

2024 Sustainability Report



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Pictured on cover: Autonomous haul trucks at Côte Gold

Introduction

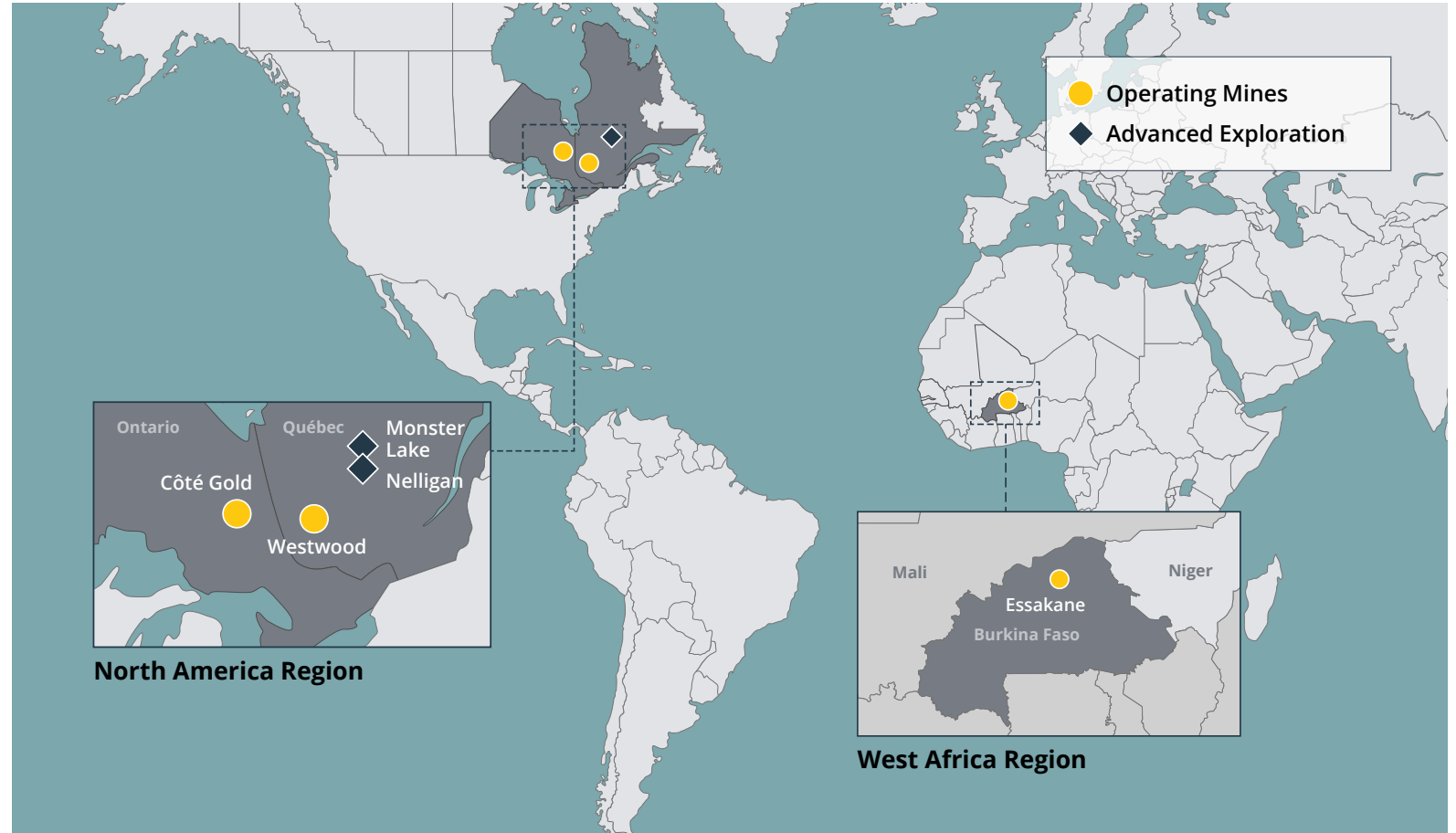
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Company Overview

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in North America and West Africa.

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 among the largest gold mines in Canada.

We are committed to maintaining our culture of accountable mining through high standards of Environmental, Social and Governance practices.



Mining Association of Canada and World Gold Council member

Reporting against the Towards Sustainable Mining (TSM) initiative, Responsible Gold Mining Principles (RGMPs) and the Conflict-Free Gold Standard[®]

Approximately
5,300
employees and contractors worldwide



667K
attributable ounces of gold during 2024



735K to 820K
attributable ounces for 2025 operational guidance

3
operating mines
Côté Gold Mine,
Westwood Complex, and
Essakane Gold Mine



About This Report

IAMGOLD'S 2024 Sustainability Report presents our annual reporting on the sustainability topics that are material to our business and our stakeholders. Our report is guided by internationally recognized reporting standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

Report Period and Boundaries: The 2024 Sustainability Report covers IAMGOLD's sustainability approach, governance and performance related to our material topics and other disclosure topics of interest to our stakeholders from January 1 to December 31, 2024. The reporting scope encompasses IAMGOLD's operating sites, projects, select exploration and corporate office.

- Operating sites and projects: Côté Gold Mine ("Côté Gold") in Ontario, Canada; Westwood Complex ("Westwood") in Québec, Canada; and Essakane Gold Mine ("Essakane") in Burkina Faso;
- Exploration: Canada (Ontario, Côté district; and Québec, Chibougamau area) and Burkina Faso, and early-stage exploration in some areas of Canada and in Peru; and
- Corporate office: Toronto, Ontario.¹

For our advanced and early-stage exploration projects, we report on a set of indicators. Safety, workforce, energy, emissions, biodiversity and land use, and significant incidents related to local communities and Indigenous Peoples are inclusive of exploration data.

Exploration in Guinea² and Mali are excluded, apart from information on workforce and safety.

For joint venture projects,³ we report data on an operational control basis, including greenhouse gas (GHG) emissions.

Report Process and Frameworks: This report contains information on our material topics, guided by a materiality assessment conducted in June 2023 involving external stakeholders and a desktop materiality refresh conducted in September 2024. The report has been prepared *with reference* to the [GRI Universal Standards](#), [GRI G4 Metals and Mining, Sustainability Accounting Standards Board Metals and Mining Standard](#) and [TCFD recommendations](#). This means we have selected specific topics and disclosures that are most relevant to our Company and where data is available. While there is no universal rule on how to structure a sustainability report, to support transparency, we have included information on omissions in the [content index](#) for GRI, SASB, and TCFD, explaining any disclosures that are not included and why. Companies that report *with reference* to ESG standards can include a content index in the appendix of their sustainability report, outlining the disclosures covered and noting any omissions.

This approach differs from reporting *in accordance with* these ESG reporting standards and frameworks, which requires comprehensive disclosures on all voluntary reporting topics, with an omissions table only for GRI. We have chosen to report *with reference* to GRI, SASB, and TCFD to focus on indicators that are most relevant for our business while balancing internal resources and data availability. At the same time, this approach considers the interests of the wide range of stakeholders that seek information on our ESG-related data.

We recognize the increasing level of interest in our ESG performance, including from investors, communities, employees and other stakeholder groups. In this report, we have included references to where readers can access further information on our website.

IAMGOLD's functional leads at corporate and sites provide input into and review the Sustainability Report. The Board of Directors approves the disclosure of our annual Sustainability Report upon the review and recommendation of the Sustainability Committee of the Board and Executive Leadership Team.

External Assurance: Our aim is to provide an accurate and balanced account of our performance; however, it should be noted that there are inherent limitations with ESG data. We aim to be transparent about the scope of our disclosures and the limitations of this report. Further information can be found in the [Limitations of ESG Data](#) section of the appendix. This report has not been externally assured; however, we plan to obtain external verification with a limited level of assurance under ISO 14064-3 for our 2024 Scope 1 and 2 emissions data after the report's publication, as we did with our 2023 Scope 1 and 2 emissions data.

Financial Information: All financial information is reported in US dollars (USD) unless otherwise stated.

Corrections and Restatements of Information: We have made corrections and restatements to information published in the 2022 and/or 2023 Sustainability Report related to water, greenhouse gas emissions, waste and land use. See the [Methodology, Restatements and Limitations](#) section in the appendix for further information.

IAMGOLD continues to work with various functions across the organization to improve and standardize our data collection, review and approval process.

Contact Us: We welcome feedback on our sustainability initiatives and performance. The contact point for this report is our Vice President, Investor Relations and Corporate Communications, Graeme Jennings. We invite you to direct your feedback to www.iamgold.com/contact-us/.

Forward-looking and Non-GAAP Information: This Sustainability Report includes forward-looking statements and non-generally accepted accounting principles ("non-GAAP") financial measures. See [Cautionary Note on Forward-looking Information](#) for more details.

Learn More: Our 2024 Sustainability Report is accompanied by a [2024 ESG Performance companion document](#), providing site-level data that could not be included in the main report due to space limitations. The performance data is mapped against GRI and SASB indicators and includes definitions and/or formulas, where possible, to support clarity and understanding.

An archive of our annual Sustainability Reports and companion documents can be found at iamgold.com, including: [2023 Tailings Management Report](#), [2023 Scope 3 Greenhouse Gas Emissions Report](#), [2022 Climate Action Report](#), [Annual Report](#), [Annual Information Form](#) and [Management Information Circular](#).

- ¹ In November 2024, the Company closed its Brossard office to better align its organizational structure with its current business strategy and its needs to support its long-term viability and competitiveness.
- ² On December 23, 2024, the Company announced that it had closed the sale of its 100% interest in the Karita Gold Project ("Karita") and associated exploration assets in Guinea (together, the "Guinea Assets").
- ³ Côté Gold is a 70/30 joint venture between IAMGOLD and Sumitomo Metal Mining Co. Ltd. and carries a 7.5% net profits interest (NPI) royalty. IAMGOLD repurchased a 9.7% interest from Sumitomo on November 30, 2024, returning to a 70% stake in the project.

Message from Our CEO



As I reflect on IAMGOLD's achievements in 2024, I am proud of the meaningful progress we made in advancing our health and safety, environmental stewardship and community objectives. This year has also been a period of harnessing change and positioning ourselves for long-term success in a rapidly evolving industry.

Our Mines

IAMGOLD has three operating gold mines in Canada and Burkina Faso: Côté Gold Mine, Westwood Complex and Essakane Gold Mine. On March 31, 2024, Côté Gold completed its first gold pour and entered commercial production on August 1, 2024. This is a tremendous milestone for our Company, representing over four years of construction, navigating regulatory permits, and engagements and consultation with stakeholders and rightsholders. Côté Gold is designed and built for a fully automated haulage fleet, and has commissioned 21 autonomous trucks. These trucks carry gold-bearing ore and waste rock from the pit autonomously within the mine site optimizing routes and minimizing downtime.

The Westwood Complex, located in the mineral-rich region of Abitibi, Québec, is our underground and satellite open pit mine. In July 2024, Westwood celebrated its tenth year of commercial production. Westwood has long been dedicated to enhancing the technical aspects of safe underground mining operations.

Essakane Gold Mine, located in northeastern Burkina Faso, continues to be an example of how mining can support community development and business growth in less developed countries. Essakane has

a long-standing community development program that supports a number of initiatives, such as food security, economic development, health and disease prevention, infrastructure development, and training. Perhaps most significantly, Essakane has helped bring clean drinking water to more than 60,000 people in the water-scarce Sahel region.

Our Commitment to Health and Safety

Health and safety remains at the forefront of our operations. We have embarked on a corporate-wide three-year health and safety (H&S) strategy focusing on Critical Risk Management, where its achievement is included in our 2025 Corporate Scorecard. The Critical Risks Management Program is comprised of ten Critical Risks Protocols and a verification process. The program encompasses both employees and contractors, and will focus on verification and evaluation in its second year of implementation. Also central to our H&S strategy are initiatives around visual felt leadership, contractor management and bolstering the quality of investigations – both actual and potential events.

In 2024, our Total Recordable Injury Frequency Rate (TRIFR) improved to 0.63, surpassing our target of 0.66, while our Days Away, Restricted, or Transferred Frequency Rate (DARTFR) reached 0.35, exceeding our goal of 0.37. This is IAMGOLD's best year on record and the results reflect our continual efforts to strengthen safety culture and performance.

Taking a Catchment-based Approach to Water

Mining operations rely on water for mineral processing, dust suppression and tailings management. We monitor our water usage both to meet regulatory requirements and for internal management purposes, and we disclose data on water use in our annual sustainability report. While two out of three of our sites, Côté Gold and Westwood, operate in water-rich regions, Essakane operates in a water-stressed region. We recognize the importance of reducing our reliance on water. In 2024, we embarked on a year-long process of developing a water management framework with an updated policy and detailed operating standards. This framework aims to take a catchment-based approach to water usage and mitigate our impact on local water resources. We strive to implement innovative solutions that support operational efficiencies and the well-being of the communities we serve. We expect our operating mines to assess their performance against the new standard that establishes new company-wide requirements, develop a roadmap to support conformance against this new standard and develop a scorecard to track their performance in 2025. Advancement on our Water Framework is also included in our Company's 2025 scorecard.

Respecting and Minimizing Harm on Biodiversity

Since 2022, we have undertaken biodiversity assessments at all our operations to understand our impacts and dependencies on nature, guided by the Taskforce on Nature-related Financial Disclosures (TNFD) framework. In 2024, we deepened this work utilizing satellite imagery (special mapping) to observe changes in biodiversity over the year. Initially, our commitment was to achieve a "net positive impact by 2050, to create more habitat than we disturb." After our detailed baseline work and a deeper understanding of the complexities of biodiversity accounting, we think it is prudent to withdraw this commitment, albeit having been aspirational.

Biodiversity remains a key focus area for our Company and we will continue to evaluate our operations in order to implement biodiversity-related goals for each of our sites, considering the unique challenges and opportunities they present. This includes assessing our closure plans and identifying opportunities for additional rehabilitation needed to enhance biodiversity beyond planned rehabilitation plans or through offset measures. We recognize that mining permanently alters landforms, and full habitat restoration to its original state is not possible. Meeting closure plan commitments does not necessarily equate to restoring sites to their original state. As such, we will explore where we can go beyond our closure requirements to deliver greater biodiversity outcomes. To guide our approach, we will continue to explore internationally recognized frameworks, such as the

Message from Our CEO (continued)

International Council on Mining and Metals' No Net Loss (NNL) post-closure framework. Further details can be found in the [Biodiversity and Land Use](#) section of this report.

Advancing Decarbonization Objectives

It is our belief that the gold mining industry is among the leaders for sustainability progress and communication. At IAMGOLD we believe that at the core of responsible mining principles is the need to substantiate declared environmental or social goals with clear and achievable plans.

Accordingly, we have taken a critical look at our previously stated climate change targets, including the goal of a 30% absolute reduction in Scope 1 and 2 emissions by 2030 (from a 2021 baseline), and the longer-term aspiration to achieve net-zero Scope 1 and 2 emissions by 2050. Based on our analysis, we are withdrawing these date-based absolute targets, as there is not yet a clear and achievable pathway to these goals based on our standards for transparency and the fundamentals of the business.

