

### Message from our CEO

At IAMGOLD, we are committed to fostering a culture of responsibility and accountability across our operations. This commitment is reflected in our environmental, social, and governance (ESG) practices, our active participation in the Mining Association of Canada's Towards Sustainable Mining Initiative and adherence to the World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard®.

With a presence across two continents, we understand that our influence extends beyond the physical boundaries of our mines. As such, we recognize the importance of preventing, mitigating and managing risks across our global supply chain. The risk of forced labour and child labour is real in today's world, and we are committed to doing our part.

We believe in and follow internationally recognized human rights principles and expect the same from our employees, contractors, and suppliers. To mitigate and manage the risks of forced labour and child labour within our activities and throughout our supply chain, we have implemented key policies and processes at both the corporate and site levels to guide our approach.

For 2024, we continued to work on improving our human rights due diligence and controls. Key actions we took included:

- Continuing to map our business activities and tier 1 suppliers
- Conducting an inherent risk assessment of over 500 of our tier 1 suppliers
- Reviewing and updating our Human Rights Policy
- Updating our Supply Agreement Templates to include forced labour and child labour due diligence clauses

Addressing the risks of forced labour and child labour within our supply chain is a responsibility we take seriously. In 2025, we plan to conduct a residual risk assessment focusing on suppliers with the highest potential inherent risk of child and forced labour. Based on the findings, we plan to implement a targeted set of controls to further mitigate these risks. This step is important to help us address potential issues and safeguard the integrity of our supply chain. We remain committed to strengthening our human rights due diligence and controls, working with our suppliers to improve our practices, and being transparent about our progress.


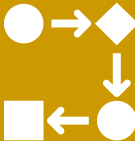



Sincerely,

**Renaud Adams**  
**President and CEO**

About this report

This Report constitutes IAMGOLD Corporation’s (“IAMGOLD” or the “Company” or “we” or “our”) second annual Report prepared under section 6(2) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Act”).<sup>1</sup> It covers the Company’s most recently completed financial year ending on December 31, 2024 (“Reporting Period”). The Report outlines the steps IAMGOLD has taken during the Reporting Period to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the Company.<sup>2</sup> This Fighting Against Forced Labour and Child Labour in Supply Chains Act Report (“Report”) is part of our annual reporting suite. Additional reports, including our Sustainability-related Reports can be found on our [website](#).

FY24 KEY HIGHLIGHTS

 <p>Human Rights Policy reviewed and updated</p>	 <p>Request for Proposal process reviewed</p>	
 <p>Continued mapping our business activities and tier 1 supply chain</p>	 <p>Undertook an inherent risk assessment on more than 500 of our tier 1 suppliers</p>	 <p>Updated our Supply Agreement Templates to incorporate forced labour and child labour due diligence</p>

<sup>1</sup> Financial Information: All financial information is reported in US dollars (USD) unless otherwise stated.

<sup>2</sup> IAMGOLD has prepared this Report based on information available to it at the time of preparation. This Report contains information or statements that express expectations or estimates of future performance, and all information or statements, other than statements of historical fact, constitutes forward-looking information or forward-looking statements within the meaning of applicable securities laws. Forward-looking statements may include, but are not limited to, statements relating to IAMGOLD’s policies and practices with respect to forced labour and child labour risk management, including statements of current intention and expectation and statements of opinion. Forward-looking statements are generally identifiable by the use of words such as “may”, “will”, “should”, “would”, “could”, “continue”, “expect”, “aim”, “anticipate”, “estimate”, “strive”, or “plan”, or the negative of these words or other variations on these words or comparable terminology. There can be no assurance that such statements will prove to be accurate, as IAMGOLD’s actual results and future events could differ materially from those anticipated in this forward-looking information because of the factors discussed in the “Risk Factors” section in IAMGOLD’s Annual Information Form, which is available at [www.iamgold.com](#) or on SEDAR+. Except as required by applicable laws or regulations, IAMGOLD does not undertake to publicly update or review any forward-looking statements.

# 1. Steps taken during our previous financial year

We are committed to maintaining our culture of accountable mining through high standards of environmental, social and governance practices. This Report specifically reflects our commitment to respecting internationally recognized human rights. We are guided by the United Nations Guiding Principles on Business and Human Rights and are committed to establishing an organizational culture that respects internationally recognized human rights as set forth in the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We expect all our employees and business partners, including contractors and suppliers, to respect internationally recognized human rights.

During the Reporting Period, we built upon our initial efforts to prevent and reduce the risk of forced labour or child labour within our business activities and supply chains.

Our key achievements for this financial year are illustrated above.

## 1.1 Structure

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in Canada and West Africa, including Côte Gold (Canada), Westwood (Canada), and Essakane (Burkina Faso). In 2024, the Company commenced production at the large-scale, long life Côte Gold Mine in partnership with Sumitomo Metal Mining Co. Ltd., which is expected to be among the largest gold mines in Canada. In addition, the Company has an established portfolio of early stage and advanced exploration projects within high potential mining districts.

