

Côté Community



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Lynn Girard, Mill Manager at Côté Gold

Celebrating International Women's Day: meet Lynn Girard!

March 8 marked International Women's Day – a global day to celebrate progress made and raise awareness of the work remaining to be done to ensure the full participation of women and girls for future generations. Côté Gold is strongly committed to fostering a supportive culture of inclusion and equity where every employee, regardless of

their gender identity, feels supported and respected to set them up for success.

To mark the occasion, Lynn Girard, our Mill Manager, shared a glimpse into her professional life and told us why she enjoys being a key part of the mining industry.

Find out more on page 3

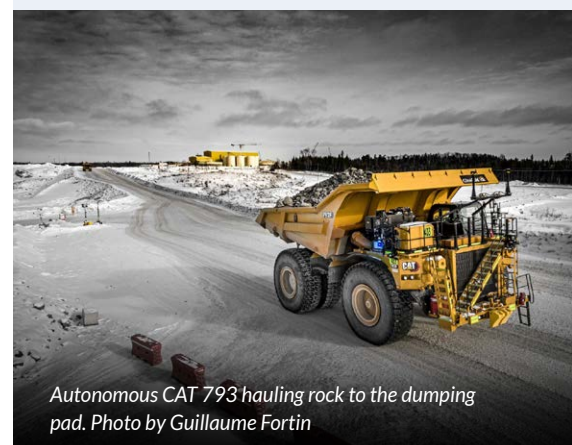
PROJECT UPDATES

Project is over 73% complete!

As of the end of December, construction of the Côté project was approximately 73% complete and advancing well in line with the project and cost schedule. With approximately 1,600 workers currently on site, the project is nearing peak capacity and has seen significant progress in the first quarter of the year towards the production target of early 2024.

A Mine for the Modern Age. The project achieved a major milestone in January with the initial deployment of the autonomous CAT 793 haul trucks controlled by the recently commissioned autonomous control room.

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Autonomous CAT 793 hauling rock to the dumping pad. Photo by Guillaume Fortin

Supporting Indigenous Students

Aligning our business goals with the long-term interests of our communities, through engagement and partnership, is essential to our future success. To that end, **we are privileged to continue the partnership with Indspire – an Indigenous-led registered charity investing in the education of First Nations, Inuit, and Métis people.** Madison Holmes and Nicholas Mackenzie, both social work university students, are the first recipients of the IAMGOLD Côté Gold Indspire bursary for post-secondary students from Métis Nation of Ontario (MNO) Region 3. They each received \$5,000 to help them continue their studies. Congratulations!

▼ *Madison Holmes, Social Work student at Carleton University*



“I’ll be graduating from the Bachelor of Social Work program this spring and have been accepted to the University of Ottawa to pursue a Bachelor of Education. This bursary has helped make my dream of becoming a teacher a reality! You have changed my life and I’ll forever be grateful for the financial aid you have provided.”

▼ *Nicholas Mackenzie, Social Work student at UBC*



“This bursary has supported a move to the West Coast to complete my Master’s Degree in Social Work at the University of British Columbia. Following graduation, my plan is to return to Ontario where I aspire to work in direct clinical practice supporting those with various mental health related challenges.”



Ontario’s Minister of Mines and Flying Post First Nation Chief visit Côté

At the end of January, we welcomed George Pirie, Ontario’s Minister of Mines, and Chief Murray Ray of Flying Post First Nation, for a tour of Côté Gold. The Minister was very impressed by the size and complexity of the project and the potential for job creation and sustainable economic growth in the region.

Delivering on a new mine as big as Côté Gold is no easy feat! Once in production in early 2024, Côté will be a model for mining in Canada and transformational for IAMGOLD. We are so proud of the work that has been accomplished by our staff and contractors. Thank you everybody for your determination in achieving our collective goals.

◀ *George Pirie, Ontario’s Minister of Mines, and Chief Murray Ray of Flying Post First Nation visit Côté Gold*

Lacrosse Camp held in Mattagami First Nation

Côté Gold strives to create and nurture long-lasting partnerships with the communities in which we operate and encourage our contractors to develop relationships with our Indigenous and local community partners. As a commitment to the youth engagement of Mattagami First Nation, Englobe, a contractor working for Côté Gold, sponsored a 2-day lacrosse clinic for students in grades 1-to-8 hosted by Nationwide Lacrosse at the Mattagami Odamino Centre & Rink in early January. The clinic was offered by professional lacrosse players from the National Lacrosse League. The coaches spoke about the origins of lacrosse and the strong Indigenous roots in the “medicine game” as well as the different experiences and opportunities they had been part of thanks to lacrosse.



▲ *Lacrosse clinic participants*



Lynn Girard at Côté Gold processing plant

International Women’s Day: Côté Gold’s Commitment to Equity, Diversity and Inclusion

At Côté Gold, we believe that leveraging diversity and inclusion through transformational leadership is the key to success. Lynn Girard shared her inspiring experiences of being a female leader working on the front line of the industry and offered advice to young women starting their careers in this sector.