A major driver behind the near-term 2030 absolute target and the need to re-assess is the likelihood of extending our life of mine (LOM) at Essakane beyond 2030, along with the potential opportunities at our keystone Côté Gold mine for expansion. These growth factors, which are beneficial to the business and our stakeholders, are at odds with an absolute 30% reduction in Scope 1 and 2 emissions.

We remain deeply committed to our decarbonization efforts. Led by our Senior Director of Decarbonization, we began developing an energy and emissions strategy for each operation in 2024, which will be embedded into life-of-mine planning in 2025. This strategy aims to achieve reductions in energy use, emissions, and costs in the short and medium term, while building a foundation for a lower-emissions future.

We will continue to report our Scope 1, 2 and 3 emissions, and will assess our Scope 1 and 2 emissions relative to a 2021 baseline. In 2024, we launched an energy assessment program focused on our operating mine sites. This program aims to assess energy usage, identify and implement decarbonization projects, and, by 2026, establish an energy management information system at each site. Our long-term objective is to enable real-time energy management, tracking and forecasting. Additionally, in 2024, we advanced our understanding of climate hazards by conducting a physical climate change risk assessment for Westwood and Essakane. The next phase will involve completing this work for Côté Gold and creating site-level mitigation and adaptation plans.

IAMGOLD's pursuit, support and dedication to reducing emissions, improving efficiency and advancing decarbonization has never been clearer. We will continue to pursue emissions reductions and are in the midst of developing detailed, site-by-site decarbonization plans. To support this work, we have set internal objectives and are developing a structured program of work focused on energy management and decarbonization. We expect to share these plans along with our progress annually in our sustainability report.

Empowering Communities

At IAMGOLD, we aim to empower the communities where we operate by fostering meaningful partnerships and supporting community development. Our approach emphasizes proactive engagement with our local communities, including Indigenous communities, who are also rightsholders. In 2024, we developed a Community Investment Standard that emphasizes a minimum of 75% of spending to go towards strategic priorities, such as decarbonization, biodiversity and reconciliation.

In addition to voluntary community investments we make, 1% of Essakane's annual revenue goes towards the Local Mine Development Fund. The aim of the fund is to support sustainable local development from the resources generated by mining activity by financing key socio-economic projects. Through these and other initiatives, IAMGOLD demonstrates our dedication to community empowerment so that operations not only meet business objectives but also contribute to the sustainable development and prosperity of the communities in which we operate.

Towards Sustainable Mining

Our Company is committed to responsible mining and actively participates in the Mining Association of Canada's Towards Sustainable Mining (TSM) initiative, a globally recognized framework that helps mining companies assess and improve their environmental and social performance. TSM provides rigorous, transparent standards across key areas, such as energy, water, tailings,

biodiversity, and Indigenous and community engagement. By participating in TSM, we drive continual improvement, enhance accountability, and benchmark our performance against industry best practices. Last year, we challenged our sites to achieve a Level A or higher across all of the TSM Protocols, and we are pleased to report that in 2025, we have successfully met this goal, with results confirmed through an independent TSM-accredited external verifier.

Looking Ahead

As we reflect on our sustainability achievements and progress over the past year, we take pride in our achievements. Our team is ready to tackle future challenges and capitalize on new opportunities. By continually innovating, evolving, and setting high expectations, we remain dedicated to our sustainability objectives. On behalf of the Board and leadership team, I extend my sincere gratitude to our employees, communities, investors, and other stakeholders for their invaluable contributions to our journey. Together, we are paving the way towards a more sustainable, innovative, and inclusive future, elevating responsible mining practices every step of the way.

Sincerely,



Renaud Adams
President and Chief Executive Officer

Message from Our Sustainability Committee Chair



As Chair of the Sustainability Committee, it is my privilege to provide an update on IAMGOLD's 2024 sustainability initiatives and our oversight on these matters. Our committee plays a critical role in assisting the Board in fulfilling its responsibilities, particularly in health, safety, environmental, social, and security matters. We continue to push the Company towards excellence in responsible mining, and are aligned with management in the commitment to its core values of accountability, transparency, respect, and teamwork.

Sustainability Governance

The Board and its Committees have established review mechanisms to oversee the Company's sustainability progress and performance. The Board and Sustainability Committee receive monthly summary updates on ESG matters and, every quarter, the Committee engages in in-depth discussions with management on such reporting and recommendations for further initiatives with a view to maintain a robust sustainability framework. In 2024, the Board met 12 times and the Sustainability Committee met six times with management, including in-camera sessions for Committee members. The Board convened a special session to review management's corporate strategy for 2025 and visited Côté Gold and Essakane to gain firsthand insights into site activities and engage with operational teams.

To enhance understanding and stay ahead of emerging trends, the Board participated in educational sessions, including emerging sustainability disclosure standards (IFRS S1 and S2, CSDS 1 and 2), Canada's Competition Bureau anti-greenwashing provisions under Bill C-59, geopolitical risks, capital market trends, Indigenous engagement, and executive compensation trends.

2024 in Review

As part of our workplan, the Sustainability Committee received quarterly presentations and met with management on key sustainability topics, including health and safety, community relations, environmental management, decarbonization, asset retirement obligations and closure plans, ESG reporting practices, ESG risks, and ESG-related compensation incentives. In 2024, the Sustainability Committee also requested deep dives into management's approaches related to sustainability strategy, community engagement, and tailings management.

We commend IAMGOLD's management, employees, and contractors for their vigilance in maintaining safety as a top priority. Reductions in the Total Recordable Injury Frequency Rate (TRIFR) and Days Away, Restricted, or Transferred Frequency Rate (DARTFR) reflect a strong safety culture and focused leadership. We are encouraged by the development of a renewed three-year health and safety strategy aimed at addressing critical risks and implementing controls to prevent potential or actual fatalities.

Key highlights of the Sustainability Committee's review and discussion on performance and risk management included:

- **Health and Safety:** Initiatives to improve the Company's safety performance, including the three-year health and safety strategy and lessons learned from significant incidents.
- **Decarbonization and Energy Management:** Progress on the Company's decarbonization initiatives, implementation of the Energy Information Management System, and findings from the 2023 Scope 3 Emissions Report.
- **Water Stewardship:** Efforts to strengthen compliance while contributing to regional and local water planning initiatives.
- **Biodiversity:** Updates on biodiversity assessments, including discussions on biodiversity goals and trends, and biodiversity accounting methodologies to measure impact against a baseline.
- **Tailings Management:** Status of tailings storage facilities and ongoing closure studies.
- **Indigenous Engagement:** Developments related to Impact Benefit Agreements.
- **ESG Disclosures:** The Company's roadmap to prepare for mandatory ESG disclosures and Committee members also participated in an out-of-cycle meeting to review and recommend to the Board the approval of the 2023 Sustainability Report, 2023 Tailings Report, and 2023 Modern Slavery Report.

Looking Forward

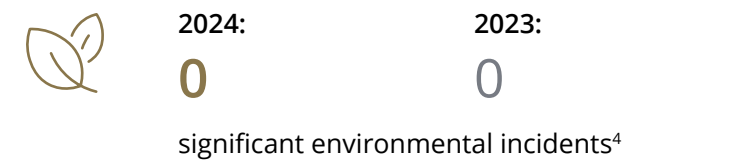
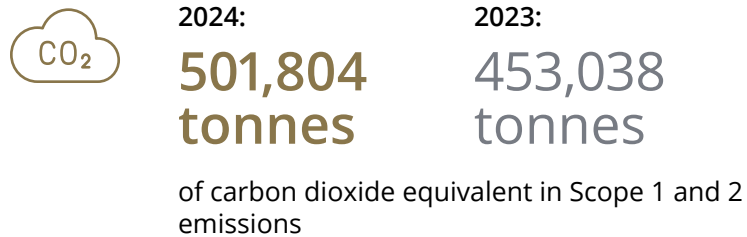
As we move forward, the Sustainability Committee will continue to support the Board in overseeing management's performance related to health, safety, environmental, social, and security matters, in alignment with our Zero Harm[®] vision and our goal of being a leading, modern Canadian-focused gold producer.

Thank you to my fellow Committee members, management, employees, contractors, communities, and other key stakeholders for their collective efforts in helping us to advance our commitment to responsible mining and contributing to our continued success.

Sincerely,

Dr. Ann K. Masse
Chair, Sustainability Committee

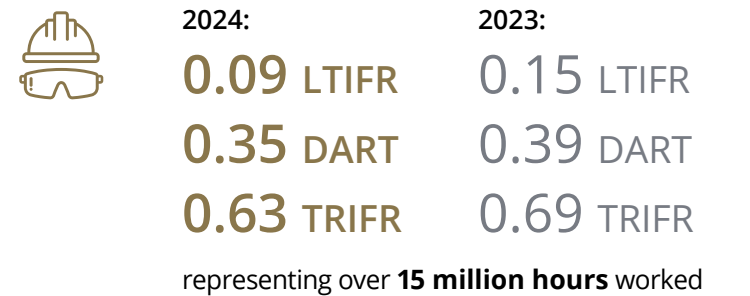
2024 ESG Performance Highlights



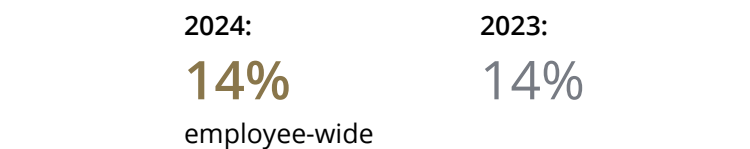
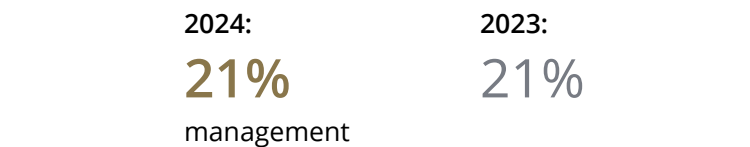
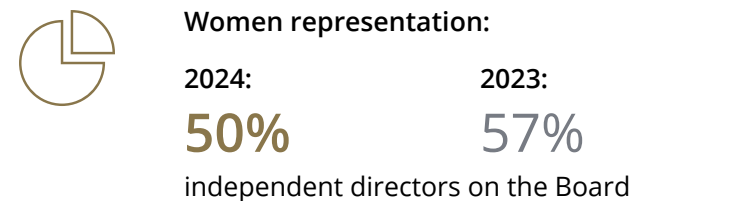
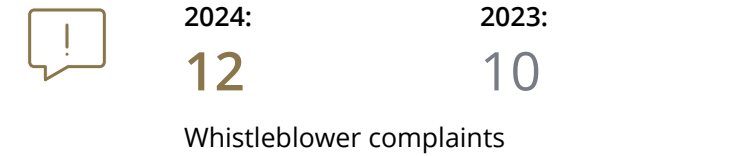
Published first **Scope 3 Emissions screening report**

Westwood and Essakane achieved **Level A or higher** across all eight Towards Sustainable Mining Protocols and results externally verified

Côté Gold started commercial production



Recognized as a **Greater Toronto Area (GTA) Top Employer**



⁴ IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.

⁵ Our community investments include both mandatory and voluntary investments.

Our Business

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About IAMGOLD

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in North America and West Africa.

The Company has commenced production at the large-scale, long life Côté 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 employs approximately 3,700 people and is committed to its culture of accountable mining through high standards of Environmental, Social and Governance practices, including its commitment to strive for the goal of Zero Harm[®]. IAMGOLD is listed on the New York Stock Exchange (NYSE: IAG) and the Toronto Stock Exchange (TSX: IMG).

Côté Gold Mine

Westwood Complex

Essakane Gold Mine

Our Operating Sites



	Côté Gold Mine	Westwood Complex	Essakane Gold Mine
Location	Ontario, Canada	Québec, Canada	Burkina Faso, West Africa
Commodity	Gold	Gold	Gold
Ownership	70% ⁶	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, emulsion plant, power generating plants maintenance workshops, airstrip and camp
Highlights	20 autonomous haul trucks in operation	Located in the prolific Abitibi Gold region and among the highest-grade underground gold deposits	Zero water discharge operating site

⁶ Côté Gold is a 70/30 joint venture between IAMGOLD and Sumitomo Metal Mining Co. Ltd. and carries a 7.5% net profits interest (NPI) royalty. IAMGOLD repurchased a 9.7% interest from Sumitomo on November 30, 2024, returning to a 70% stake in the project.

About IAMGOLD (continued)

Our Exploration Activities

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 Canada and Peru to more advanced deposit delineating drilling at our Côté Gold and Essakane mine sites, and in the Chibougamau area of Québec. In March 2023, the IAMGOLD Exploration team in Québec received its official ECOLOGO[®] certificate. This follows the team’s initial certification in April 2022 for mineral exploration activities in Québec. The certification process involved verifying approximately one hundred indicators, covering practices related to the environment, health and safety, governance, community and Indigenous relations, innovation, contribution to the local economy and more. ECOLOGO[®] re-audits certified companies every three years, provided there are no major changes that occur during the three-year period.

Our Zero Harm[®] Vision

Our Zero Harm vision is to continually work to uphold high standards in health and safety, minimize environmental impact, and build collaborative relationships with our host communities. This vision is aspirational, encouraging us to actively prevent, mitigate, and manage potential environmental and social impacts. We strive to not only minimize harm but also to explore opportunities to make a positive contribution in the regions where we operate – by promoting environmental stewardship, supporting local development, and empowering communities.

Global Demand for Gold

Gold is one of the most desired and valued metals in the world, holding emotional, cultural and financial value for people worldwide. Jewellery remains a significant source of annual gold demand, while the unique properties of gold make it a reliable and tangible long-term store of value for investors. Central banks are increasing their gold holdings, highlighting its strength as a diverse and robust investment asset. Further information can be found on the World Gold Council’s [website](#).



Membership Associations

IAMGOLD is a member of several organizations that promote mining, responsible business practices, and innovation. Our participation in these groups allows us to stay informed on emerging trends, collaborate on best practices, and contribute to industry standards. Additionally, we support and leverage research to enhance our understanding of key sustainability challenges and opportunities, helping to drive progress across our industry.

- The World Gold Council (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.
- The Mining Association of Canada (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 Protocols at our international operations.
- The Ontario Mining Association (OMA) aims to improve the competitiveness of Ontario’s mining industry, while promoting safety, environmental stewardship and sustainability.
- The Association minière du Québec (AMQ) promotes, supports and helps proactively develop a responsible, committed and innovative Québec mineral industry.
- The Conseil Patronal de l’Environnement du Québec represents Québec’s business on issues related to the environment and sustainable development.
- The Ontario Chamber of Commerce (OCC) is an independent, non-profit advocacy and member services organization which convenes, aligns and advances the interests of its members through policy work, value-added business services and broad engagement.
- The mission of the Canada Mining Innovation Council (CMIC) is to enhance the competitiveness of a responsible Canadian mining industry through collaboration and alignment of resources in education, research, innovation, and commercialization.
- The Institut de recherche en mines et environnement (IRME) encompasses a major research program aimed at developing innovative solutions to address environmental challenges throughout the entire life cycle of a mine.
- The Chambre des Mines du Burkina (CMB) is a non-profit association that promotes, develops and supports the competitiveness of the mining industry in Burkina Faso in partnership with the public administration.
- The mission of the Peruvian Canadian Chamber of Commerce is to promote and stimulate commercial development and investment between Peru and Canada in a spirit of cooperation and social responsibility.