IAMGOLD is listed on the New York Stock Exchange (NYSE: IAG) and the Toronto Stock Exchange (TSX: IMG). Our registered and principal office is located at 150 King Street West, Suite 2200 in Toronto, Ontario. In 2024, IAMGOLD’s global workforce was comprised of approximately 5,300 employees and contractors. IAMGOLD has over 1,200 employees in Canada, 2,300 employees in Burkina Faso and 92 employees involved in exploration projects worldwide.

The following graphic illustrates IAMGOLD’s subsidiaries and divisions, together with the jurisdiction of incorporation of each such subsidiary, the projects held through each subsidiary or division and the percentage of ownership interest that the relevant subsidiary or division of IAMGOLD maintains.

IAMGOLD CORPORATION Toronto, Canada NYSE: IAG   TSX:IMG		
Doyon Division (100%)	Côte Gold Unincorporated Joint Venture with Sumitomo Metal Mining Co. Ltd (70%)	IAMGOLD Essakane S.A. Burkina Faso, West Africa (90%)
Westwood Gold Mine Québec, Canada (100%)	Côte Gold Mine Ontario, Canada (100%)	Essakane Gold Mine Burkina Faso, West Africa (100%)

IAMGOLD is an active member of the World Gold Council (WGC) and the Mining Association of Canada (MAC).



The WGC champions the role gold plays as a strategic asset, shaping the future of a responsible and accessible gold supply chain. The WGC's Responsible Gold Mining Principles (RGMPs) establish a set of required practices for its members across all ESG aspects of gold mining. Additionally, the WGC's Conflict-Free Gold (CFG) Standard® helps companies to provide assurance that their gold is not contributing to conflict. IAMGOLD's RGMP and CFG reports are both externally assured.

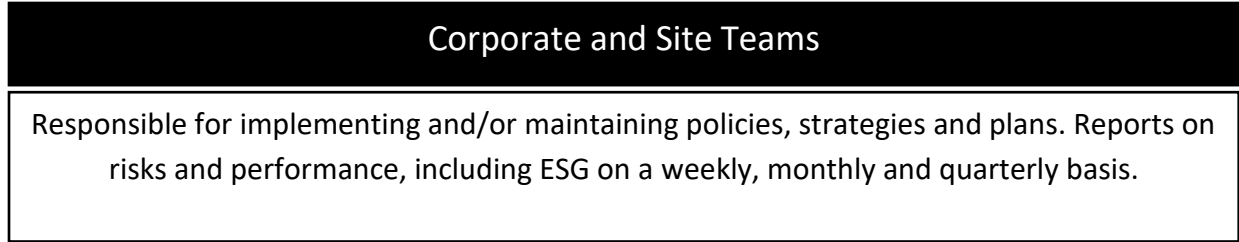
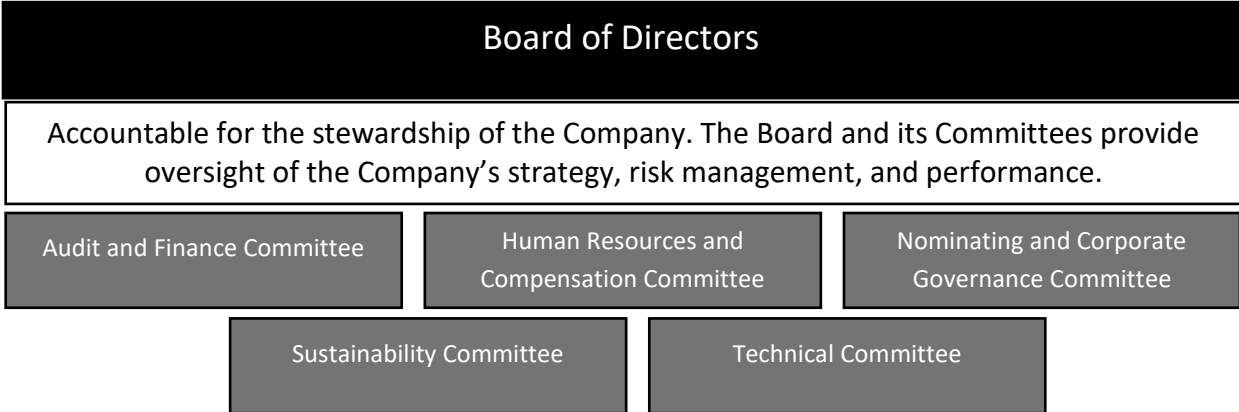


MAC promotes a strong, sustainable mining industry that benefits all Canadians and supports continued prosperity across the country. MAC's Towards Sustainable Mining (TSM) initiative is a globally recognized sustainability program that supports mining companies in the management of key environmental and social risks. As a MAC member, IAMGOLD is required to implement the TSM Protocols at all our Canadian operations. While it is not required, IAMGOLD also implements TSM at our international operations. In 2024, Essakane and Westwood received Level A and above on all TSM Protocols, with results reviewed through third-party verification.

