staff gauge measurements will occur quarterly and will be surveyed to a geodetic datum annually. - Location: Selected existing locations*, additional new stations in waterways and realignments surrounding the infrastructure footprint. * Existing locations may require upgrades or improvements for long term monitoring.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Hydrometric Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. Manual measurements occur thrice yearly due to winter conditions.
EA-MN13	EER Monitoring Commitment 13 - Streamflow (lake outflows and streams) - Parameter: Streamflow (lake outflows and streams). - Monitoring Method: Standard velocity-area stream current methodology. - Standard: Environment Canada (1981) Hydrometric Field Manual – Measurement of Streamflow. - Frequency / Timeframe: Initially quarterly, frequency may be reduced as natural variability is addressed. - Location: Selected existing locations*, additional new stations in waterways and realignments surrounding the	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Hydrometric Monitoring Plan. Relevant aspects of the monitoring program were implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	infrastructure footprint. * Existing locations may require upgrades or improvements for long term monitoring.						
EA-MN14	EER Monitoring Commitment 14 - Meteorological parameters - Parameter: Meteorological parameters including air temperature, relative humidity, wind speed, wind direction, solar radiation and total precipitation. - Monitoring Method: Meteorological sampling equipment located on 10 m tower. - Standard: Environment Canada (1992) Atmospheric Environment Service (AES) Guidelines for Co-operative Climatological Autostations. - Frequency / Timeframe: Parameters will be recorded on an hourly-time interval, data downloaded quarterly. - Location: Continue sampling at the current location.	N	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Management and Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN15	EER Monitoring Commitment 15 - Environment Canada Mollie River Streamflow station - Parameter: Environment Canada Mollie River Streamflow station - Monitoring Method: Desktop review using available records from Environment Canada. - Standard: Good Industry Practice. - Frequency / Timeframe: Monthly review, annual summary. - Location: Mollie River Streamflow gauging station.	N	Y	Y	Y	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN16	EER Monitoring Commitment 16 - Water Levels at Ontario Power Generation (OPG). Mesomikenda Lake Dam - Parameter: Water Levels at Ontario Power Generation (OPG). Mesomikenda Lake Dam. - Monitoring Method: Desktop review using available records from OPG.	N	Y	Y	Y	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring program

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: Good Industry Practice - Frequency / Timeframe: Annual review and summary. - Location: Mesomikenda Lake dam.						were successfully implemented during the reporting period.
EA-MN17	EER Monitoring Commitment 17 - Water usage from freshwater sources - Parameter: Water usage from freshwater sources. - Monitoring Method: Flow meter capable of recording instantaneous and total daily volume. - Standard: Ontario Water Resources Act (Section 34) - Frequency / Timeframe: Daily - Location: Mesomikenda Lake or other freshwater source.	N	N	Y	N	Permits / Approvals; Water Environmental Monitoring Plan; Annual reports under various PTTWs	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Various PTTW applications have been approved by the MECP for surface water taking. This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.
EA-MN18	EER Monitoring Commitment 18 - Discharge to the environment - Parameter: Discharge to the environment. - Monitoring Method: Flow meter or calibrated flow conveyance feature capable of providing instantaneous and total daily volume. - Standard: Ontario Water Resources Act (Section 53). - Frequency / Timeframe: Daily. - Location: Polishing pond outlet.	N	N	Y	N	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN19	EER Monitoring Commitment 19 - Water transfer - Parameter: Water transfer. - Monitoring Method: Flow meter capable of recording instantaneous and total daily volume. - Standard: Good Industry Practice. - Frequency / Timeframe: Daily.	N	N	Y	N	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: MRA collection ponds, mine water pond, reclaim pond, polishing pond.						implemented for ponds that have been commissioned during the reporting period.
EA-MN20	EER Monitoring Commitment 20 - Reservoir Water Levels - Parameter: Reservoir Water Levels. - Monitoring Method: Manual staff gauges or automatic water level sensors. - Standard: Good Industry Practice. - Frequency / Timeframe: Monthly. - Location: MRA collection ponds, mine water pond, reclaim pond, polishing pond.	N	Y	Y	N	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented for ponds that have been commissioned during the reporting period.