Our Approach to Sustainability

At IAMGOLD, we strive to foster a culture of responsibility and accountability across our operations and this is shaped by our vision, mission and values. This 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[®].

Empowering People, Extraordinary Performance

Vision	IAMGOLD aspires to be a leading Canadian-focused gold producer with a modern multi-asset portfolio, empowered workforce, generating value for all stakeholders.
Mission	We engage, empower and support each other in the pursuit of excellence.
Values	<p>We are driven to excellence in everything we do.</p> <p>We are accountable and operate with transparency.</p> <p>We conduct ourselves with respect and embrace diversity.</p> <p>We grow with teamwork, learning and innovation.</p>

Sustainability Strategy

IAMGOLD is on a longer-term journey of value creation. Our organization has gone through a significant transformation in recent years to support the development of our Côté Gold Mine. To operationalize our vision, our business strategy consists of five pillars: operations, growth, finance, people and sustainability. IAMGOLD's management team is accountable for the execution and performance of our business strategy.

Sustainability is a key pillar of our overall business strategy, highlighting its role in driving long-term performance for the Company. In 2024, we continued to advance initiatives under our sustainability strategy that focuses on health and safety, environment, social performance, and transparency and governance. Each pillar within our sustainability strategy has an accountable person to drive performance. We embarked on several key initiatives with further information found in this Sustainability Report.



Key Initiatives Under Our 2024–2026 Sustainability Strategy

Health & Safety	Environment	Social Performance	Governance & Transparency
<ul style="list-style-type: none"> Develop a three-year health and safety strategy Implement a Critical Risks Program Review and refine key performance indicators 	<ul style="list-style-type: none"> Adopt a regional approach to water management Enhance biodiversity risk assessment and develop roadmap Advance decarbonization objectives 	<ul style="list-style-type: none"> Strengthen community relations and investment programs Develop a strategy for reconciliation and plan of action 	<ul style="list-style-type: none"> Fulfill market-driven and membership-based reporting commitments Prepare for mandatory sustainability reporting Revitalize our sustainability governance framework

Our Approach to Sustainability (continued)

Materiality Assessment

We conducted a materiality assessment in June 2023 to identify the ESG topics that matter most to our stakeholders and our business. We used a multi-step process and consulted with internal and external stakeholders and rightsholders to help us identify and assess the importance of each topic. Our approach included:

- A **current state assessment**, including a review of ESG frameworks and trends, and peer benchmarking;
- **Stakeholder engagement** to understand areas of interest and business impact, including interviews, a survey and desktop research; and
- **Topic prioritization and validation**, including analysis, prioritization matrix and a validation workshop with key team members across the organization and a presentation to the Board.

The outcomes of the materiality assessment identified 11 ESG topics as most material to our stakeholders and business. We used this materiality assessment to guide the disclosures of this report.

In 2024, we conducted a refresh of our material topics considering both evolving stakeholder expectations and emerging industry trends. This refresh included a review of ESG megatrends, raters and rankers, and updated peer benchmarking. While this refresh did not result in a change to our identified material topics or their prioritization, the exercise supported the identification of topics that are emerging in importance, which may require additional focus in the future, including:

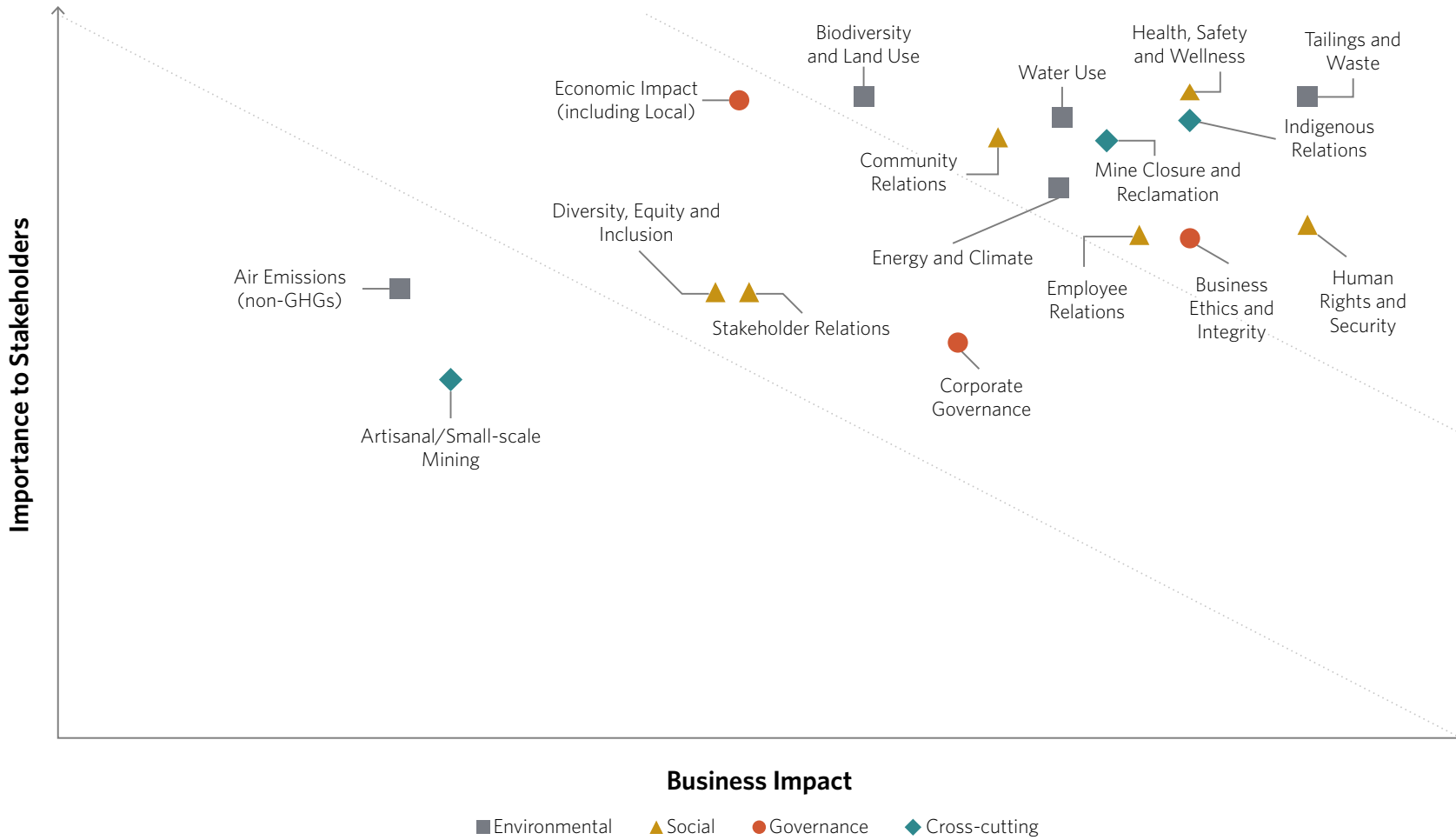
Supply Chain: Supply chain management is increasingly important as organizations recognize that a significant portion of their environmental and social impacts can occur within their supply chains. Reporting frameworks and regulations are also evolving to focus more on the entire value chain, emphasizing the need for transparency and accountability in sourcing practices.

Circular Economy: The circular economy supports a sustainable future by reimagining how we use resources, reduce waste, and drive economic innovation while protecting our environment. New Canadian regulations requiring companies to report on plastic use and waste are driving businesses to take greater responsibility for their plastic footprints. As the focus on reducing plastic pollution grows, we continue to monitor developments and explore opportunities to improve our management of plastics.

Cybersecurity and Data Privacy: As digital reliance increases, cybersecurity and data privacy are becoming key ESG issues, with companies being held accountable for protecting sensitive data. Growing regulatory requirements and rising cyber threats are driving businesses to enhance their data security practices.

Many topics, if not properly managed, can impact our organization from a financial, reputational and operational perspective. Our teams regularly review our approach to managing our material topics to prevent accidents, environment impacts and incidents involving communities or stakeholders, and support business resiliency. As governments begin to review and/or regulate adherence to emerging standards, such as International Financial Reporting Standards (IFRS) S1 and S2 and within Canada the Canadian Sustainability Disclosure Standards (CSDS) 1 and 2, IAMGOLD has started the process of assessing the potential changes needed to identify and report on our sustainability risks and opportunities. In our next update cycle to our materiality assessment, our Company will consider conducting a materiality assessment focused on financial materiality in alignment with CSDS 1.

Our Approach to Sustainability (continued)



Our Approach to Sustainability (continued)

IAMGOLD's Material Issues

	Topics	Materiality
Environment ■	Biodiversity and Land Use	Biodiversity supports the quality, quantity and resiliency of ecosystems and the services that we rely on. IAMGOLD operates in areas of high biodiversity significance and has controls and monitoring programs in place to protect biodiversity; however, mining can impact biodiversity and the land. Protection and conservation of biodiversity and land can also support our climate-related ambitions.
	Energy and Climate	Our mining activities are energy intensive and generate GHG emissions, which impact air quality. There are increasing regulatory and stakeholder expectations to move to a low-carbon economy. There are climate-related transitional and physical risks and opportunities that can impact our organization.
	Tailings and Waste	Our mining and mineral processing activities produce tailings and other waste streams. Proper management of these are essential due to the potential for environmental, social, financial and reputational damage.
	Water Use	Water is a critical resource and is becoming increasingly scarce. At IAMGOLD, water is used for mineral extraction and processing, tailings management, dust suppression and worker accommodations. Essakane is located in a water-stressed region. Water-related risks could put pressure on our operations through water allocation/availability, changes to regulations and public scrutiny.

	Topics	Materiality
Social ▲	Community Relations	Building strong relationships, minimizing our impact and supporting our host communities are important in maintaining our privilege to operate. Strong community relations strategies can positively impact our reputation. Through our operations, we are able to empower communities and their members through income-generating projects, employment opportunities and capacity building.
	Employee Relations	People are at the heart of driving our mission forward. An engaged, talented and skilled workforce leads to improved productivity and morale. The competition for talent and recruitment of underrepresented groups in the mining industry is a challenge.
	Health, Safety and Wellness	Mining operations, including ours, are complex with significant hazards, such as working underground, working with high-voltage power, handling of explosives and chemicals, working at heights, and operating and interacting with heavy equipment. Strong oversight and performance on health (including mental health), safety and wellness can impact our Company's reputation, operational performance and talent attraction and retention.
	Human Rights and Security	Human rights and security are essential for sustainable development. They have the potential to impact our reputation, finances and operations. Upholding human rights and security is essential for all our operations and supply chain. However, geopolitical risks and conflicts in certain countries mean this has increased the potential for impact at operations in high-conflict countries like Burkina Faso, which require ongoing management.

	Topics	Materiality
Governance ●	Business Ethics and Integrity	As a global company with operations in Canada and Burkina Faso, maintaining ethical practices when dealing with governments and communities is critical to our track record. Without effective governance structures in place, this can lead to bribery, corruption, conflict of interest and mismanagement of the Company's resources.
	Cross-cutting ◆	<p>Indigenous Relations</p> <p>We strive to foster relationships based on trust, transparency and mutual respect. We are committed to respecting cultural heritage and the traditions of Indigenous communities. Meaningful engagement, employment, training, and contracting and procurement with Indigenous Peoples align with IAMGOLD's values and can lead to mutually beneficial outcomes. Without positive relationships, this can lead to opposition, legal challenges and permitting delays.</p> <p>Mine Closure and Reclamation</p> <p>Stakeholders expect a comprehensive approach to closure and reclamation. It is crucial for companies to plan and manage mine closure and reclamation early on and consistently to address the social, environmental and economic aspects of closure. Negative impacts may involve structural failures, pollution of land, water and air, biodiversity loss and community effects. Positive aspects include proactive environmental management, community use of specific infrastructures and the utilization of rehabilitated land that can bring lasting socio-economic benefits.</p>

Our Approach to Sustainability (continued)

Stakeholder Engagement

IAMGOLD engages with a diverse range of stakeholders. At our operations, our priority stakeholders include, but are not limited to, our employees and their families, partners, our host communities, Indigenous rightsholders, civil society organizations, and local, regional and national governments. At the corporate level, we share many of the same types of stakeholders, and we also interact regularly with shareholders and our Board of Directors.

We strive to be a trusted partner to all stakeholders and rightsholders and to strike a balance that supports mutually beneficial relationships. We recognize that earning trust is an ongoing effort – one that requires us to be a reliable partner and good neighbour. This means being respectful, inclusive, open, honest and transparent in our engagements.

IAMGOLD has designed its community relations program in alignment with the expectations outlined in the Mining Association of Canada’s Towards Sustainable Mining (TSM) Indigenous and Community Relationships Protocol, the World Gold Council’s Responsible Gold Mining Principles (RGMPs), as well as International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability. Overall, our engagement is guided by principles of honesty and transparency, and by the development of meaningful and respectful relationships.

The frequency and intensity of our meetings depends on the local, regional and national stakeholder context. Engagement is done on both an ad hoc and a structured basis. We engage with stakeholders and rightsholders across our sites and respond to incoming questions from communities, civil society, investment firms and others. We also have management systems that set out ongoing engagement schedules and track meetings. We meet with stakeholders in formal settings, such as the Annual General Meeting, community open houses or in scheduled meetings with monitoring committees, stakeholders and rightsholders. We also take advantage of less formal opportunities, including individual discussions and participation in community activities. Additional information on our approach to stakeholder engagement can be found in the [Community Relations](#) and [Indigenous Relations](#) sections of this report.

The following table provides a snapshot of how we engaged with our stakeholders and rightsholders throughout the year as well as the topics of engagement.