## 1.2 Governance

Sustainability governance is overseen by the Board of Directors and integrated throughout our organization. The Board considers ESG central to IAMGOLD's strategy and performance. The Board oversees and monitors the Company's strategy, policies and standards, and practices through its five committees: Audit and Finance Committee, Human Resources and Compensation Committee, Nominating and Corporate Governance Committee, Sustainability Committee, and Technical Committee. The Sustainability Committee assists the Board in fulfilling its responsibilities under its mandate and applicable laws and regulations in respect of health, safety and security ("HSS") and environmental, social and governance matters (including human rights and modern slavery) ("ESG") at all of the Corporation's operations, projects and properties. The Board of Directors and its Committees receive regular updates on the Company's activities and risks, including those related to ESG, on a monthly, quarterly, and yearly basis or as needed. The Board meets at least quarterly and holds additional ad hoc meetings for other matters when necessary.

In order to support our employees and contractors endorse and implement human rights principles, we have established key roles and responsibilities within the organization. The Executive Leadership Team has overall accountability for our approach to human rights and security, and is responsible for ensuring that policies, processes and tools are in place.



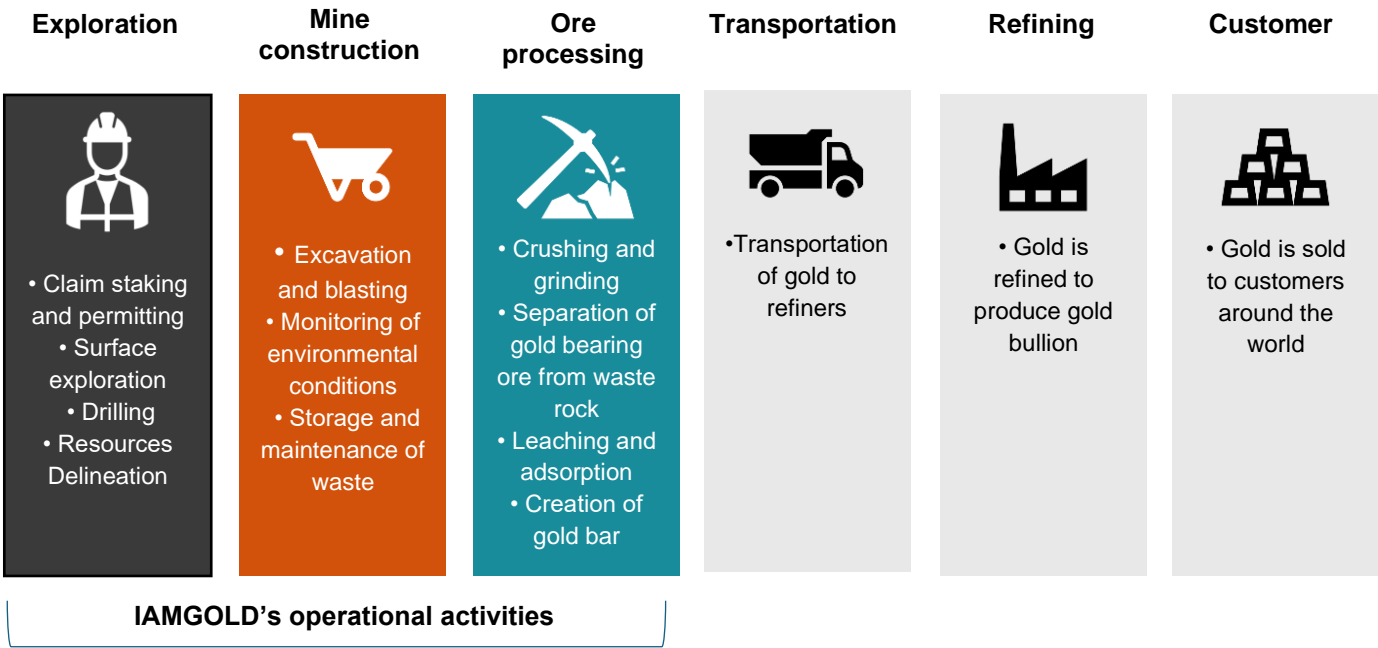
### 1.3 Activities

IAMGOLD has three active operating mines: Côté Gold and Westwood in Canada, and Essakane in Burkina Faso. This year, the Company commenced production at the large-scale long-life Côté Gold Mine in partnership with Sumitomo Metal Mining Co. Ltd., which is expected to be one of the largest gold mines in the country. Across our three mine sites, the 2024 global operation production saw 667,000 attributable ounces of gold produced.

#### Operating Mines

Mine	Côté Gold	Westwood	Essakane
Location	Ontario, Canada	Quebec, Canada	Burkina Faso, West Africa
Commodity	Gold	Gold	Gold
Ownership	70%	100%	90%
Type of mine	Open pit	Underground and satellite open pit	Open pit
Mineral processing	Crushing; grinding; gravity concentration; ore leaching; carbon-in-pulp recovery; electrowinning; and smelting to doré	Crushing; grinding; carbon-in-pulp recovery; stripping; electrowinning; and smelting to doré	Crushing, grinding, gravity concentration, carbon-in-leach recovery, electrowinning, and smelting to doré
Life of mine	Approximately 2041+	Approximately 2033	Approximately 2028
Infrastructure	Open pit mine, mine rock area, ore stockpile, processing plant, tailings management facility, overburden stockpile, emulsion facility, accommodations complex, internal access roads and gate houses	Underground mine, Grand Duc open pit satellite deposit, waste rock storage facilities, tailings storage facilities, paste backfill plant, water management facility, office complex, and gate house	Three open pits, waste rock storage facilities, ore stockpiles, ore processing facilities, tailings storage facility, power generating plants, including a solar plant, maintenance workshops, airstrip and camp

