

DIVERSITY POLICY

1. Purpose and Statement

IAMGOLD Corporation (“**IAMGOLD**” or the “**Company**”) recognizes the importance and benefits of promoting an environment within which the Company can call upon a broad range of expertise, knowledge, skills, experiences and background by promoting diversity among our employees, management and the Board of Directors (“the Board”).

The Company is committed to provide equal employment and advancement opportunities to all individuals. In this diversity policy (the “**Policy**”), diversity refers to any characteristics that can be used to differentiate groups and people from one another. Diversity includes, but is not limited, to gender, gender identity, religion or creed, race, ethnicity, nationality, aboriginal or indigenous status, age and disability.

The Company believes that diversity promotes the inclusion of different perspectives, ideas, and experiences which contribute to the enhancement of the Company’s organizational strength, competitive advantage, opportunity for innovation and corporate governance, which together contribute to the further success of the Company.

At the Company, each of its employees, management and Board members are personally responsible for maintaining a work environment that is free from discrimination and harassment and to treat all individuals equally with respect. The Company respects the rights and differences of others and recognizes the value of diversity within the organization.

2. Diversity Commitment to all Employees

The Company’s global diversity framework (“the **Framework**”) is the foundation for its long-term, career-oriented approach to employment. The Framework has three interrelated objectives: (1) attract, develop and retain a high performance workforce; (2) actively foster a productive work environment where individual and cultural differences are respected and valued; and (3) identify and develop leadership capabilities to excel in a global environment.

Within this Framework, the Company is committed to equal employment opportunities and prohibits harassment and discrimination in the workplace as well other unacceptable behaviours and actions as set out in the Company’s Code of Business Conduct and Ethics. The Company complies with applicable laws and regulations in the countries where it operates and strictly prohibits any form of harassment or discrimination.

3. Management Diversity

The Board recognizes and embraces the potential benefits of having a diverse leadership team, to maintain a competitive advantage at a global level. To achieve this, the identification and inclusion of qualified, diverse candidates, including women, is a priority of the Board. The executive leadership team reviews and discusses the Company’s talent pool regularly and takes into consideration industry experience, background, qualifications, race, ethnicity, gender and other diversity factors before approving management appointments, below the executive management level.

4. Board Diversity

A Board composed of appropriately qualified individuals with a broad range of experience, functional and diverse expertise relevant to the business and skills is important to the effective corporate governance, effective decision making and sustained commercial success of the Company.

In the context of the knowledge, skills, competencies and experiences required by the Company, and recognizing the potential benefits of diverse perspectives, where Board renewal or expansion is being considered, the Board, through its Nominating and Corporate Governance Committee (the “**Committee**”), will prioritize the identification, recruitment and nomination of highly qualified candidates.

To support Board diversity objectives, the Committee, when identifying candidates for nomination for election to the Board or appointment as management:

- a.) considers candidates who are highly qualified based on their business and functional expertise, knowledge and skills, promoting diversity and the needs of the Board and the Company;
- b.) considers the level of representation of women on the Board and the progress made toward achieving the Board’s set target of the greater of: (i) two female directors; and (ii) a Board comprised of thirty percent (30%) female directors;
- c.) considers the diversity criteria of a candidate, including, but not limited to, gender, age, race, ethnicity, disability and geographical background; and
- d.) in addition to its own searches, when appropriate from time to time, engages independent qualified external advisors to conduct a search for candidates meeting the Board and Company’s qualifications, including but not limited to, business and functional expertise, skills, experience and criteria that promotes diversity.

5. Monitoring, Reporting and Accountability

As part of the Company’s commitment to diversity, the Company will regularly measure and monitor the effectiveness of its efforts to create and promote a fair and diverse workforce. On an annual basis, the Human Resources department will review the diversity of the Company’s workforce and leadership structure and provide a report to the Chief People Officer. The report will then be reviewed with the President and Chief Executive Officer.

Board diversity will be monitored by the Committee. The Committee will assess the level of diversity on the Board and will report to the Board on an annual basis. In addition, in undertaking its responsibility for identifying and recommending new Board candidates, the Committee will, as part of its annual report to the Board, identify and disclose the diversity factors, including those factors described in this Policy, that it considered in evaluating candidates.

6. Adoption

This Policy was adopted by the Board of Directors on February 20, 2025