Stakeholder Group	How We Engage	Engagement Topics in 2024	
Employees, Contractors and Partners	<ul style="list-style-type: none"> • Union • Non-unionized • Full-time, part-time, permanent, temporary, and non-guaranteed hours • Joint venture partners 	<ul style="list-style-type: none"> • Health, safety and well-being • Equity, diversity and inclusion • Sustainability strategy development • Performance, professional development and training • Company performance and updates 	
Communities	<ul style="list-style-type: none"> • Local communities • Underrepresented groups (including women and children) • Civil society 	<ul style="list-style-type: none"> • Community investments and benefits • Employment and business opportunities • Environmental issues and interests 	
Indigenous Peoples	<ul style="list-style-type: none"> • Elected officials • Community members, including women and Elders • Indigenous businesses 	<ul style="list-style-type: none"> • IBA implementation • Socio-economic issues • Employment, training, contracting and procurement opportunities • Permits 	
Governments and Regulators	<ul style="list-style-type: none"> • National, provincial, municipal and local governments 	<ul style="list-style-type: none"> • Meetings and correspondence 	<ul style="list-style-type: none"> • Permitting and compliance • Environmental and socio-economic issues • Social investment partnerships
Academic and Research Institutions	<ul style="list-style-type: none"> • Universities • Colleges • Technical schools • Research organizations 	<ul style="list-style-type: none"> • Career fairs • Research projects • Meetings 	<ul style="list-style-type: none"> • Scholarships • Recruitment • Program partnership funding • Research findings
Industry Associations	<ul style="list-style-type: none"> • Associations representing businesses and/or industries 	<ul style="list-style-type: none"> • Industry associations and committees 	<ul style="list-style-type: none"> • General best practices in mining • Regulations and standards • ESG
Investment Community	<ul style="list-style-type: none"> • Shareholders • Analysts • ESG rating agencies 	<ul style="list-style-type: none"> • Investor conferences • Investor calls • News releases • Meetings • ESG data verifications 	<ul style="list-style-type: none"> • Business results, strategy and initiatives • ESG performance
Suppliers	<ul style="list-style-type: none"> • Local, national and global suppliers 	<ul style="list-style-type: none"> • Meetings • Monitoring of risks 	<ul style="list-style-type: none"> • Procurement opportunities • Forced and child labour due diligence • Supplier Code of Business Conduct and Ethics / responsible supply chain

Targets and Performance

IAMGOLD sets annual targets and monitors our progress in achieving our sustainability goals. Our efforts contribute to broader societal objectives, including the United Nations Sustainable Development Goals (SDGs). The SDGs include 17 global goals and 169 targets, serving as a universal call to action to promote peace and prosperity for people and the planet. While our sustainability initiatives contribute to the SDGs, the extent of our impact varies depending on the nature of operations and areas of influence.

2024 Targets and Performance









The following table provides information on our progress against the 2024 ESG targets of our Company Scorecard.

SDG	2024 Targets	Progress	Highlights in 2024
 	Meet or exceed leading and lagging health and safety targets	→	<ul style="list-style-type: none"> Developed and rolled out ten Critical Risk Protocols Achieved corporate TRIFR of 0.63, exceeding target of 0.66 Achieved corporate DARTFR of 0.35, exceeding target of 0.37
 	Increase women representation: <ul style="list-style-type: none"> Increase representation of women across the Company globally by 1% compared to 2023 	○	<ul style="list-style-type: none"> 13.5% female representation globally and 21.4% female representation at the management level⁷
 	Develop a biodiversity roadmap	●	<ul style="list-style-type: none"> A 2025 roadmap has been developed, and the Company continues to socialize the plan internally
 	Develop a water stewardship framework	●	<ul style="list-style-type: none"> IAMGOLD's Water Framework consisting of an updated policy and standard were finalized in December 2024 All sites conducted a gap assessment against the Water Management Standard to identify gaps and opportunities
			
-	Zero significant environmental and community incidents ⁸	●	<ul style="list-style-type: none"> In 2024, IAMGOLD had no significant incidents related to communities and environment

● Achieved ○ Partially achieved ○ Not achieved → Multi-year target

2025 Targets

IAMGOLD's ESG targets for inclusion in the 2025 Corporate Scorecard focus on health and safety, water, energy and climate change, and equity, diversity and inclusion.

SDG	2025 Targets	Description
 	Critical risk management (CRM) program integration and verification	<ul style="list-style-type: none"> Implement contractor CRM orientation for embedded contractors Expand workforce access to the verification tool
 	Advance representation of women at IAMGOLD through increased talent attraction and reduced voluntary turnover of women	<ul style="list-style-type: none"> Achieve 20% global hire rate of women
 	Advance IAMGOLD's Decarbonization Strategy	<ul style="list-style-type: none"> Embed the cost of carbon into decision-making processes
 	Advance IAMGOLD's Water Framework	<ul style="list-style-type: none"> Advance the catchment-based Water Framework at sites through the development of roadmaps

⁷ IAMGOLD defines managers as roles classified as Vice Presidents, Directors and Managers, and excludes Supervisors.

⁸ IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects. For additional details, refer to the [Enterprise Risk Management Program](#) section of this report.

Targets and Performance (continued)

Towards Sustainable Mining Performance

Towards Sustainable Mining (TSM) is a globally recognized sustainability program for managing mining performance. It aims to assist mining companies in operating responsibly and handling environmental and social risks effectively. The TSM Protocols help mining sites to develop quality sustainability management systems and to steadily enhance their sustainability performance. As a member of the Mining Association of Canada (MAC), we participate in the TSM initiative at all of our operations, including Essakane, exceeding MAC's membership requirements. Annually, our operating facilities conduct a self-assessment to evaluate their performance against the TSM Protocols, with a third-party verification from a Verification Service Provider every three years. Côté Gold will begin reporting publicly against the TSM Protocol in 2026, its third year of operation, as per MAC requirements.

In 2024, an external verification of Essakane's and Westwood's TSM performance results confirmed a score of Level A or above across all protocols. Verification summary reports for these mines can also be found on the MAC TSM website. We are proud of our sites' improved performance and aim for continual improvement. Key achievements include:

- **Tailings Management:** The Company strengthened oversight by implementing changes in Board-level to site-level roles, independent expert reviews, and the tailings management framework to support compliance, risk mitigation, and operational excellence in tailings management.
- **Biodiversity Conservation Management:** Westwood developed a biodiversity management plan to support conservation and management objectives.
- **Climate Change:** Sites conducted a physical climate risk assessment, looking at scenarios SSP1-1.9 and SSP5-8.5 over the 2035-, 2050- and 2080-time horizons.⁹
- **Water Stewardship:** The Company developed a Water Management Framework that takes an integrated, watershed-level approach to set an internal standard for performance balancing risk management and performance management. Site water management plans address water quality, quantity, closure, reclamation, tailings, discharged water, potable water, and groundwater.
- **Safety and Health:** Westwood conducted audits of their health and safety management system and performance.
- **Indigenous and Community Relations:** Westwood updated their approach to community relations, developing a strategy and supporting tools.
- **Crisis Management and Communications Planning:** The Crisis Management Plan was updated, and the Company conducted training for all members and performed a tabletop crisis simulation exercise.

Areas where results declined were a result of the added rigour of external verification from the prior year's (2023) self-assessment results and previous misinterpretation of the protocol requirements.

2024 TSM Scores

	Westwood	Essakane		Westwood	Essakane	
Tailings Management			Safety and Health			
1. Tailings management policy and commitment	AAA	AAA	1. Commitments and accountability	A	AAA	
2. Assigned accountability and responsibility for tailings management	AA	AA	2. Planning and implementation	A	AAA	
3. Tailings management system and emergency preparedness	AA	AA	3. Training, behaviour and culture	A	AAA	
4. Operation, maintenance, and surveillance (OMS) manual	AA	AAA	4. Monitoring and reporting	A	AAA	
5. Annual tailings management review	AA	AA	5. Performance	AA	AA	
Biodiversity Conservation Management			Indigenous and Community Relations			
1. Corporate biodiversity conservation commitment, accountability and communications	A	AAA	1. Community of Interest (COI) identification	AA	AA	
2. Facility-level biodiversity conservation planning and implementation	A	AAA	2. Effective COI engagement and dialogue	A	AA	
3. Biodiversity conservation reporting	A	A	3. Effective Indigenous engagement and dialogue	A	N/A	
Climate Change			4. Community impact and benefit management	A	AAA	
1. Corporate climate change management	A	A	5. COI response mechanism	AAA	A	
2. Facility climate change management	A	AA	Corporate Westwood Essakane			
3. Facility performance targets and reporting	A	AA	Crisis Management and Communications Planning			
Water Stewardship			1. Crisis management and communications preparedness	Yes	Yes	Yes
1. Water governance	AAA	AAA	2. Review	Yes	Yes	Yes
2. Operational water management	AA	AAA	3. Training	Yes	Yes	Yes
3. Watershed-scale planning	AAA	AAA	Westwood Essakane			
4. Water reporting and performance	A	A	Prevention of Child Labour and Forced Labour			
			1. Prevention of forced labour	Yes	Yes	
			2. Prevention of child labour	Yes	Yes	

Legend (Comparison of 2024 and 2023 performance)

- Improved performance
- Maintained performance
- Lower performance

⁹ This assessment used the Intergovernmental Panel on Climate Change's (IPCC) Shared Socioeconomic Pathways (SSPs). SSP1-1.9 represents a scenario with very low emissions and strong climate policies, limiting warming to 1.5°C. In contrast, SSP5-8.5 reflects a very high emissions pathway with minimal climate action and continued reliance on fossil fuels, leading to warming exceeding 4°C.

Policies and Management Systems

IAMGOLD strives to uphold a culture of responsible mining practices. Our governance framework includes policies, systems, standards and implementation tools.



Board of Directors' and Management's visit to Côté Gold

Corporate Governance

Strong corporate governance is essential for setting clear expectations, minimizing risks, and supporting compliance, while also fostering trust, promoting long-term sustainability, and upholding accountability to all stakeholders. By acting with integrity, effective corporate governance guides the Company's direction and operations, driving responsible decision-making.

IAMGOLD has a set of global policies and a management framework that encompasses business ethics and integrity, community relations, environmental stewardship, risk management, health and safety, and human resources.

All employees and contractors are expected to uphold IAMGOLD's commitment to health and safety, sustainability, Indigenous engagement, and human rights, and adhere to our suite of corporate policies, such as the Code of Business Conduct and Ethics, Supplier Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, and Sustainability Policy. We have also developed various corporate standards that include topic-specific guidance.

Corporate Policies

Corporate policies are periodically reviewed so they remain relevant and reflective of best practices. In 2024, we updated all our sustainability-related policies to align with industry standards, best practices, and stakeholder expectations. The sustainability-related policies were reviewed and approved by management and subsequently reviewed by the Sustainability Committee of the Board. A comprehensive list of our policies is publicly available and can be accessed on our website.

Category	Policy
Governance Corporate governance page of our website	Code of Business Conduct and Ethics
	Supplier Code of Business Conduct and Ethics
	Anti-Bribery and Anti-Corruption Policy
	Whistleblower Policy
	Diversity Policy
	Shareholder Engagement Policy
	Board Renewal Policy
	Advance Notice By-law in Director Nominations
	Disclosure Policy
	Stock Trading Policy
Sustainability Sustainability policies page of our website	Sustainability Policy
	Health and Safety Policy
	Human Rights Policy
	Indigenous Engagement Policy
	Energy and Greenhouse Gas Emissions Management Policy
	Water Management Policy
	Biodiversity Management Policy
Tailings Management Policy	

🔗 **More on IAMGOLD's website:**
Corporate and Sustainability-related policies

Policies and Management Systems (continued)

Sustainability Management Systems

IAMGOLD has implemented various management systems to cover the range of activities performed by employees and contractors that they are obliged to follow. The sites’ management systems draw upon industry standards to guide its approach, such as the Mining Association of Canada’s Towards Sustainable Mining (TSM) Protocols, International Organization for Standardization (ISO) standards, International Finance Corporation’s (IFC) Social Performance Standards, and Voluntary Principles on Security and Human Rights, and is tailored to the local context of each site. Currently, one out of three of our sites maintains ISO-certified management systems.

- **Côte Gold:** As a new operating mine, the site’s health and safety management system is guided by ISO 45001. Côte Gold has an environmental management system and a community management system is under development.
- **Westwood:** The site’s management system has been designed to align with the TSM protocols for environment, health and safety, and communities, with results externally verified every three years as required by MAC.
- **Essakane:** The site’s environmental management system is ISO 14001 certified and its health and safety management system is ISO 45001 certified, with both undergoing annual external audits. Essakane’s community management system aligns with the TSM Indigenous and Community Relations Protocol, with results externally verified every three years as required by MAC.

With evolving responsible mining standards, including the Consolidated Mining Standard initiative, we began re-evaluating our Sustainability Governance Framework in late 2024. This multi-year initiative aims to enhance consistency across sites while strengthening our alignment with industry best practices and stakeholder expectations.

Site Management Systems

	Côte Gold	Westwood	Essakane
Environment	☑ System in place	☑ Aligned with TSM	☑ ISO 14001 certified
Health and Safety	☑ Guided by ISO 45001	☑ Aligned with TSM and guided by ISO 45001	☑ ISO 45001 certified
Communities	In development	☑ Aligned with TSM	☑ Aligned with TSM



Environmental Stewardship

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Tailings and Waste Management

Mining and mineral processing create waste streams. We aim to apply the principles of reducing, reusing and recycling waste and have waste management practices in place to safely handle, store and dispose of waste, and to minimize any adverse impacts from mishandling or accidental releases, should they occur. We recognize that if not properly managed during operations and after closure, these can cause harm to nearby communities and the environment.

Through our Sustainability Policy and standalone Tailings Management Policy, we are committed to responsibly managing our tailings storage facilities (TSFs), all other waste, and substances. Standard operating procedures, including an emergency response plan, are in place for managing tailings as well as hazardous waste.

We closely monitor the waste and tailings produced, along with the quality of the final effluents during mining and after closure. Our goal is to manage our waste in compliance with regulatory requirements and to maintain proper handling, storage, and transportation of waste to prevent accidental releases into the environment.

Our engagement and consultation process has focused on seeking input during the environmental assessment process, including the design of the tailings facilities. In 2024, Westwood and Essakane engaged with communities of interest on tailings management; however, we recognize that we must continue to engage further at each of our sites on our TSFs at all stages of the mining cycle.

Waste management at IAMGOLD involves mineral and non-mineral waste, which can be hazardous and non-hazardous. Mineral waste is material generated during the extraction and ore refinement processes. Our operations produce mineral waste such as waste rock, overburden, tailings and sludges. Our approach to mineral waste management is comprehensive, helping us identify and minimize potential safety, environmental and social impacts. In 2024, approximately 86 million tonnes of mineral waste were generated, an increase of approximately 30% compared to 2023. This increase was mainly driven by the start of commercial production at Côte Gold and an increase in production at Essakane, which led to an increase in waste rock and tailings produced.

	Waste Rock	Overburden	Tailings	Sludges
Mineral waste produced (metric tonnes)	66,024,108	1,956,396	18,011,488	10,959

Mineral Waste	Definition
Waste Rock	Barren or low-grade ore that has been mined. During the mining process, waste rock is usually removed in order to gain access to a commercially producible mineral deposit. As waste rock has minimal traces of metals and minerals, during mining operations it is stored in stockpiles on-site. During closure, the land will be reclaimed and specific techniques applied depending on the level of the waste rock's potentially acid-generating content or natural leaching properties. Depending on the properties of the waste rock, some can be used as aggregate for construction or reclamation.
Overburden	Material that is removed to gain access to the mineral deposit. Typically, overburden consists of soil, vegetation, sand, clay, gravel, and/or loose rock. Overburden is not processed and is generally stored on mine sites in piles. Overburden can be sorted and reused during reclamation.
Tailings	A waste by-product of mining and mineral processing. Tailings are produced when economically viable metals and minerals such as gold are extracted from the host rock by mechanical (crushing and grinding) and chemical (refinery) processes to create a saleable metal bar. The remaining residue is deposited in slurry form of varying water contents to a TSF for long-term management or used as paste backfill underground.
Sludges	A common by-product of the water treatment process. Sludges are typically created by physical and chemical removal of contaminants and/or surface erosion sediments from the effluents to produce a final effluent that is non-toxic and compliant with all parameter limits.