How would you describe your leadership philosophy?

My leadership philosophy is centered around fairness, understanding, and growth. People want to do well, and everyone has value to add. Sometimes they just need help unlocking or communicating this value. The team needs to feel comfortable asking questions and challenging the status quo. Making mistakes is how we grow. We just need to ensure we use this experience to grow moving forward.

What is your experience of being a woman working in the mining sector? What has been your most significant challenge?

I have been fortunate to have incredible mentors throughout my career, most of whom were/are men. My mentors helped me become more self-aware, self-confident, set goals and work towards achieving them. I am naturally introverted and had to push myself out of my comfort zone to be successful in this field by finding ways to communicate my point of view in a factual and professional manner which results in respect and trust.

Do you believe that the presence of women in significant strategic and operational roles influences the ultimate success of a company?

I believe diversity and inclusiveness in general are critical for the success of a company. In this industry, the default is often to do something in a certain way because “this is how it was always done”. When we bring in diversity and inclusiveness, it forces us to challenge these perspectives which leads to better decisions.

What is your next or ultimate career goal?

My career goal is to continue to be challenged and grow as a leader. My priority now is to build a team that will successfully bring the Côté Gold mill into operation!

Do you have any advice to young women starting out in their studies or careers in this field?

Don’t shy away from the field. There are lots of exciting opportunities to make a real change. Believe in yourself, be genuine, and don’t give up. You will be placed in challenging situations outside

IAMGOLD Inclusion in the 2023 Bloomberg Gender-Equality Index

IAMGOLD has been included in the 2023 Bloomberg Gender-Equality Index. The reporting framework includes over 70 metrics, each allocated to one of five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and external brand.

As a strong supporter of accelerating and enhancing gender equity, we remain committed to promoting gender equity and providing our employees with the services and support they need to continue to thrive in their careers at IAMGOLD.

of your comfort zone. Approach these situations as opportunities to grow rather than obstacles that set you back.

Why work at Côté Gold?

Côté offers a unique opportunity to integrate diverse thinking and creative applications of technology to transform the future of mining. Join us to improve today and define tomorrow.

To view and apply for permanent positions visit www.iamgold.com/cotegoldcareers.



Construction

Construction progress was made in critical work fronts during the December holiday season. Monthly project advancement is estimated to be between 2 - 4% in the following months as per the construction execution schedule.

Earthworks activities

Earthworks activities advanced providing significant progress around water management infrastructure. Construction of water realignment channels is complete, and the east seepage collection pond dam was constructed. The Tailings Management Facility east starter dam has progressed well, including the liner installation from South to North.

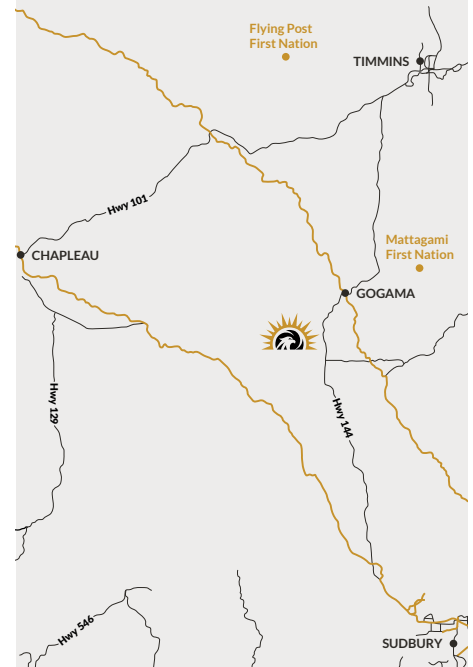
Processing plant and infrastructure

Progress in the crushing circuit area continued in December with the pour of the last elevation walls of the primary crusher. The majority of steel was installed in the HPGR and secondary

crushing, including the setting of the overhead cranes. The remainder of the grinding area has seen continuous progress, most notably in the coarse ore area, where all major equipment set-up and installation was well progressed. In January, focus was placed on piping and start of the electrical scope.

Autonomous Haulage System deployment

January 22 was hailed as a landmark day by our Côté Gold team after safely operating a full load, haul, and dump cycle using autonomous dump trucks. Congratulations to the whole team for taking on the challenges and for your commitment to making meaningful progress and delivering results safely!



Côté Gold is an open pit gold mining project in northern Ontario. The Project is a joint venture between IAMGOLD Corporation and Sumitomo Metal Mining.



Health & safety

Safety is one of Côté Gold's core values and, as such, completing project construction safely is a top priority. As of the end of January, the project surpassed +8.5 million hours with no lost time injuries. The teams at site are to be commended for their continued professionalism and vigilance.

Intelx deployment

The Côté Safety team has worked hard to customize, test, and launch into production our centralized Health, Safety and Environment (HSE) Management Software, also known as Intelx. This platform allows us to track and report our HSE data, analyze trends and draw insights to help us continue integrating health, safety and environment in our daily activities and help us achieve our Zero Harm vision.



Processing plant interior



Processing plant



Overview of autonomous trucks