EA-MN21	EER Monitoring Commitment 21 - Surface water quality - Monitoring Method: Surface water grab sample collection using in-field filtering and preservation, as required. Quality assurance / quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling event to represent a minimum of 10% of the samples. - Standard: Provincial Water Quality Objectives (PWQO) and Canadian Water Quality Guidelines (CWQG), with laboratory detection limits suitable for comparison to these guidelines. Metal Mining Effluent Regulations (MMER) and Ontario Regulation 560/94. Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Sampling events will be conducted during all Project phases at a frequency sufficient to detect changes in water quality; the frequency will depend on the station location and will aim to capture a range of flow conditions, as required. The frequency of effluent monitoring will meet federal and provincial effluent discharge	N	Y	Y	Y	Water Environmental Monitoring Plan, Aquatic Management and Monitoring Plan; Permits / Approvals; Water Environmental Monitoring Plan; Reports as required under ECA 2303-DLLJ7A dated September 19, 2025 and other regulatory requirements	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan and Aquatic Management and Monitoring Plan, which includes an Aquatic Environmental Monitoring Plan, and the Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	requirements. - Location: Project site components: open pit sump, seepage collection ponds, mine water pond, reclaim pond, polishing pond and domestic sewage effluent outlets as appropriate to the mine phase. Surface water receivers: Moore Lake, Chester Lake, Little Clam Lake, Clam Lake, Three Duck Lakes (upper, middle and lower basins), Mollie River between Three Duck Lakes and Dividing Lake, Dividing Lake, Bagsverd Lake, Unnamed Lake #6, Schist Lake, Neville Lake, Mesomikenda Lake (upper basin) and downstream from the local study area (downstream from Mesomikenda Lake and Dividing Lake). Samples will also be collected in appropriate reference areas. - Parameter: Surface water quality samples will be analyzed for various general chemistry, metals, ions, nutrients, cyanide species, a radionuclide, organic parameters, and total and methyl mercury. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. Parameter list: Temperature, pH, alkalinity, acidity, conductivity, hardness, dissolved oxygen, oxygen-reduction potential (ORP), total suspended solids, total dissolved solids, dissolved organic carbon, total organic carbon, biological oxygen demand (BOD), chemical oxygen demand (COD), calcium, chloride, fluoride, magnesium, potassium, sodium, sulphate, aluminum, antimony, arsenic, barium, beryllium, bismuth, boron, cadmium, chromium, cobalt, copper, iron, lead, lithium, manganese, mercury, methyl mercury, molybdenum, nickel, selenium, silicon, silver, strontium, thallium, tin, titanium, tungsten, uranium, vanadium, zinc, zirconium, nitrate, nitrite, total ammonia, phosphate, phosphorus, cyanide species (total, free, weakly						

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	acid dissociable [WAD]) and radium-226. In addition, organic contaminants (i.e. oil and grease, phenols and polycyclic aromatic hydrocarbons) will be analyzed at select stations during select sampling rounds.						
EA-MN22	EER Monitoring Commitment 22 - Groundwater quality - Monitoring Method: Groundwater sample collection using pumping techniques and in-field filtering and preservation, as required. Quality assurance / quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling round. - Standard: Ontario Drinking Water Standards (ODWS), PWQO and CWQG, with laboratory detection limits suitable for comparison to these guidelines. MMER and Ontario Regulation 560/94. - Frequency / Timeframe: Sampling events will be conducted during all Project phases at a frequency sufficient to detect changes in water quality; the frequency will therefore depend on the station location and will aim to capture a range of flow conditions, as required. The frequency of effluent monitoring will meet federal and provincial effluent discharge requirements. - Location: Groundwater monitoring wells around the MRA, ore stockpiles, and TMF, polishing pond and landfill (if constructed). - Parameters: Groundwater quality samples will be analyzed for various general chemistry, major ions, metals nutrients, cyanide species and organic parameters. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. Parameter list:	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required under ECA (Sewage) 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Temperature, pH, alkalinity, acidity, conductivity, hardness, dissolved oxygen, oxygen-reduction potential (ORP), total dissolved solids, dissolved organic carbon, total organic carbon, calcium, chloride, fluoride, magnesium, potassium, sodium, sulphate, aluminum, antimony, arsenic, barium, beryllium, bismuth, boron, cadmium, chromium, cobalt, copper, iron, lead, lithium, manganese, mercury, molybdenum, nickel, selenium, silicon, silver, strontium, thallium, tin, titanium, tungsten, uranium, vanadium, zinc, zirconium, nitrate, nitrite, total ammonia, phosphate, phosphorus, and cyanide species (total, free, weakly acid dissociable [WAD]). In addition, analysis and organic contaminants (i.e. total petroleum hydrocarbons, phenols and polycyclic aromatic hydrocarbons) will be analyzed, if required, at select locations during select sampling rounds.						