More on IAMGOLD's website:

[Sustainability Policy](#) | [Tailings Management Policy](#) | [2023 Tailings Management Report](#)

Tailings and Waste Management (continued)

Tailings Management

We are committed to upholding the safety of our employees, communities and the environment in the management of our TSFs. Tailings management is considered at the onset from pre-feasibility through to closure. IAMGOLD has developed a robust tailings management system and fosters a culture of leadership, accountability and continual improvement to support our performance in environmental stewardship. Our tailings management framework is informed by laws and regulations, international frameworks, stakeholder expectations, peer benchmarking and best practices. For comprehensive details on our approach to tailings management, including governance, management systems, safeguards and information on the TSFs, please refer to our inaugural [2023 Tailings Management Report](#). An overview of our tailings management framework is provided below.

In 2024, we added one TSF to our inventory with the commissioning of the Côté Gold Mine. IAMGOLD now operates five active TSFs, as well as manages one inactive and two closed legacy TSFs. IAMGOLD’s tailings management system encompasses all phases of the TSF life cycle from project planning through to relinquishment. IAMGOLD’s tailings management framework consists of policies, standards, plans, and operating procedures and tools. Each site develops a Tailings Operating, Maintenance, and Surveillance (OMS) Manual, which includes a Tailings Management Plan and Water Management Manual that defines the conditions under which each facility is operated, including roles and responsibilities, risk management and controls, and maintenance and surveillance. The Board of Directors has overall stewardship of our tailings performance, supported by the Sustainability and Technical Committees of the Board. The Chief Operating Officer is the designated Accountable Executive Officer on tailings management who is responsible for overseeing the implementation of the tailings management system, verifying there is adequate training and resources, and that a qualified, experienced Responsible Person, Engineer of Record, and Independent Reviewers are in place for each facility according to the level of risk and the characteristics of the TSF.

At each site, the Responsible Person manages the TSF and is an integral part of the development, implementation and continual improvement of the tailings management system. External experts, including the Engineer of Record, provide critical tailings management expertise, especially on safety, as part of the annual Water and Tailings management reviews conducted by the Independent Tailings Review Board (ITRB). TSFs are regularly inspected by competent and trained Responsible Persons appointed to manage their performance. Additionally, an annual inspection is conducted by the Engineer of Record. Each of our operations has Emergency Response and Preparedness Plans in place to address risks, including potential dam breaches, and are regularly tested. We conduct extensive monitoring and testing to stay prepared. For our Canadian operations, the results of the annual tests of response plans are submitted to the appropriate ministry of environment as mandated by the regulations.

The ITRB’s findings or recommendations are ranked and addressed based on the priority assigned. An action plan is then developed and presented to the ITRB. For the purpose of this report, we define “material findings” as those deemed *to pose a dam safety risk if not immediately addressed*. There was no material finding from the 2024 independent reviews conducted at the facilities. Findings pertained to continual improvement in planning, operation, maintenance, surveillance and closure of our TSFs to assure their safety. Some of the key recommendations in the reporting year pertained to improving monitoring systems and associated trigger action response plans for all three sites as well as advancing closure planning at Westwood and Essakane.

Tailings Storage Facilities Overview

Facility Name	Location	Operational Status
Côté Gold	Canada	Active
Westwood Complex	Canada	Active: Doyon Pit, TSF 2 & TSF 3 Inactive: TSF 1
Essakane SA	Burkina Faso	Active
Yvan Vezina	Canada	Closed
Solbec	Canada	Closed



Essakane tailings storage facility

Tailings and Waste Management (continued)

Waste Rock Management

As part of the characterization of the rock for ore grade, the material is also characterized for its potential to leach metals or produce acid rock drainage (ARD). The waste rock is then handled in accordance with the results as per the Waste Rock Management Plan for each operation. The waste rock stockpiles are engineered structures, and their design takes into consideration the properties of the natural soil to include measures that support safety and stability of the structure. When selecting the location and the design of the waste rock stockpiles, consideration is given to maintain a buffer between water bodies, and to minimize hauling distance between the mine and the stockpile(s) both for efficiency in cycle time and emissions management. Runoff from the waste rock stockpile is collected and managed as per the Water Management Plan for each operation.

Non-mineral Waste Management

Non-mineral waste is all other material (other than mineral waste) that is diverted from or directed to disposal. Non-mineral waste is created through mineral processing and support activities. Each of our sites have waste management plans to safely handle and manage waste. We handle these wastes following local regulations and internal policies, plans and procedures. These plans outline how we manage the diverse types of waste from our activities, emphasizing ways to minimize, recycle and reuse waste. We also conduct water and sediment quality monitoring, testing for contaminants and release into the environment.

In 2024, we updated our waste classification methodology to align with the Basel Convention. As a result, non-mineral waste data is not directly comparable to 2023. Of our total non-mineral waste generated, approximately 15,000 metric tonnes or 80% were directed to disposal (i.e., to landfills, incinerated or buried) and approximately 4,000 metric tonnes or 20% were diverted from disposal (i.e., sent to recyclers). Overall, our waste directed to disposal decreased in 2024 primarily because Côté Gold transitioned into production and had less construction waste. In 2024, we did not experience significant incidents associated with hazardous materials and waste management.¹⁰

IAMGOLD's Non-mineral Waste Profile

Types of waste	<ul style="list-style-type: none"> • Construction • Septic • Domestic, office and maintenance (e.g., packaging, paper, plastic, food)
Disposal methods	<ul style="list-style-type: none"> • Contracts with suppliers • On-site incineration and/or burial
Diversion methods	<ul style="list-style-type: none"> • Non-hazardous, recyclable content sent to recyclers • Hazardous waste reused or processed offsite

2024 Diverted Waste

(Metric tonnes)	Hazardous	Non-hazardous
4,058	237	3,822

Directed Waste to Disposal

(Metric tonnes)	Hazardous	Non-hazardous
15,043	12,267	2,776

¹⁰ IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.

Water Stewardship

Water is crucial for the mining process and is a shared resource with our host communities. IAMGOLD is committed to being a responsible water steward. We recognize that access to clean water is a human right and are committed to minimizing our impact on the shared and finite water resources that supply our communities, sustain our ecosystems, and power our operations.

In mining, water is used for mineral extraction and processing, tailings management, dust suppression and support activities. Without proper management, the water discharged that does not meet regulatory standards can impact both the environment and local communities.

In 2024, we collaborated with our sites to enhance our water management framework, focusing on creating a clear vision, updating our Water Management Policy, and developing a Water Management Standard that incorporates value-driven principles, industry best practices, such as from the International Council on Mining and Metals and Towards Sustainable Mining, and subject matter experts. This process also included identifying key performance indicators and adopting an integrated, watershed-level approach that considers the broader impact beyond our own operations.

Our new Water Management Standard defines the minimum requirements to maintain water supply security and water stewardship across our operations. Sites will be required to document in their Water Management Plans how they conform with the new requirements of the Water Management Standard and establish a Water Stewardship Working Group that will be responsible for implementing the water management and stewardship initiatives. Additionally, as part of this initiative, we conducted assessments against our Water Management Standard and identified vulnerabilities in physical infrastructure. Sites also developed individual roadmaps to outline the path toward conformance with the standard, including budget planning, which will be updated annually. In 2025, we plan to conduct a maturity review against the Water Management Standard and develop site-specific water scorecards to assess regional water impact.

Water Management

Our sites have water balance models, which help us understand the predicted flow, accumulation, and routing of water across each site and simulate scenarios to optimize how we manage water. The water balance model is an input into the Water Management Plan, enables engineering design decisions, and supports the assessment of the potential effects of mine-related activities on the receiving environment. In 2025, we plan to explore opportunities to implement software to enhance the efficiency and accuracy of updating water balances across all sites.

Acid rock drainage (ARD), the potential for rock to generate acidic (low pH) runoff when in contact with air and water, is actively managed at Westwood through water management plans. Based on current modelling, ARD is not predicted to occur at Essakane mainly due to its dry climate; however, mitigation measures are in place to control metal leaching and we are evaluating other contingency measures. Through studies, there is a low level of ARD risk at Côte Gold. While ARD is not predicted to occur and not actively managed at Côte Gold, preventative measures are undertaken. Côte Gold has identified areas where potentially acid generating (PAG) material may be present. PAG material and the surrounding area is tested. Where PAG material is identified, the autonomous haul trucks will deposit the PAG material in a specific area in the mine rock area for blending.



Water monitoring activities

🔗 [More on IAMGOLD's website: Water Management Policy](#)

Water Stewardship (continued)

Our Water Management Practices

Conservation

- Recycling
- Reduction at the source

Treatment

- Industrial water treatment plants
- Domestic sewage water treatment plants
- Settling ponds
- Water oil separators

Diversification

- Ditches and channel to prevent natural water from entering disturbed areas

Collection

- Network of ditches, ponds, pumping stations and pipes

Monitoring

- Network of monitoring wells and surface water stations
- Frequent inspections
- Water quality testing
- Environmental effects monitoring studies conducted in receivers every three years for discharging facilities

Planning, Readiness and Resilience

- Planning based on water mass balance, including weather forecasts and climate change

IAMGOLD’s operations aim to limit water withdrawal, reduce our impact on waterways, and implement efficient water management and conservation practices. Essakane is located in a high water stress region and is designed to eliminate discharge of processed water into the environment. We regularly monitor water quality and quantity, including treated and discharged water. On-site and third-party laboratories conduct testing to maintain compliance with provincial and national regulations.

We have a community engagement program and a stakeholder engagement plan in place to gather and consider feedback, especially concerning water issues. Additionally, a formal grievance mechanism is in place to address complaints and concerns from external stakeholders.

How We Interact with Freshwater

	Côte Gold	Westwood	Essakane
Freshwater intake	While we aim to maximize the recycling of the water used in our operations, we do need to draw from surface water and/or groundwater sources to make up a deficit or supply parts of operations requiring freshwater.	<ul style="list-style-type: none"> • Water from the Bousquet River supplies the plant, underground mine, and accommodations facility. • Underground wells also supply the accommodation facility. 	<ul style="list-style-type: none"> • The main source of water is from the Gourouol River, a tributary of the Niger River, which flows near the northern boundary of Essakane. • An off-channel reservoir was built to collect excess water from the rainy season, which occurs from June to September. Water is then pumped from this reservoir to the on-site tanks. • Pumping is not carried out during low-water periods to avoid impacts to the environment and communities.
Water-related Highlights	<ul style="list-style-type: none"> • The mine was designed so that any water in the milling process exists within a closed-loop system to limit consumption and maximize recycling and reuse. 	<ul style="list-style-type: none"> • Conducted a pilot for reduction initiatives in water withdrawal. 	<ul style="list-style-type: none"> • No water-related discharge. • Communities are consulted on all new water-related projects. • Has an internal Water Committee focused on water preservation.

Water Stewardship (continued)

2024 Water Performance

Water withdrawal is water that is collected or extracted and used to supply operational water demands. In 2024, our total water withdrawal was approximately 23,000 megalitres, primarily sourced from freshwater, precipitation and groundwater, representing an approximately 18% increase from the previous year. The increase in total water withdrawal compared to 2023 was primarily attributed to Westwood and Côté Gold. There was increased precipitation at Westwood and the inclusion of Fayolle in 2024, which increased our area of operations and contributed to the increase in withdrawal from precipitation. At Côté Gold, the transition to production contributed to an increase in total water withdrawal. To a lesser extent, Essakane's total water withdrawal increased in 2024 as compared to the previous year, mainly due to improved data accuracy with newly installed flowmeters, which replaced invoice-based tracking, as well as additional water withdrawal to establish a reserve of water for future use.

In 2024, the total volume of water discharged was approximately 8,200 megalitres. The water discharged back into the environment includes both water that is used to supply operational water demands and "other managed water" (OMW) that is not used to supply operational water demands. At Côté Gold and Westwood, both sites do not operate in water-stressed regions, and ponds are used to manage other water such as precipitation and snowmelt, which is discharged back into the environment.

Currently, IAMGOLD does not measure the volume of OMW, water that is collected, treated and/or discharged but is not directly used for operational purposes. This can include non-contact water, which is water that has not come into contact with tailings, waste rock or contaminated soils, for example, runoff or water diverted around the mine site, often managed through ditches and collection ponds. In future years, we will determine how it can be measured to allow more comprehensive reporting of water data, including water consumption.

In 2024, there were seven non-compliance notices related to water that resulted in a formal enforcement action, although none were assessed internally as significant, meaning they were not categorized as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. At Westwood, we had five notices of non-compliance related to discharge toxicity of final effluent being higher than permitted in 2023.

Westwood also received one notice of non-compliance related to a site inspection conducted in September 2023. Côté Gold received one non-compliance notice regarding a total suspended solids exceedance at the overburden stockpile area in March 2024. A dedicated project is currently underway to address design issues.

Water metrics (megalitres/ thousand cubic metres)	Definition	2024	2023	2022 ¹¹
Total water withdrawal	All water that enters the operational water system and is used to supply the operational water demands.	22,609 ¹²	19,086 ¹³	56,716 ¹³
Total water discharge	Effluents, used water, and unused water released back into the environment or to a third party. It includes other managed water that is not used to supply operational water demands.	8,202	10,423	20,394
Water consumption	Water that is permanently removed, by evaporation, entrainment (in product or waste) or other losses and not returned to the environment. Calculated as total water withdrawn minus total water discharged.	14,407	8,663 ¹³	36,322 ¹³
Water recycled	Water that has been used in an operational task and is recovered and used again in an operational task after treatment.	11,975	10,269 ¹³	19,993

¹¹ Data for 2022 is higher as it includes Côté Gold, Westwood and Essakane as well as divested assets (Rosebel and Boto).

¹² In 2024, Côté Gold's water withdrawal data excludes precipitation.

¹³ Data for 2022 and 2023 has been restated due to a reclassification of water data at Westwood.

Mine Closure and Reclamation

Mining deposits have a limited lifespan, and active operations ultimately come to an end. Reclamation efforts are guided toward a suitable end land use as per an agreed-upon closure plan and include criteria such as physical, chemical and biological stability.

Without effective mine closure and reclamation, the environment and local communities can be negatively impacted. Strong performance on this topic impacts our financial performance, reputation and social license to operate. Without adequate closure plans and reclamation works, negative impacts could include: health and safety issues; collapse of structures; water, soil and air pollution; loss of biodiversity; drainage problems; community impacts; and increased costs.

IAMGOLD's closure approach strives to minimize impacts and maximize benefits, align with stakeholder expectations, and support compliance. This is achieved by considering environmental and social factors, providing adequate financial resources to complete closure plans, and carrying out ongoing reclamation activities while monitoring their effectiveness. We strive to do this in consultation with local communities, Indigenous Peoples and other stakeholders. For example, Essakane consulted with communities on its Closure Plans. IAMGOLD at the onset, considers and plans our activities in a responsible manner and plans in advance for closure.