The Company also has an established portfolio of early stage and advanced exploration projects within highly prospective mining districts. Exploration plays a vital role in mining by enabling the identification and evaluation of mineral deposits. It requires significant time, resources and expertise to allow companies to make informed decisions on the mineral deposits, assess their quality and quantity and determine economic viability. In 2024, IAMGOLD continued to pursue exploration activities that ranged from greenfield early-stage exploration in Ontario, Quebec and Peru to more advanced deposit delineating drilling at our Côte Gold and Essakane mine sites.



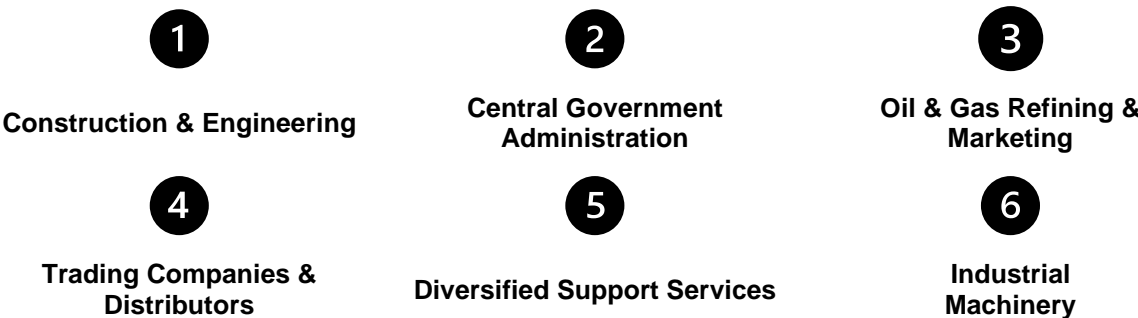
# 1.4 Supply chain

IAMGOLD’s supply chain is global, diverse and dynamic. It spans continents and encompasses goods used for exploration and processing to transportation and refining. It includes a diversity of suppliers, subcontractors, intermediaries and stakeholders involved in each stage of the supply chain.

With the support of a third-party consultant, we mapped our supply chain using the Global Industry Classification Standard (GICS).<sup>3</sup> This included aligning 92% of IAMGOLD’s procurement spend to GICS sub-industry codes for a sample of our tier 1 suppliers with a net spend threshold of approximately \$290,000 or more. Additionally, it encompassed tier 1 suppliers operating in high-risk industries (outlined in Section 3) and accounted for expenditures related to government entities. Amongst this segment of our supply chain, we procured the goods from suppliers operating across 6 continents – North America, South America, Europe, Asia, Africa, Oceania.

## Top categories of our procurement spend

The majority of our procurement spend can be categorized into the following sub-industries as defined by the Global Industry Classification Standard (GICS):



IAMGOLD’s supply chain is managed at two levels within the organization.

- **Global Supply Chain team:** Is responsible for developing supply chain related policies, standards and strategies; providing guidance to sites; managing global contracts; and conducting market intelligence.
- **Site-level Supply Chain team:** Each operating site has a local Supply Chain team that is responsible for supporting the procurement needs of the site. The local Supply Chain teams align their approach and strategies with the respective operational plans, as well as IAMGOLD’s policies on anti-bribery and corruption, human rights, local sourcing, sustainable development, and health and safety. All procurement commitments must adhere to the Global Supply Chain teams processes, use standard contract templates, and follow corporate policies.

Suppliers must complete the Supplier Code self-certification and are expected to have their sub-suppliers follow it. IAMGOLD has internal policies related to the purchase of goods and services that provide additional guidance and standards to help us manage the risks present in our global supply chain. This includes providing rules and guidelines to support cost efficiency, accountability and ethical business practices. It also sets out the hierarchy of responsibilities with senior management responsible for overseeing its review, approval and communicating key requirements.

Our Essakane operation utilizes a custom-built in-house tool to streamline its supplier engagement process. Potential suppliers undergo a pre-qualification process, which includes answering specific questions, confirming adherence to the Supplier Code of Conduct, and submitting mandatory documentation. Once approved, suppliers gain full access to the platform to view Requests for Proposals (RFP) and participate in inquiries, thereby fostering competition and collaboration. This approach aims to meet in-country obligations and reinforces IAMGOLD’s commitment to sustainable development and community engagement.

<sup>3</sup> The Global Industry Classification Standard (GICS) is a system used to categorize companies by sector, industry group, industry, and sub-industry. It was developed in 1999 by MSCI and Standard & Poor’s (S&P) for use by the global financial community. The GICS structure consists of 11 sectors, 25 industry groups, 74 industries, and 163 sub-industries. In order to map our supply chain and conduct the risk assessments, we used the 2018 GICS codes.