EA-MN23	EER Monitoring Commitment 23 - Sediment quality - Parameter: Sediment quality samples will be analyzed for major ions, metals, nutrients (total nitrogen, total phosphorus), carbonate, organic carbon, sulphate, sulphide, particle size, total cyanide, total and methyl mercury. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Sampling method will be consistent with that described for the aquatic monitoring program (i.e., grab or core sample). - Standard: Ontario's Provincial Sediment Quality Objectives (PSQO) and the Canadian Sediment Quality Guidelines (CSQG). Concentrations in mine-exposed areas will also be compared to baseline and reference area values.	N	Y	Y	N	Aquatic Management and Monitoring Plan; Permits / Approvals Water Environmental Monitoring Plan; Annual reports under ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period. The sampling program is harmonized with the Environmental Effects Monitoring (EEM) as practicable.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Frequency / Timeframe: Sampling events will be conducted at a frequency sufficient to detect changes in sediment quality, and harmonized with the Environmental Effects Monitoring (EEM) as practicable. - Location: Lakes where changes to water quality are expected. Harmonized with EEM as practicable.						
EA-MN24	EER Monitoring Commitment 24 - Wildlife-project interactions - Parameter: Wildlife-project interactions (incidents). - Monitoring Method: Site surveillance monitoring to identify the species, number, and location of wildlife incidents and risks to wildlife. The information provides direct feedback for adaptive management of Project operations, Project designs and effectiveness of mitigation. - Standard: n/a. - Frequency / Timeframe: Frequency of interactions will be recorded as they occur. - Location: Project Site.	N	Y	Y	N	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period, including site records of wildlife observations and incidents. The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife observations and interactions.
EA-MN25	EER Monitoring Commitment 25 - Wildlife observations - Parameter: Wildlife observations. - Monitoring Method: Record incidental observations of Common Nighthawk and Bank Swallow on wildlife logs. - Standard: n/a. - Frequency / Timeframe: Continuous. - Location: Project Site.	N	Y	Y	N	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period, including site records of wildlife observations and incidents.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The Site has a comprehensive orientation program whereby any new employees or contractors accessing the Site are made aware of Site rules relating to environmental management, including wildlife observations and interactions.
EA-MN26	EER Monitoring Commitment 26 - Aquatic Biology / Water - TSS and turbidity - Parameter: Water- TSS and turbidity. - Monitoring Method: Standard Methods and water quality multi-meter. - Standard: 1 mg/L TSS and 1 Nephelometric Turbidity Unit (NTU) as Method Detection Limits (MDLs). - Frequency / Timeframe: Daily. - Location: Downstream of active construction areas.	N	Y	Y	N	Aquatic Management and Monitoring Plan; Erosion and Sediment Control Plan; Permits / Approvals; Water Environmental Monitoring Plan; Reporting under ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan, the Erosion and Sediment Control Plan and the Aquatic Management and Monitoring Plan, which includes a Fish and Fish Habitat Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN27	EER Monitoring Commitment 27 - Aquatic Biology / Noise and Vibration - Parameter: Noise and Vibration. - Monitoring Method: Acoustic monitoring to confirm the predicted effects of blasting in the Open Pit. - Standard: DFO guideline for instantaneous underwater over pressure of 100 kPa for various fish habitats and a 13 mm/sec vibration guideline for various spawning habitats (Wright and Hopky 1998). - Frequency / Timeframe: During Construction and within the first two years of Operations.	N	Y	Y	N	Aquatic Management and Monitoring Plan; Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes a Fish and Fish Habitat Environmental Monitoring Plan, and the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: South east bay of Clam Lake and the north bay of New Lake.						