Under IAMGOLD's Sustainability Policy and Integrated Closure Standard as well as through regulatory requirements, it is mandatory for all sites to have mine closure plans in place. These plans are regularly updated throughout the Life of Mine (LOM) or every five years, as per regulations. These updates cover climate change assessments, water management planning, geotechnical stability reviews, progressive mine rehabilitation and socio-economic transition plans. We also perform rehabilitation work for exploration and development projects.

The Integrated Closure Standard emphasizes the necessity of a closure plan in the environmental and social management approach for each site. The plan must outline the proposed strategy for transitioning the site to a stable condition after the conclusion of commercial mining activity. The Integrated Closure Standard outlines our minimum requirements in support of the following objectives when planning for mine closure:

- Comply with legal requirements;
- Minimize adverse impacts on the human and natural environment;
- Maximize benefits and opportunities from socio-economic and labour transitions;
- Align with stakeholder and Indigenous communities on reasonable and agreed-upon expectations;
- Ensure sufficient financial resources are in place;
- Prepare for temporary or sudden closure; and
- Plan towards achieving relinquishment.

In 2024, we established Closure Plan Committees at each site and a Corporate Closure Committee. Site Closure Plan Committees consist of multidisciplinary team members who are responsible for meeting regulatory requirements, submitting closure plans and aligning closure plan and operations for the LOM plan. At the corporate level, the Corporate Closure Committee meets quarterly with sites to review closure plan development, improvement, approval and implementation.

After closure, certain features of mines may remain and change the original landforms. These features typically include TSFs, mine rock piles, open pits, or underground workings. Our reclamation efforts aim for a suitable final land use, aligning with mutually agreed closure criteria related to physical, chemical, and biological stability. Whenever possible, we support progressive reclamation at all sites. Additionally, we regularly involve community members in closure plans, and incorporate their valued insights.

Closure Plans

The Essakane Gold Mine's closure plan is being updated, as required by regulations, and will be submitted to the Government of Burkina Faso for review and approval in 2025. In addition, the Falagountou Closure Plan was submitted in May 2024 and is undergoing government review for approval. The plan includes proposed land use options, including

agroforestry and an agropastoral area supported by water ponds. The plan was developed with support from the INERA (Institute of Environment and Agricultural Research) regarding best practices for phytoremediation, an approach that uses plants and associated soil microbes to reduce the concentrations or toxic effects of contaminants in the environment for the site.


The closure plans for the Westwood Complex were submitted in 2021 and received government approval in 2024. Our asset retirement obligations (ARO) budgets are based on closure cost estimates and are updated quarterly and annually. Where required, IAMGOLD has funds reserved for closure plan implementation.

The closure plan for the Côté Gold Mine was first filed in 2018 and the last comprehensive amendment was filed in 2022. Minor amendments related to the construction of offline dams have been filed since that date. The plan is currently being updated to reflect the site's transition to production.

While IAMGOLD's closure plans primarily focus on environmental remediation, we are taking a more holistic approach to closure planning. For example, Essakane is in the process of enhancing its strategy, with a key focus on preparing for closure, that includes stakeholder feedback, community transition support, improved monitoring and evaluation.

We are also working to complete rehabilitation and post-closure monitoring on our closed sites, Mouska, Yvan Vezina and Solbec, all located in Québec, to return the sites to a satisfactory state as defined by regulations.

- **Mouska:** In 2024, a site visit was conducted with the government to agree on an action plan to obtain a certificate of release. In 2025, we plan to collaborate with an external contractor to support revegetation efforts.
- **Yvan Vezina:** In 2024, the site conducted a visit with the government to finalize the action plan to obtain a certificate of release. Looking ahead to 2025, we will work with an external consultant on conducting a dam safety review.
- **Solbec:** In 2024, an internal verification for dam safety and water monitoring activities was completed. For 2025, the focus will be on defining an action plan for our passive water treatment infrastructure to reduce maintenance obligations in the future.

 [More on IAMGOLD's website: Sustainability Policy](#)

Energy and Climate

Climate change is a global challenge, and we believe that the mining industry has to be part of the solution. IAMGOLD's approach to climate change is governed by our Energy and Greenhouse Gas Emissions Management Policy. We strive to reduce our greenhouse gas emissions by efficiently managing our energy consumption, using lower-emission or renewable energy sources where feasible, and addressing climate-related risks to support business resilience and optimize operational costs.

Governance

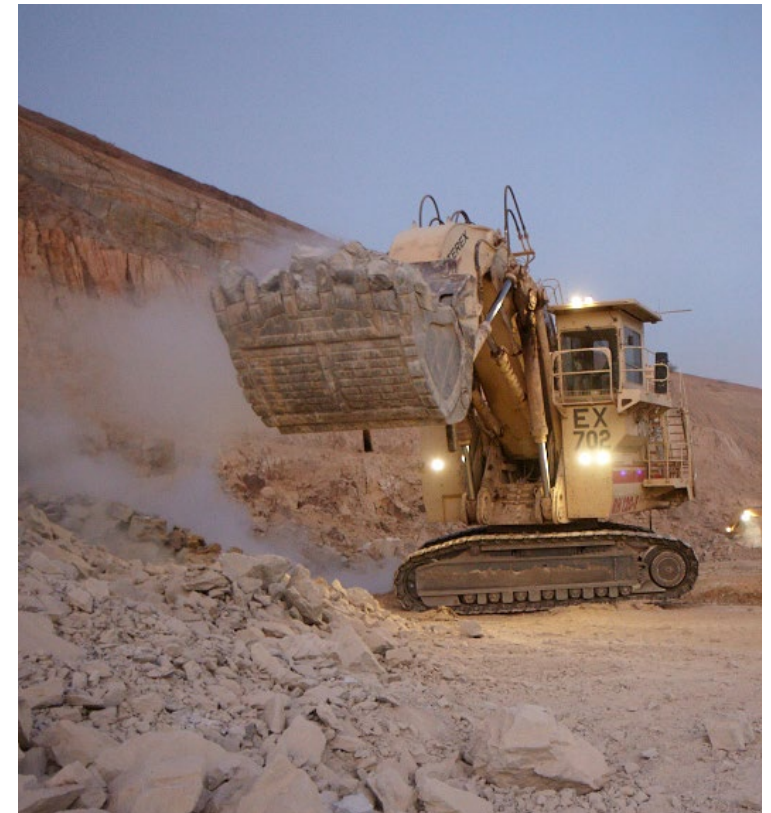
IAMGOLD has integrated climate considerations into our existing governance structure with the objective of enabling strategic oversight of climate-related risks and opportunities. We will continue to evaluate the effectiveness of our governance framework on a regular basis to identify opportunities for further integration.

Board Responsibilities: The Board of Directors directly reviews and monitors health, safety, environmental, social, security and governance matters, including climate change. The Sustainability Committee supports the Board in fulfilling its responsibilities related to health, safety, environment and communities (HSEC) and sustainability at all company sites. The Committee oversees the implementation of sustainability

policies, standards, programs and practices, and provides advice and recommendations on climate-related issues and business strategy. The Committee meets quarterly to review sustainability progress, including updates on decarbonization initiatives. It stays updated on industry trends and initiatives, implementing appropriate measures accordingly.

Management Responsibilities: Responsibility for climate change is integrated at all levels of the organization. At the Executive Leadership level, the Chief Executive Officer (CEO) oversees all ESG-related activities, including climate action targets and activities. The Chief Operating Officer (COO) provides key recommendations on climate-related issues. The COO reports on climate issues, material risks and opportunities, and progress on decarbonization to the Sustainability Committee every quarter. Targets related to advancing our decarbonization strategy are also included in our Company Scorecard, supporting our efforts to maintain a strong focus on decarbonization within our operations.

The Company has a Senior Director of Decarbonization who is responsible for developing our climate-related strategy and plans. The implementation of decarbonization initiatives is a collaborative effort between corporate and site teams.



Operations at Essakane

🔗 More on IAMGOLD's website:

[Sustainability Policy](#) | [Energy and Greenhouse Gas Emissions Management Policy](#) | [2022 Climate Action Report](#) | [2023 Scope 3 Greenhouse Gas Emissions Report](#) | [2023 Independent Assurance Statement – Scope 1 and 2 GHG Emissions](#)

Energy and Climate (continued)

Strategy

In 2024, we revisited our previously stated climate change targets, including the goal of a 30% absolute reduction in Scope 1 and 2 emissions by 2030 (from a 2021 baseline) and the longer-term aspiration to achieve net-zero Scope 1 and 2 emissions by 2050 to assess whether they remain realistic and achievable. The path to meeting our previously stated targets is primarily impacted by the potential extension of Essakane’s life of mine beyond 2030, along with the potential opportunities at our keystone Côté Gold Mine for expansion. Additionally, other internal factors, such as implementing energy and decarbonization initiatives, defining our long-term emissions profile, advancing site-level decarbonization plans, understanding longer-term investment requirements, and deploying energy management information systems are still ongoing. External dependencies, including access to reliable renewable energy, electrical infrastructure, and the maturity of low-carbon technologies – further complicate our ability to define an achievable pathway at this time. As a result, we have decided to withdraw our previously stated climate change target and longer-term aspiration.

We will continue to report on our Scope 1, 2, and 3 emissions. We will continue to report and assess our Scope 1 and 2 emissions relative to a 2021 baseline. Additionally, we have established internal objectives and are developing a structured program of work focused on energy management and decarbonization. Through this approach, we aim to improve our emissions performance over time, strengthen internal systems and capabilities, and embed decarbonization into our operational decision-making for the long term. Our short-term strategy is built around five key pillars:

1. Identification of energy and decarbonization initiatives

Our immediate focus is on implementing an Energy Management Information System (EMIS) to monitor, analyze, and optimize energy use across our operations. In 2024, we initiated site assessments as a first step in developing our EMIS. This system will enable more efficient and precise tracking of energy consumption at our sites, and its development will remain a key priority for IAMGOLD in the next couple of years. We expect to implement this system at all our mining

operations by the end of 2026, laying the foundation for ongoing energy efficiency improvements and emissions reductions. A decarbonization assessment is ongoing or planned for each of our three mining operations, which will build on the energy efficiency initiatives already put in place by our operations. These assessments are expected to include the analysis of costs and benefits, operational impacts, and potential emissions reductions that could be achieved through energy efficiency initiatives, fuel substitution, and electrification. The assessment will allow us to develop a roadmap and action plan for each site. The assessments are expected to be completed by the end of 2025.

Key assumptions:

- We anticipate identifying and implementing a sufficient number of projects to support our decarbonization strategy.
- Full implementation of an EMIS at each site.

2. Alignment of budget and investment decisions with emissions reduction opportunities

Currently, each site has a dedicated budget for decarbonization and energy management for 2025. Budgets are prepared annually and reviewed by management to account for strategic priorities, emerging opportunities, life of mine, and broader external factors. Capital allocation will be critical to identifying and implementing an adequate number of projects that support our decarbonization initiatives.

Key assumptions:

- Sufficient funds will be available to drive key energy and decarbonization initiatives.

3. Assessing organizational resources and capacity to support decarbonization

Achieving our decarbonization strategy requires a strong governance framework and a clear allocation of responsibilities at both corporate and site levels. At the corporate level, our Senior Director of Decarbonization leads our decarbonization strategy. We are actively

exploring how to further structure our decarbonization efforts and build site-level capacity to drive operational change. Currently, Côté Gold has an Energy Manager role, and we are exploring how to build out resources and capacity at each of our sites.

Key assumptions:

- Strong accountability and responsibility at the corporate and site level in support of decarbonization initiatives.

4. Production and growth

Future expansion projects and new mine developments will play a key role in shaping our long-term emissions profile. We plan to integrate energy efficiency and decarbonization considerations into the design of new operations to support our decarbonization goals.

Key assumptions:

- Impact on carbon emissions and other evaluation tools will be embedded in business processes to support decision-making.

5. Monitoring external developments

Our ability to reduce Scope 2 emissions depends on the pace of grid decarbonization and the expansion of infrastructure to support low-carbon energy delivery. Investments by utilities and governments in renewable energy capacity, transmission, and storage solutions will determine whether sufficient low-carbon electricity is accessible across our operating regions.

Key assumptions:

- Power grids in Canada will continue to expand their supply of low-carbon electricity (notably Ontario and Québec).

Through this approach, we aim to improve our emissions performance over time, strengthen internal systems and capabilities, and embed decarbonization into our operational decision-making for the long term.

Energy and Climate (continued)

Long-term Decarbonization Pathway

Looking ahead, we are focused on identifying and exploring pathways needed to reduce our greenhouse gas emissions. As part of our decarbonization roadmap, we are assessing scenarios that include potential business growth and development within the context of a low-carbon economy.

Key levers that we are considering exploring for our longer-term decarbonization pathway include:

1. Energy Reduction and Efficiency

Energy reduction and efficiency will serve as a foundational lever in our emissions reduction pathway. By optimizing energy use across our operations, this lever helps to reduce costs, lower emissions, and enhance overall efficiency from the outset. Early implementation is expected to focus on process improvements, advanced monitoring technologies, and energy-efficient equipment to achieve immediate and measurable reductions. As we progress, continual improvement initiatives and integration of digital tools such as AI for predictive maintenance and energy management will support sustained efficiency gains. This lever is expected to play a critical role throughout our decarbonization journey with more influence in the earlier stages, providing cumulative benefits and complementing other decarbonization efforts.

2. Electrification

Electrification is expected to reduce reliance on fossil fuels and support the transition to low- and zero-emission energy sources. Key initiatives include electrifying mobile equipment, such as trucks and drills, along with expanding the use of electric-powered machinery in underground and surface mining operations. Many of our fixed assets, including comminution circuits, conveyors, pumps, and ventilation systems, are already electrified. Therefore, efforts for these systems will focus on reducing the carbon intensity of the energy sources powering them (refer to Renewable Electricity for more details). For operations connected to Canadian utility grids, the shift to electrification is anticipated to occur earlier, depending on grid capacity and advancements in mobile surface mining electrification technologies. In operations on isolated grids, such as Essakane, electrification is more challenging. As a result, our strategy will assess the ability to reduce the carbon intensity of electrical generation in these isolated grids.

3. Renewable Energy Sources

a. Renewable Fuels

Renewable fuels can bridge the gap for applications where electrification is not yet feasible, such as heavy-duty vehicles and certain industrial processes. Early adoption could involve piloting biofuels and synthetic fuels to replace diesel and other fossil fuels in key areas. As supply chains mature, renewable fuels will play a growing role in addressing emissions in hard-to-abate segments of the mining value chain. This lever is anticipated to be more relevant in the short to medium term, eventually giving way to more permanent solutions like electrification via renewable sources.

b. Renewable Electricity

Renewable electricity is a critical component of our energy supply transformation. Early milestones are expected to focus on sourcing renewable power through utility-scale partnerships, self generation, or Power Purchase Agreements (PPAs). Over time, we plan to integrate renewable energy generation, such as solar and wind farms, to reduce dependency on grid-supplied energy and enhance energy security. In the medium term, renewable electricity is expected to be a significant portion of our energy mix supporting other decarbonization levers like electrification.