## 2. Policies and due diligence processes

IAMGOLD's Zero Harm® vision is our commitment to continually strive to reach high standards in human health and safety, minimize our environmental impact, and build collaborative relationships with our host communities. To support our vision, we have global policies and a management framework with specific guidance on community relations, environmental stewardship, risk management, health and safety, and human resources. We encourage collaboration between our sites and corporate teams to develop and exchange best practices.

All employees, contractors, officers and directors are expected to uphold IAMGOLD's commitment to health, safety and sustainability, and adhere to our suite of corporate policies. To prevent, mitigate and manage forced labour and child labour risks within our activities and throughout our supply chain, we have established several key policies and processes at the corporate and site levels that guide our approach.

Document	Relevance to forced labour and child labour	Policies and processes in action
<b>Human Rights Policy (<a href="#">Link</a>)</b>	<p>Establishes our core commitment to respect human rights, both in Canada and internationally.</p> <p>Prohibits child labour, forced labour and modern slavery in our operations and supply chains and establishes our commitment to perform due diligence to identify risks.</p>	<p>The policy applies to all our operations and activities and at all project development stages.</p> <p>Integrates our commitment to respect human rights into operational policies and procedures across the company and our business relationships, with the support and engagement of our stakeholders.</p>
<b>Code of Business Conduct and Ethics (<a href="#">Link</a>)</b>	<p>Sets the expectations by which we conduct our business activities, reflects our values and serves as a reference to guide our decisions.</p> <p>Requires our people to conduct business in accordance with all applicable laws and regulations, and high ethical standards.</p>	<p>Applies to everyone who works for IAMGOLD, including officers, members of our Board of Directors, employees, consultants and representatives worldwide.</p> <p>Each new director, officer, employee, consultant, and representative is required to certify their awareness and compliance with the Code of Business Conduct and then are required annually to attest to their awareness and compliance by successfully completing our training and certification process.</p>
<b>Supplier Code of Conduct and Ethics (<a href="#">Link</a>)</b>	<p>IAMGOLD requires at a minimum that our suppliers maintain policies that mandate adherence to applicable laws, standards, and regulations, and prohibit the employment and use of forced labour and child labour.</p>	<p>The Supplier Code of Conduct and Ethics ("Supplier Code") applies to all of suppliers working with us or on our behalf including contractors, consultants, vendors, their subcontractors, and any other contracted third-party individuals.</p> <p>The Supplier Code defines the minimum requirements suppliers are expected to incorporate into their own operations and take appropriate actions to confirm that their own suppliers also comply with the standards of our Supplier Code.</p> <p>Each new supplier is required to certify their awareness and compliance with the Supplier Code.</p> <p>Audits and verification of adherence to the Supplier Code may be conducted at the site level.</p>

Document	Relevance to forced labour and child labour	Policies and processes in action
Whistleblower Policy ( <a href="#">Link</a> )	Defines the steps employees, contractors, and representatives, or members of the public worldwide should follow when reporting complaints or concerns.	<p>Included in the annual Code of Business Conduct training provided to employees.</p> <p>Includes various mechanisms for submitting a complaint: by internet; by phone; by mail; by Skype; and complaint boxes at Essakane.</p> <p>Monitored and overseen by the Audit and Finance Committee of the Board.</p>
Supply Agreements (External)	<p>Require suppliers to conduct regular due diligence on their operations and supply chains to confirm there are no instances of forced labour or child labour and requires corrective actions to be taken if discovered. Corrective actions may include remediation for affected workers and their families, termination of contracts with non-compliant sub-contractors and implementation of preventative measures to avoid future occurrences, including through the provision of annual training to employees and sub-contractors.</p> <p>Suppliers are required to notify IAMGOLD if forced labour or child labour is detected.</p>	Require all new suppliers to sign agreements incorporating these requirements, providing IAMGOLD with the right to terminate an agreement without prior notice if forced labour or child labour is used, including within their supply chain.
Request for Proposal Process (RFP) (Internal)	Once implemented, it will require all bidders to submit a forced labour and child labour declaration along with their certification that child labour and forced labour is not used in their organisation and supply chain.	<p>Human rights criteria form a component of the RFP evaluation criteria.</p> <p>Bidders are asked to provide information on the origin of the goods proposed in the RFP including the countries of origin, the conditions of production, as well as any associated certification.</p>

## 2.1 Policy spotlight: Our Supplier Code of Business Conduct and Ethics

Our Supplier Code was adopted in 2021, and defines minimum requirements that suppliers are expected to incorporate into their own operations and includes those working for the supplier through a third-party contract. We expect suppliers to take appropriate measures to have their own suppliers comply with our minimum standards.







Each new supplier is required to certify their awareness and compliance with the Supplier Code when signing a contract with IAMGOLD. To support adherence, we may seek to conduct due diligence verification on any supplier by requesting evidence of a recent audit or a direct audit of the primary facility where goods are manufactured. In the case of non-compliance with our minimum standards, we will work with the supplier to put in place mutually agreed upon corrective actions and a schedule for implementing them. If the supplier is unwilling or omits to correct gaps identified, or is materially misaligned with our values, we may terminate our business relationship and procurement agreement.