EA-MN28	EER Monitoring Commitment 28 - Water - metals, pH, nutrients, hardness, dissolved organic carbon, alkalinity - Parameter: Water - metals, pH, nutrients, hardness, dissolved organic carbon, alkalinity. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Surface water grab sample collection using in-field filtering and preservation, as required. Inductively Coupled Plasma Mass Spectrometry (ICP-MS). Quality assurance /quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling event to represent a minimum of 10% of the samples. - Standard: (MDL< PWQO/CWQG standards). Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Sampling events will be conducted during all project phases at a frequency sufficient to detect changes in water quality; the frequency will therefore depend on the station location and will aim to capture a range of flow conditions, as required monitoring will be conducted until conditions are stable or less than guidelines for the protection of aquatic life. - Location: Downstream of Project discharge and in all areas potentially affected by mine related discharges as well as in appropriate reference areas.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reporting under ECA (Sewage) Condition 11 of ECA 2303-DLLJ7A dated September 19, 2025	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN29	EER Monitoring Commitment 29 – Sediment - metals, total organic carbon, grain size, mercury and methyl mercury - Parameter: Sediment-metals, total organic carbon, grain size, mercury and methyl mercury. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Surficial sediment collected from grab or core sample (top depositional layer). Method detection limits will be less than federal and provincial water quality guidelines. - Standard: Ontario's Provincial Sediment Quality Objectives and the Canadian Sediment Quality Guidelines. Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of Project discharge and reference areas.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN30	EER Monitoring Commitment 30 - Benthic invertebrate community - Parameter: Benthic invertebrate community. - Monitoring Method: Depositional sampling using petite Ponar, reduced to 500 micron and identified to lowest practical level. - Standard: EEM under Federal Metal Mining Effluent Regulations (MMER) and Canadian-Ontario Agreement (COA) requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: Locations downstream of the Project discharge and reference areas.						
EA-MN31	EER Monitoring Commitment 31 - Fish community - Parameter: Fish community. - Monitoring Method: Collect fish (small-bodied and large bodied) using standardized collection methods. Identify and enumerate and determine relative abundance. - Standard: EEM under MMER and COA requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of the Project discharge and habitats affected by watercourse realignments.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN32	EER Monitoring Commitment 32 - Fish health - Parameter: Fish health. - Monitoring Method: Two sentinel species – either a non-destructive study design (i.e. 100 individuals for length, weight and age) or a lethal survey (40 males and 40 females for length, weight, age, liver weight, gonad weight, egg size and fecundity). Measures of abnormalities on all fish collected. - Standard: EEM under MMER and COA requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of the Project discharge and reference areas.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN33	EER Monitoring Commitment 33 - Fish tissue Parameter: Fish tissue. Monitoring Method: Non-lethal biopsy tissue sampling methods will be used to collect skinless, boneless muscle	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	samples (5 g filet) from live individuals. Samples will be analyzed for total mercury. Samples will be weighed and acid digested prior to analysis using a variant of “Environmental Protection Agency Method 1631- mercury in water by oxidation, purge and trap, and cold vapour atomic fluorescence spectrometry”. Using this technique, low method detection limits of approximately 1 ng Hg/g wet tissue weight can be achieved. Standard: Health Canada and Ministry of the Environment and Climate Change consumption benchmarks. Frequency / Timeframe: Every 3 years during Operations and twice following Closure or until mercury concentrations in fish are stable or equal to reference areas. Location: In areas affected by stream realignments and reference areas.						This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN34	EER Monitoring Commitment 34 - Project effects on Indigenous traditional activities / traditional land use - Parameter: Project effects on Indigenous traditional activities / traditional land use. - Monitoring Method: IAMGOLD will continue to discuss potential Project effects on traditional activities with potentially affected Indigenous communities throughout the life of the Project. Should additional information regarding an Indigenous community’s traditional practices become available, IAMGOLD will review and consider any potential effects, and develop and implement necessary mitigation measures as appropriate. - Standard: n/a. - Frequency / Timeframe: Continuous - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and the Traditional Land Use Follow-Up Program. The Program was prepared in consultation with Indigenous communities with draft versions of the Plan circulated to communities for review and input before the Plan was finalized in 2020. Traditional land use and traditional activities are also captured in Impact Benefit Agreements between IAMGOLD and Mattagami First Nation, Flying Post First Nation and Métis Nation of Ontario Region 3.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities.