4. Expansion and Growth

We acknowledge that growth and expansion will have a significant impact on the organization's overall emissions profile. While specific plans for medium- and long-term growth have not yet been finalized, any future expansion will require a deliberate and strategic approach considering decarbonization. Comprehensive strategies, guidelines, and standards will be developed to minimize and effectively manage growth-related emissions. These measures will prioritize integrating low-emission technologies, renewable energy solutions, and sustainable design principles into new projects and expansions. Additionally, emissions reduction will be considered in evaluating potential growth opportunities, so that new developments align with our Company's decarbonization objectives. This proactive planning will enable us to balance organizational growth with our commitment to sustainability and climate action.

Energy and Climate (continued)

5. Offsets and Sequestration

We recognize the greater value in directly reducing the organization's emissions; however, we also acknowledge that residual emissions will remain at the end of our pathway, requiring offsets or sequestration. While this lever may be considered as a bridging solution in the short to medium term, we do not anticipate it becoming a primary focus until the latter stages of our journey. Offsets and sequestration will serve as a complementary strategy to address emissions that are not possible to eliminate through operational improvements. Initially, we will consider high-quality carbon offsets to manage residual emissions while developing more permanent solutions. As we progress, our efforts will consider implementing sequestration technologies, such as carbon capture and storage (CCS) and nature-based solutions like reforestation, to achieve lasting carbon removal. This lever will become increasingly vital in the final phases of our decarbonization pathway.

The following summarizes how we anticipate each lever contributing to our decarbonization journey.

Projected Reductions	Lever Contribution				
	Energy Reduction & Efficiency	Electrification	Renewable Energy Sources	Expansion and Growth ¹⁴	Offsets & Sequestration
Short Term	Essential	Marginal	Marginal	To be determined	No
Medium Term	Essential	Meaningful	Meaningful	To be determined	No
	Meaningful	Key	Key		No
	Marginal	Key	Key		Marginal
Long Term	Marginal	Essential	Essential	To be determined	Meaningful

Legend: Contribution Scale

No Contribution	This lever does not contribute to supporting our decarbonization strategy and has no measurable impact on emissions reductions.
Marginal Contribution	This lever provides a small, incremental contribution to achieving the decarbonization strategy. Its role is supplementary rather than essential.
Meaningful Contribution	This lever plays a noticeable role in supporting the decarbonization strategy, with a clear but not critical level of impact.
Key Contribution	This lever is a major contributor to supporting the decarbonization strategy, with significant and necessary influence on progress.
Essential Contribution	This lever is indispensable for supporting the decarbonization strategy.

¹⁴ Emissions impact resulting from changes in site operations, production levels, or activities.

Energy and Climate (continued)

Transparency and Accountability

To support transparency, we aim to establish:

- **Annual Reviews:** Monitoring and reporting on our progress against our decarbonization strategy.
- **Enhanced Systems:** Improving our tracking and reporting capabilities through the implementation of an EMIS, enabling more frequent reviews of energy and greenhouse gas emissions performance.

Climate-related Risks and Opportunities

One of the inputs into our climate strategy involves assessing our climate-related risks and opportunities over a reasonable time frame and determining potential financial implications. As recommended by the Task Force on Climate-related Financial Disclosures and emerging sustainability reporting disclosures, scenario analysis allows a company to assess the resilience of their business strategy under different climate scenarios.

In September 2022, IAMGOLD conducted its first climate scenario analysis to identify and prioritize our physical¹⁵ and transition¹⁶ climate-related risks and opportunities over the short (2021–2024), medium (2024–2030) and long term (2030–2050). IAMGOLD chose the Intergovernmental Panel on Climate Change's (IPCC) representative concentration pathway (RCP) 8.5 scenario, a very high emissions scenario, for the majority of its analysis to model transition and physical risks.¹⁷ For further details on our 2022 climate-related risks and opportunities assessment, please refer to our [2022 Climate Action Report](#).

To strengthen our climate risk management, we engaged an external consultant to conduct an updated physical climate risk assessment for our three operating sites starting in late 2024. This assessment utilized the IPCC's Sixth Assessment Report Shared Socioeconomic Pathways (SSP) 1-1.9 and SSP5-8.5 to evaluate very low and very high emissions scenarios across short-term (2035), medium-term (2050), and long-term (2080) time horizons.¹⁸ The process included workshops with corporate and site teams to gain valuable insights into specific climate-related risks. The assessment looked at several climate variables, including temperature extremes, heatwaves, frost days, heavy rainfall, and drought probability, to track changing weather patterns. These climate variables were assessed against the Company's Enterprise Risk Management criteria, examining potential consequences on financial, operations, health and safety, environment, and communities. The results are currently being finalized and will be shared in our next annual Sustainability Report.

Transition Risks and Opportunities

In 2024, we updated our transitional risk assessment to identify and evaluate potential risks and opportunities. An internal desktop exercise was conducted by a cross-functional team with knowledge of IAMGOLD's operations, energy profile, and transition considerations. The assessment was performed at a macro level, focusing on key business categories that could be affected as IAMGOLD advances its climate transition plan.

This assessment highlighted several transition risks, with the most significant being market risk, particularly related to electrical infrastructure. The limited availability of electrical capacity and the challenges in upgrading infrastructure could pose financial and operational risks, potentially leading to increased costs, downtime and production constraints. The assessment also identified potential financial impacts across various risk categories, which provides a preliminary picture on the cost implications to guide mitigation planning for effective risk management. Mitigation strategies have also been identified to address these risks, focusing on decarbonization, adopting new technologies, securing a diverse energy supply, engaging stakeholders, and addressing electrical infrastructure challenges.

¹⁵ As defined by TCFD, physical risk can be acute or long-term changes in climate patterns (e.g., increased severity of extreme weather events or sustained higher temperatures).

¹⁶ Transition risks include policy, legal, technology, reputation and market changes to address mitigation and adaptation requirements related to climate change (e.g., carbon pricing, climate-related litigation, renewable energy, stakeholder perceptions of a company's or industry's contribution or detractor to a low-carbon economy transition, and shifts in the supply and demand of certain commodities).

¹⁷ From the [IPCC's Fifth Assessment Report](#), this scenario predicts an increase in the global mean surface temperature by the end of the 21st century (2081–2100) relative to 1986–2005 is likely to be 2.6°C to 4.8°C.

¹⁸ From the [IPCC's Sixth Assessment Report](#), SSP1-1.9 predicts limited warming to 1.5°C and SSP5-8.5 predicts an exceedance of warming of 4°C over the 21st century compared to 1986–2005.

Energy and Climate (continued)

Risk Category	Primary Risks	Potential Financial Impacts	Identified Mitigation Measures
Policy and Legal	<ul style="list-style-type: none"> • Introduction or increased pricing of GHG emissions. • Increased regulatory pressures to reduce GHG emissions. • Increased emissions-reporting obligations. • Non-compliance with regulatory obligations. 	<ul style="list-style-type: none"> • Increased operational expenditures (e.g., higher compliance costs, increased insurance premiums, and costs to implement reporting systems). • Additional resources to manage administrative and operational complexities in complying with carbon-related regulations. • Increased investments to lower GHG emissions by upgrading equipment, transitioning to lower carbon energy sources and changing business processes. • Financial penalties for non-compliance. 	<ul style="list-style-type: none"> • Develop and implement a comprehensive decarbonization strategy. • Monitor evolving policies, maintain compliance, and prepare for various scenarios. • Identify renewable, electrification, and energy-efficiency opportunities in operations. • Integrate decarbonization into growth and facility design strategies.
Technology	<ul style="list-style-type: none"> • Limited market availability of required transition technologies. • Rapid deployment of new technologies into operations without proper integration planning. • Delayed adoption of lower emissions technologies. • Costs to transition to lower emissions technology. 	<ul style="list-style-type: none"> • Higher capital costs for new decarbonization solutions, due to limited market availability of preferred technologies. • Increased operational expenditures (e.g., technology upgrades and maintenance costs). • Displacement and/or shortened lifespan of existing assets – Lower productivity due to lagging development of organizational expertise resulting from delays in adopting low-carbon technologies. 	<ul style="list-style-type: none"> • Collaborate with original equipment manufacturers (OEM) to support technology development. • Continue to assess and adopt new low-carbon technologies. • Develop robust processes focused on the integration of new technologies. • Integrate future-focused decarbonization criteria into the decision-making process for major capital investments. • Explore opportunities, including pilots for electrification, fuel-switching and lower emissions technology. • Develop internal knowledge base and skill set to support adoption and roll out of new technologies.
Market	<ul style="list-style-type: none"> • Energy supply chain disruptions and rising costs of lower emissions energy. • Escalating supplier and input material costs. • Supply chain capacity constraints for clean energy needs. • Increased competition and cost of high-quality offsets. • Electrical infrastructure: <ul style="list-style-type: none"> – Limited availability of electrical capacity required for transition. – Shortages of materials and components for necessary electrical infrastructure upgrades. 	<ul style="list-style-type: none"> • Increased operational costs due to changing input prices (e.g., energy and equipment). • Price volatility in renewable fuel and electricity markets. • Production downtime due to energy shortages. • Electrical infrastructure: <ul style="list-style-type: none"> – Increased costs and productivity losses from system downtime. – Reduced revenue due to operational constraints. – Capital expenditures to address power limitations. 	<ul style="list-style-type: none"> • Develop site-specific energy supply strategies. • Develop strategies to minimize exposure to energy market volatility, which will include the evaluation of alternative energy supply options, such as self-generation and PPAs. • Participate in industry coalitions to address regional challenges. • Broaden and diversify energy procurement strategies. • Strengthen partnerships with key suppliers. • Electrical infrastructure: <ul style="list-style-type: none"> – Collaborate with OEMs and electrical service providers to secure infrastructure access and required electrical capacity to maintain operations. – Early engagement with utilities and government for system upgrades. – Integrate electrical capacity considerations into the design process. – Assess capacity needs in early planning phase for new expansion projects.
Reputational	<ul style="list-style-type: none"> • Heightened community stakeholder concerns or negative perceptions regarding insufficient climate change mitigation efforts. • Talent attraction and retention issues due to misaligned values. • Negative investor sentiment in sustainability-focused markets. 	<ul style="list-style-type: none"> • Increased operational costs for community engagement and climate transition measures. • Productivity losses stemming from operational disruptions linked to human resource challenges. • Financing challenges and reduction in capital availability. 	<ul style="list-style-type: none"> • Engage with key stakeholders, including communities, to understand climate-related concerns. • Develop comprehensive communication of decarbonization initiatives, progress and accomplishments. • Collaborate with industry organizations for responsible action.

Energy and Climate (continued)

Opportunities

Through our assessment, we also identified several key potential opportunities that can drive environmental, operational and financial benefits. These opportunities span various categories, including reducing energy costs through the shift to low-carbon energy sources, enhancing operational efficiencies through data-driven decision-making, leveraging green financing, and strengthening relationships with our stakeholders. Through each potential opportunity, we can further align our business practices with our broader sustainability goals.

Opportunity Category	Potential Opportunities
Energy Costs	<ul style="list-style-type: none"> Reduce operational costs and exposure to price variability by transitioning from fossil fuels to electricity and incorporating energy efficiency. Lower regulatory compliance costs achieved through the adoption of low-carbon energy sources.
Operational Efficiencies	<ul style="list-style-type: none"> Enable better decision-making through enhanced access to energy consumption and operational data. Gain deeper insights of the impact of strategic and operational decisions on energy costs. The effort to reduce energy consumption will inherently lead to enhanced operational efficiencies.
Access to Capital	<ul style="list-style-type: none"> Leverage subsidies and government incentives designed to support decarbonization efforts. Unlock access to green financing opportunities from investors focused on sustainability.
Reputation	<ul style="list-style-type: none"> Strengthen social acceptance of operations and development initiatives through a proven track record in decarbonization. Enhance relationships with stakeholders, including governments, communities, and investors, by demonstrating commitment to sustainability.
Product Differentiation	<ul style="list-style-type: none"> Expand the client base by offering gold with a lower carbon footprint. Explore opportunities to secure premium pricing from customers valuing sustainable and low-carbon products.



Mill at Côté Gold

Energy and Climate (continued)

2024 Energy and GHG Emissions

Our operations consume energy to support a variety of mining activities:

- In exploration to discover mineral deposits;
- In construction to build mines;
- In the mining process to excavate ore and remove waste;
- In the milling process to crush and grind ore; and
- For various support activities, including supplying power to our offices, exploration camps and accommodation sites.

The boundaries of our energy and emissions inventory include operational mines, projects, and select exploration activities. We report both **actual energy and emissions** – those that occurred within the reporting boundaries of the Company during the reporting year – and **adjusted energy and emissions**, which have been recalculated to align with the entities included in our 2021 baseline.

Since 2023, key changes to our reporting boundary include the divestment of the Rosebel Mine and Boto Gold Project which has been reflected in our adjusted energy and emissions figures.

Our 2021 baseline comprises emissions from mines that were in operation (Essakane and Westwood) as well as those under construction (Côté Gold) and was 461 ktCO₂e.¹⁹

Boundaries of Emissions Inventory

2021 Actual Emissions

Operations

Westwood	Essakane	Rosebel
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Construction

Côté Gold

2021 Adjusted Baseline

Operations

Westwood	Essakane
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Construction

Côté Gold

2024 Emissions Inventory

Operations

Côté Gold	Westwood	Essakane
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Exploration & Administration

Exploration Activities	Offices (partial)
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¹⁹ We have adjusted our 2021 baseline as per our re-baseline criteria, i.e., if there are changes that result in a cumulative +/- >5% adjustment to the emissions baseline per scope. Changes made to our historical data reflects a revision in the classification of purchased electricity previously reported as renewable for Essakane.

Energy and Climate (continued)

Actual Energy Use

In 2024, our primary energy sources were petroleum-based fossil fuels such as diesel, heavy fuel oil, natural gas, and propane as well as purchased electricity. Our total energy consumption was over 8 million gigajoules (GJ), which was higher than in 2023. The global energy intensity in 2024 was 10.22 gigajoules per ounce of gold produced (GJ/oz Au produced), which was lower than the previous year. The increase in energy consumption was primarily driven by the commencement of production at Côté Gold. However, energy intensity decreased as the additional energy usage was offset by a rise in total gold production.

	2024	2023	2022 ²⁰	2021 ²⁰
Actual energy consumption (GJ)	8,046,295	6,875,802	10,047,327	10,181,467

Adjusted Energy Use (Adjusted for Baseline)

Our adjusted energy consumption enables a better comparison and tracking of our performance against our 2021 baseline. In 2024, our adjusted energy consumption was higher than our baseline year primarily due to commencement of production at Côté Gold. Reduction in energy intensity is primarily due to the start of production at Côté Gold.