### **Supplier requirements within IAMGOLD's Supplier Code of Business Conduct and Ethics**

- ✓ **Conduct operations in a manner consistent with the United Nations Universal Declaration of Human Rights and the International Labour Organization's core labour rights**
- ✓ **Maintain a whistleblower channel and provide clear communication to employees that there is no retribution for speaking up**
- ✓ **Have all employees, including contract workers, work at their own will**
- ✓ **Not be involved in human trafficking, or use any form of slave, forced, bonded, indentured, or prisoned labour**
- ✓ **No employees or contract workers should be required to pay any fees to obtain or retain their employment**
- ✓ **Fees and costs associated with recruitment and employment should be paid by the Supplier**
- ✓ **Not withhold employee's original government issued identification and travel documents**
- ✓ **Make employee contracts clear, in a language understood by workers**
- ✓ **Not impose unreasonable restrictions on movement within the workplace**
- ✓ **Respect the rights in the Convention on the Rights of Child**
- ✓ **Not engage in, or allow child labour within their facilities or those of their suppliers**
- ✓ **Follow the International Labour Organization's definition of the minimum age for admission to employment or work**
- ✓ **Not employ individuals under the age of 15, except in some countries where this age is varied by local legislation**
- ✓ **Comply with local law if it sets an older age to define child labour**
- ✓ **Comply with local laws and regulations with respect to working hours, overtime and days of rest**
- ✓ **In the absence of local laws or collective agreements, a workweek should be restricted to 60 hours, including overtime**

2.2 Multiple channels have been established for internal and external stakeholders to report grievances

We have set up multiple reporting channels to enable employees, contractors, representatives or members of the public to report perceived incidents of misconduct openly, confidentially, or anonymously. Reports can be made to the Chair of the Audit and Finance Committee, or to the Chair of the Nominating and Corporate Governance Committee, through the confidential reporting service, or directly to any member of the Company’s management. Complaint boxes have also been established at select sites.

	<b>Internet</b>	<a href="http://www.clearviewconnects.com">www.clearviewconnects.com</a>
	<b>Phone</b>	1 (866) 506-6954 Or by calling collect +1 (416) 385-6016
	<b>Mail</b>	Confidential post office box at: P.O. Box 11017, Toronto, Ontario M1E 1N0
	<b>Email</b>	The Chair of the Audit and Finance Committee or the Chair of the Nominating and Corporate Governance Committee service as follows: <a href="mailto:Chair_Audit@iamgold.com">Chair_Audit@iamgold.com</a> or <a href="mailto:Chair_NCGC@iamgold.com">Chair_NCGC@iamgold.com</a> .
	<b>Skype</b>	Skype call to ClearView Connects to the following username: <a href="#">clearview-iamgold</a>
	<b>Complaint boxes</b>	Complaint boxes are opened monthly at Essakane through the independent oversight of the internal audit function and reported to the Audit and Finance Committee.

Grievances received in 2024

None of the whistleblower complaints received by IAMGOLD in 2024 were related to human rights violations. All other complaints were investigated and reported to the Audit and Finance Committee of the Board.

## 2.3 Whistleblower investigation process

When an allegation of misconduct is reported either directly or anonymously through the above channels, the Audit and Finance Committee is informed by management. Depending on the allegation's severity, the Audit and Finance Committee, management, or another committee of the Board will investigate. Counsel, and internal or external auditors, may be involved.

IAMGOLD strictly prohibits retaliation against anyone who makes a report in good faith. Unless required by judicial or other legal processes, we will keep the identity of any individual who makes a report confidential. All records of reports, investigation results, and any actions taken during the investigation are retained for seven years.

## 3. Forced labour and child labour risks

Inherent risk refers to the likelihood of forced labour or child labour practices arising within a particular country, industry, or business operation, influenced by factors such as the intensity of labour, dependence on migrant workers, insufficient regulations, or economic instability. An inherent risk assessment helps businesses identify areas with a potential increased risk of forced or child labour. This allows organizations to pinpoint risk hotspots and then prioritize time and financial investment into those sites and suppliers of highest inherent risk. However, it is important to note that identifying inherent risk does not imply that forced or child labour practices are currently occurring.

We engaged an independent third-party consultant to conduct two inherent risk assessments to understand the potential inherent risks within our operations as well as in our supply chain. In February 2024, we conducted our first assessment on a sample of tier 1 suppliers from our 2023 procurement spend. We followed a risk-based approach to identify suppliers providing higher risk products and services and operating within higher risk countries. The supplier sample selected included a total of 196 tier 1 suppliers representing \$937 million, operating across 22 countries.<sup>4</sup>

In January 2025, we conducted a further assessment over a sample of tier 1 suppliers from our 2024 procurement spend. We assessed a total of 509 tier 1 suppliers, operating across 17 countries worldwide.<sup>5</sup> Across the two assessments, we assessed the inherent risk associated with 639 of our suppliers, 196 in the first assessment and an additional 443 in the second assessment.

To enable us to perform the inherent risk assessments, we collaborated with the third-party consultant to map our operational activities and suppliers to the GICS sub-industries and identified the country of origin for each supplier based on available procurement data. The third-party utilized their forced labour and child labour risk assessment methodology to identify an inherent risk rating for each supplier and operational activity. These assessments combined geographic risk, industry risk and an industry controversy score to produce an inherent risk rating of low, low-medium, medium, medium-high, or high.