EA-MN35	EER Monitoring Commitment 35 - Project-related socio-economic effects on Aboriginal and non-Aboriginal populations - Parameter: Project-related socio-economic effects on Aboriginal and non-Aboriginal populations. - Monitoring Method: Socio-economic / Community Management Plan to monitor and respond to Project effects on Aboriginal and non-Aboriginal populations. Ongoing consultation with affected Aboriginal communities and stakeholders. - Standard: n/a. - Frequency / Timeframe: Continuous. - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Socio-economic Management and Monitoring Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the socio-economic effects monitoring program were implemented in collaboration with Mattagami First Nation and Flying Post First Nation as well as the community of Gogama during the reporting period.
EA-MN36	EER Monitoring Commitment 36 - Number, skill sets and positions held by local, First Nation and Métis persons and contractors at the Project site - Parameter: Number, skill sets and positions held by local, First Nation and Métis persons and contractors at the Project site (direct employment with IAMGOLD as well as contract employment). - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring programs were successfully implemented during the reporting period. IAMGOLD and its Impact Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Frequency / Timeframe: Annually for the life of the Project. - Location: n/a.						Ontario Region 3, continued to implement the various provisions contained within the respective agreements, including those related to the monitoring of employment of local Indigenous persons and contractors.
EA-MN37	EER Monitoring Commitment 37 - Number of employees moving into regional study area communities from outside of the region - Parameter: Number of employees moving into regional study area communities from outside of the region. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project. - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Human Resources records of employment / training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plans with Mattagami First Nation, Flying Post First Nation and the community of Gogama. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN38	EER Monitoring Commitment 38 - Number of employees taking cultural awareness training as part of their on-boarding procedure - Parameter: Number of employees taking cultural awareness training as part of their on-boarding procedure. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Site induction and Site orientation training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. All Canada-based IAMGOLD employees completed Indigenous Awareness Training (Indigenous Peoples of Canada: An Introduction to History and Relationship) during the reporting period.
EA-MN39	EER Monitoring Commitment 39 - Number of local employees or local applicants obtaining IAMGOLD-funded training to	N	Y	Y	Y	Socio-economic Management and	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	access Project employment - Parameter: Number of local employees or local applicants obtaining IAMGOLD-funded training to access Project employment. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.					Monitoring Plan; Human Resources records of employment / training	This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring programs were implemented during the reporting period.
EA-MN40	EER Monitoring Commitment 40 - Number of local employees obtaining upgrade training to access higher-paid positions with IAMGOLD - Parameter: Number of local employees obtaining upgrade training to access higher-paid positions with IAMGOLD. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Human Resources records of employment / training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Contractors are encouraged to provide training and development opportunities to support the skill development of local and Indigenous workers.
EA-MN41	EER Monitoring Commitment 41 - Number of local employees making successful transition to new work after closure - Parameter: Number of local employees making successful transition to new work after closure. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Starting towards the end of the Operations phase as production levels decline until completion of the Closure phase - Location: n/a.	N	N	Y	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the end of the Operations phase.</i>

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN42	EER Monitoring Commitment 42 - Number of local or First Nation and Métis companies hired for decommissioning and closure contracts - Parameter: Number of local or First Nation and Métis companies hired for decommissioning and closure contracts. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Closure phase - Location: n/a.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