Based on the risk assessment results, in 2025, we plan to conduct a residual risk assessment with vendors identified as carrying a potential high risk.

### 3.1 Risks in our activities

IAMGOLD conducts business operations in Canada and Burkina Faso. Each country has a distinct potential inherent risk profile for forced labour and child labour. We directly employ a diverse workforce to carry out operational activities at our corporate and mining sites. Our operational sites are supported by an indirect workforce employed by suppliers to whom we outsource certain tasks. The supply chain risks associated with these outsourced services, along with other goods and services we procure, are detailed in the following section.

Our Canadian employees located at our head office in Toronto manage our daily corporate operations. This segment of our operations has been assessed to have a low potential inherent risk of forced labour and child labour, primarily due to factors such as the employee's location in Canada and the predominantly high-skilled, low-labour intensity nature of their work.

At our Canadian mine sites located in Northern Ontario and Northern Quebec, our direct workforce was engaged in exploration, mine construction, open pit and underground mining operations, and ore processing activities. These activities have been

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<sup>4</sup> The first assessment covered suppliers from which IAMGOLD procured goods and services from between January 1, 2023 to December 31, 2023.

<sup>5</sup> The second assessment covered suppliers from which IAMGOLD procured goods and services from between January 1, 2024 to December 31, 2024. 66 of the suppliers assessed were also included in the 2024 risk assessment supplier sample.

identified as having a medium potential inherent risk of forced labour and child labour, mainly driven by characteristics typical of the gold mining and construction industries rather than specific country-related risk factors. These characteristics include high labour intensity and potential worker exposure to remote worksite conditions.

Mining operations in Burkina Faso have been recognized as the area of our activities with the highest potential inherent risk of forced labour and child labour. Given the heightened geographic risks associated with these issues in Burkina Faso, the Essakane site has been evaluated as having a potential high inherent risk of child labour and a medium-high risk of forced labour. Generally, instances of child labour in Burkina Faso's mining sector are linked to informal and artisanal mining activities, rather than large-scale operations like our Essakane mine. Identified areas of heightened inherent risk do not account for IAMGOLD's existing controls, systems, and processes to mitigate the risk of child labour and forced labour occurring in our operations.

We also have a small office in Lima, Peru, where we are undertaking basic exploration including seeking governmental, landowner permits and cultivating our social license to operate. This activity is currently in its infancy and is being performed primarily by highly skilled geologists. If our exploration activities advance into extraction, we will consider it in future risk evaluations.

Site	Inherent risk of child labour	Inherent risk of forced labour
Corporate Office (Ontario and Quebec)	Low	Low
Côté Gold Mine (Ontario)	Medium	Medium
Westwood Complex (Quebec)	Medium	Medium
Essakane Gold Mine (Burkina Faso)	High	Medium-High

### 3.2 Risks in our supply chain



Among the initial 196 suppliers assessed in our first assessment, the main focus was our operation at Essakane in Burkina Faso. We found that this segment of our supply chain exhibited relatively high levels of potential inherent risk. This was due to the nature of the goods and services we procure as a gold mining company, as well as our sourcing activities in regions with inherently higher risks, such as West Africa.

- **Potential high-risk suppliers:** Burkina Faso was identified as the only country with suppliers that have inherently high potential risk.
- **Potential medium-high risk suppliers:** These suppliers were found to be operating in Burkina Faso, Côte d'Ivoire, Ghana, Spain, the United States, and Turkey (Türkiye).

The suppliers with the greatest potential inherent risk of forced labour and child labour were identified across various industries, including Construction & Engineering, Construction Materials, Diversified Metals & Mining, Diversified Support Services, Human Resources & Employment Services, and Trucking.

In the second assessment that was conducted in January 2025, we evaluated 509 tier 1 suppliers, covering the majority of our 2024 procurement spend. This inherent risk assessment of our supply chain encompassed a diverse range of suppliers across multiple regions and industries, providing a broader perspective on our global supply chain spend.

Below is a summary of suppliers with the highest potential inherent risk ratings, across forced labour and child labour risk factors:

 <b>Forced Labour</b>	<p>5% of suppliers assessed were identified to have a <b>potential medium-high</b> inherent risk of forced labour, with:</p> <ul style="list-style-type: none"> <li>Suppliers in Burkina Faso, operating in the Construction &amp; Engineering, Trading Companies &amp; Distributors, Construction &amp; Engineering, Gold, Human Resource &amp; Employment Services, Diversified Metals &amp; Mining, Diversified Support Services, Hotels, Resorts &amp; Cruise Lines, Packaged Foods &amp; Meat, Steel.</li> <li>Suppliers in South Africa, operating in the Trading Companies &amp; Distributors sub-industry.</li> </ul>
 <b>Child Labour</b>	<p>2% of suppliers assessed were identified to have a <b>potential high</b> inherent risk for child labour.</p> <ul style="list-style-type: none"> <li>Suppliers in Burkina Faso, operating in the Construction &amp; Engineering, Gold, Diversified Metals &amp; Mining, Human Resource &amp; Employment Services, and Diversified Support Services.</li> </ul>

By conducting a broader analysis of these risks in the second assessment, we gained a better understanding of the potential inherent risks of forced labour and child labour within our tier 1 supplier base. The outcome of this assessment reinforces our strategy to prioritize our Essakane site at Burkina Faso in our future initiatives and activities aimed at addressing the potential risks in our supply chain.

To advance our business activities, we also engage several outsourced service providers that offer catering, cleaning personnel, shipping, camp services, and security services. Of our activities that are outsourced, Gold Extraction Services and Security and Alarm Services in Burkina Faso have been identified as carrying the highest inherent risk of forced labour and child labour, with a high and medium-high inherent risk rating, respectively.

We understand that these inherent risk ratings are based on industry and geographic data about the supplier or activity, without considering the specific due diligence or governance measures that IAMGOLD or individual suppliers have implemented to mitigate potential risks of forced labour and child labour. To determine whether these risk factors are mitigated or absent from IAMGOLD's operations and supply chains, a further residual risk assessment is necessary.

In 2025, we plan to undertake a residual risk assessment on the suppliers identified as having the highest potential inherent risk of child and forced labour and based on these results, look to implement a targeted set of controls. We have started to develop a methodology for the residual risk assessment that will enable us to assess the actual risks associated with these suppliers. We plan to update our stakeholders on the progress of the residual risk assessment in our next report.

### 3.3 Steps taken to manage risk at our sites

All of our operations follow local labour codes and national legislation, as well as the International Labour Organization's core labour standard.

#### 3.3.1 Essakane

At our Essakane operations, we have implemented controls to help verify that workers meet legal working age requirements. Before commencing employment with IAMGOLD, prospective workers must provide official government documentation on proof of age, and a photocopy of this documentation is kept in their human resources file. The minimum age for employment at Essakane is 18 years old. Additionally, 98% of our Essakane employees are covered by collective bargaining agreements that outline working conditions, minimum working age, minimum wage, and maximum working hours based on local legislation.

### **3.3.2 Westwood**

Westwood has established controls to confirm that workers meet the legal age requirements at our operations. As part of the hiring process, employees must provide their date of birth in hiring documentation and are required to present government-issued identification to verify their legal age. A photocopy of this identification is kept in their human resources file.

At Westwood, the minimum age for individuals to work underground is 18 years old. For those working on the surface of the mining site, the minimum working age is set at 16 years, in accordance with legal requirements in Québec. At Westwood, 64% of our employees are covered by collective bargaining agreements that mandate minimum working age, minimum wage, maximum working hours. A normal work week is defined as being between 30-48 hours, with a mandatory minimum of 9 hours rest time between work shifts.

### **3.3.3 Côte Gold**

Côte Gold has established controls to confirm that workers meet the legal age requirements at our operations. As part of the hiring documentation, employees must complete a personal information form with their date of birth to verify their age. This form is kept in the human resources file.

At Côte Gold, the minimum age for individuals to work on site is 18 years, which is higher than the legal requirement in Ontario, which is set at 16 years. Our policy mandates a minimum of 11 hours of rest between shifts. To manage workloads effectively, we average schedules over a four-week period. For employees working a 14 on-14 off rotation, this results in an average of 42 hours per week.

## **4. Remediation measures**

Currently, IAMGOLD has not identified any instances of forced labour or child labour within our activities or supply chains. We have an established grievance mechanism for reporting and investigating adverse impacts as previously discussed. IAMGOLD does not currently have a remediation plan in place but, we plan to develop a remediation plan that will outline a process for addressing any identified grievances in the next reporting year.

## **5. Remediation of loss of income**

IAMGOLD acknowledges that efforts to prevent and reduce the risks of forced labour and child labour can unintentionally lead to a loss of income for the most vulnerable families. However, IAMGOLD is not aware of any instances to date where our efforts to mitigate the risk of forced or child labour have contributed to a loss of income for vulnerable families.

## **6. Training provided to employees on forced labour and child labour**

All employees are required to complete the Code of Business Conduct and Ethics training upon joining IAMGOLD and recertify their awareness and compliance Code annually. In 2024, we achieved a 100% recertification rate for our active employees. As part of the Code of Business Conduct and Ethics Training, there is a module on respect in the workplace that outlines our requirements on respect for individuals and their integrity. It underscores the importance of a workplace that is respectful of individuals, their integrity and their dignity, although it does not specifically call out forced labour and child labour at this time. This module emphasizes the requirement to conduct business in accordance with all applicable laws, rules, and regulations. It also provides information on how to report a Code violation through Clear View Connects and the subsequent investigation process.

## **7. Assessing effectiveness**

We have not yet established a framework for measuring the effectiveness of our forced labour and child labour risk mitigation efforts. As our program matures overtime, we plan to develop a process to measure our progress.



## Approval and attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, Renaud Adams, in the capacity of President and CEO, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

/s/ “Renaud Adams”

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I have the authority to bind IAMGOLD Corporation

**Renaud Adams**

**President and CEO**

April 9, 2025