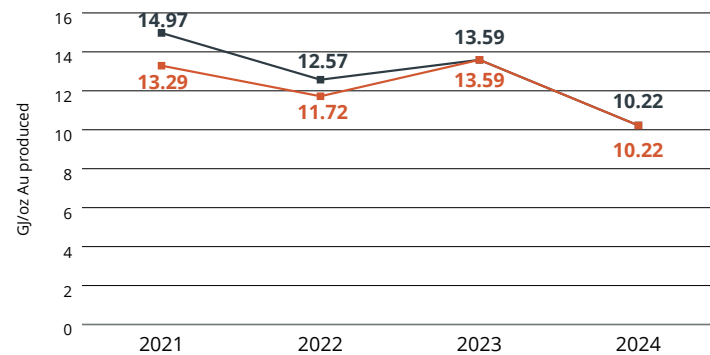
	2024	2023	2022	2021
Adjusted energy consumption (GJ)	8,046,295	6,875,802	6,411,750	6,538,352



Truck at Essakane

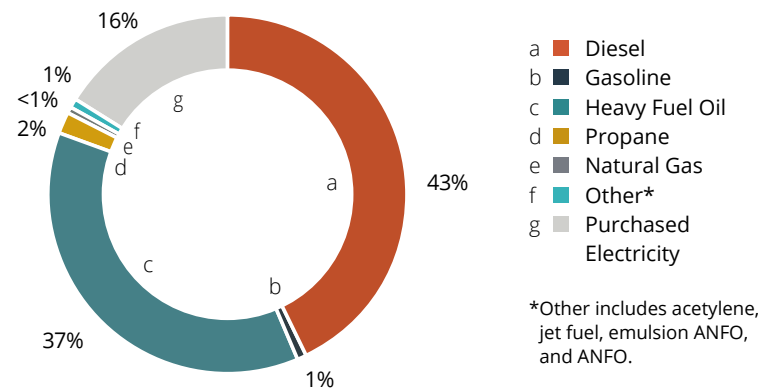
Actual and Adjusted Energy Intensity

— Actual Scope 1 and 2 energy intensity (GJ/oz Au produced)
— Adjusted Scope 1 and 2 energy intensity (GJ/oz Au produced)



²⁰ Data for 2021 and 2022 includes Rosebel and Boto.

2024 Energy Mix



*Other includes acetylene, jet fuel, emulsion ANFO, and ANFO.

Energy and Climate (continued)

Actual Emissions

Actual emissions represent emissions that occurred within the reporting boundaries of the Company during the reporting year. In 2024, our total Scope 1 and 2 emissions were 501,804 tCO₂e, representing an approximately 11% increase from the previous year. The actual emissions intensity was 0.64 tCO₂e/oz Au produced, lower than the previous year. This increase in absolute emissions is primarily attributed to the commencement of production at Côté Gold in 2024 and increased production at Essakane. The decrease in emission intensity is primarily related to Côté Gold entering production. Note, historical data for years 2021 through to 2023 have been readjusted following a reclassification of purchased electricity data at Essakane.

	2024	2023	2022	2021
Actual Scope 1 – Direct emissions (tCO₂e)	483,348	439,243	638,412	648,089
Actual Scope 2 – Indirect emissions (tCO₂e)	18,456	13,794 ²¹	13,344 ²¹	14,166 ²¹
Total	501,804	453,038²¹	651,756²¹	662,254²¹

Rounding of the individual numbers may cause a discrepancy in the total value.

Adjusted Emissions (Adjusted for Baseline)

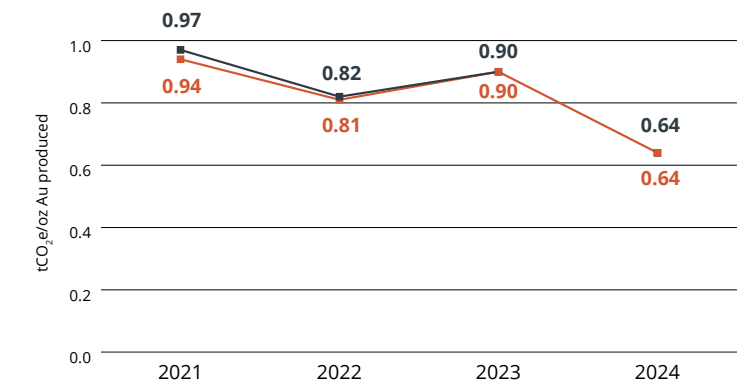
The figure below presents IAMGOLD's adjusted emissions from Essakane, Westwood, Côté Gold and exploration to enable better comparison and tracking of our performance against our 2021 baseline. In 2024, our adjusted Scope 1 and 2 emissions were approximately 11% higher than our baseline. The adjusted Scope 1 and 2 emissions intensity in 2024 was lower than both 2023 and baseline.

	2024	2023	2022	2021
Adjusted Scope 1 – Direct emissions (tCO₂e)	483,348	439,243	431,190	447,087
Adjusted Scope 2 – Indirect emissions (tCO₂e)	18,456	13,794 ²¹	13,344 ²¹	14,166 ²¹
Total	501,804	453,038²¹	444,535²¹	461,252²¹

Rounding of the individual numbers may cause a discrepancy in the total value.

Actual and Adjusted Scope 1 and 2 Emissions Intensity

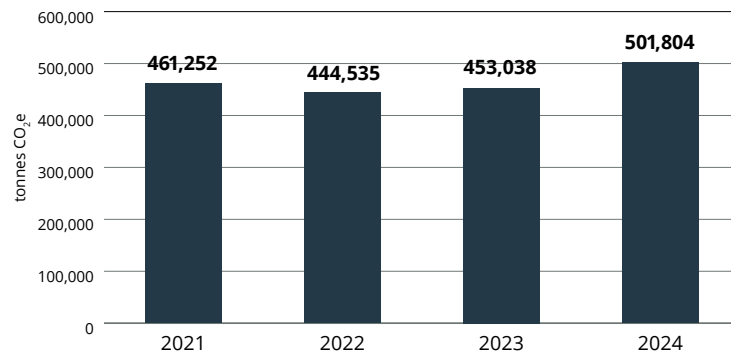
— Actual Scope 1 and 2 emissions intensity (tCO₂e/oz Au produced)
— Adjusted Scope 1 and 2 emissions intensity (tCO₂e/oz Au produced)



²¹ Data for year 2021, 2022 and 2023 have been adjusted due to a reclassification of purchased electricity data at Essakane. This resulted in changes to Scope 2 emissions, total Scope 1 and 2 emissions, and emissions intensity. The restated 2023 emissions data reflects the verified changes in Scope 2 emissions from Essakane (refer to our 2023 [Independent Assurance Statement](#)). The reclassified purchased electricity data for Essakane for 2021 is currently undergoing third-party external verification.

Energy and Climate (continued)

Adjusted Total Scope 1 and 2 Emissions



Scope 3 Emissions Inventory

In 2024, we completed a screening-level analysis of our 2023 Scope 3 GHG emissions which is available on our website. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in IAMGOLD’s value chain, including both upstream and downstream emissions. For example, in gold mining, Scope 3 emissions include upstream emissions from the production of fuel, manufacturing of equipment, and business travel and downstream emissions from the processing and transportation of sold gold. Measuring our Scope 3 emissions represents an important step in understanding our value chain emissions and identifying where emissions are highest.

In 2023, our Scope 3 inventory covered emissions from our operating mine sites and select corporate offices, totalling approximately 548,000 tCO₂e. Of this, approximately 534,000 tCO₂e were attributed to mine sites, while

approximately 24,000 tCO₂e were from corporate activities. Out of the 15 categories defined by the GHG Protocol, 11 were assessed as material. The most significant categories of our Scope 3 emissions were: category 1 (purchased goods and services), category 3 (fuel- and energy-related activities not included in Scope 1 or Scope 2), and category 4 (upstream transportation and distribution).

This early-stage work in measuring our Scope 3 emissions will help us focus our efforts on the most significant emissions within our value chain and shape our approach in managing these emissions over time. This complements ongoing efforts to decarbonize across our Scope 1 and 2 emissions as part of our broader decarbonization strategy.

Due to the complexity of calculating our Scope 3 emissions, we aim to publish our 2024 Scope 3 GHG emissions inventory in a separate report later in 2025.



Autonomous haul trucks at Côté Gold

Energy and Climate (continued)

Our Decarbonization and Energy Initiatives

Our sites are advancing decarbonization initiatives to reduce energy consumption and GHG emissions. In 2024, all sites have undertaken numerous initiatives. Notable highlights include:

Côté Gold

- Secured budget for a Decarbonization Assessment, to be completed in 2025.

- Initiated the EMIS Implementation Plan.

- Accepted into and secured funding from various government programs to support decarbonization and energy initiatives, including improving electrical efficiency and electrifying equipment.

- Appointed an Energy Manager for the site.

- Initiated the process for participation in the Ontario Emissions Performance Program (EPP).

- Completed reasonable assurance of 2023 GHG Scope 1 and 2 emissions under ISO 14064-3 per regulatory requirements.

Westwood

- Completed the design, secured budget and subsidies for a Ventilation on Demand Project, which will significantly reduce electric power and natural gas consumption. This is expected to be completed in 2025.

- Secured budget for a Decarbonization Assessment and EMIS Implementation Plan, to be completed in 2025.

- Accepted into and secured funding from various government programs and organizations to support decarbonization and energy initiatives.

- Initiated participation in the Hydro Québec Peak Demand Management Program.

- Ordered two electric scissor lifts for underground operations.

- Initiated analysis of heat recovery options to pre-heat air for underground operations (project would reduce natural gas consumption).

- As part of the limited assurance of corporate emissions, Westwood's 2023 Scope 1 and 2 emissions were verified.

Essakane

- Initiated the EMIS Implementation Plan.

- Initiated a Decarbonization Assessment.

- Undertook various energy projects, including:
 - Optimization of energy consumption related to lighting and air conditioning.
 - Improved management and monitoring of diesel distribution.
 - Initiation of an on-site distillation project to convert used oils to diesel.
 - Reduction of haul truck weight to improve specific fuel consumption.
 - Assessment of various technologies to improve haul truck fuel consumption, including AI driver assist.

- Built general capacity and knowledge on-site related to energy consumption and emissions.

- As part of the limited assurance of corporate emissions, Essakane's 2023 Scope 1 and 2 emissions were verified.

Energy and Climate (continued)

Air Quality and Dust Management

Air emissions from mining operations, if not properly controlled, can be a nuisance or harm human health and the environment. The most significant air quality issue in mining is particulate emissions, mainly dust through the grinding and crushing of waste rock and transportation. Our sites have air quality and dust management plans, outlining the site's approach for monitoring and managing designated emissions and particulates.

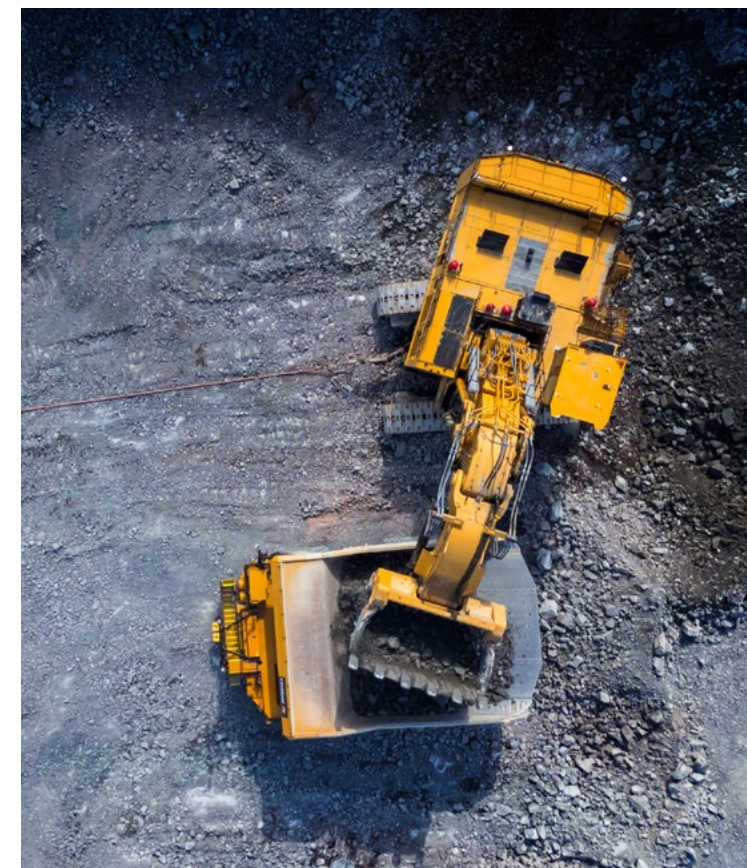
Air quality is monitored through various mechanisms such as stationary continuous samplers, high-volume samplers, industrial hygiene sampling and visual inspections, with some of our sites, such as Côté Gold, employing continuous monitors that emit real-time data to the Sustainability department. Our sites undertake dust suppression measures that include water application, binding agents, sprinkler systems and enacting speed limits.

Annually, IAMGOLD's Canadian operations report to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions. Reporting is based on threshold limits, so if the facility falls beneath the threshold, they are not required to report this information. Essakane, in Burkina Faso, is not required to report to the NPRI. Reporting methodologies vary between Canada and Burkina Faso based on permits and regulations and international standards. For example, Côté Gold and Westwood report air emissions from stationary and mobile sources, while Essakane reports on stationary sources only. Additionally, Essakane is required to report on certain air emissions (NOx, SOx, CO and VOCs for some equipment) for permits and regulations or conform with the IFC performance standard.

Open-pit mining operations typically result in higher air emissions due to the extensive use of heavy machinery and surface activities such as blasting and ore handling. In contrast, underground mining operations generally have lower emissions, as they are more confined, with smaller equipment and controlled dust management systems in place. In 2024, the majority of air emissions are attributed to Essakane and Côté Gold.

In 2024, we had an increase in the total PM10 and PM2.5 because emissions from Côté Gold were not reported in 2023 due to data availability. Additionally, in 2024 Côté Gold updated their methodology to include drilling and blasting data, resulting in an increase in SOx and CO emissions compared to 2023.

Air emissions (kg) ²²	2024	2023	2022
Nitrogen oxides (NOx)	5,921,597	5,459,674	4,241,890
Sulfur oxides (SOx)	1,746,854	2,253,871	1,996,868
Carbon monoxide (CO)	846,940	692,608	238,873
Volatile organic compounds (VOCs)²³	42,339	40,839	159
Particulate matter (PM10)	475,796	54,563	61,532
Particulate matter (PM2.5)²⁴	87,194	5,636	6,641



Operations at Côté Gold

²² Annually, IAMGOLD reports to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions, including SOx, NOx, VOC and PM. NPRI has a threshold for reporting each air emission and if the facility falls beneath the threshold, they are not required to report this information. Non-Canadian operations (Essakane) are not required by federal regulators to report to the NPRI. The emission factors are sourced from the Canadian NPRI or local regulations. Data represents estimated air emissions.

²³ VOCs are not tracked by Essakane.

²⁴ PM2.5 is not tracked by Essakane.

Biodiversity and Land Use

Biodiversity refers to the variety of life found within an ecosystem, including plants, animals and organisms. Protecting biodiversity is vital for sustaining life on Earth and bolstering the resilience of ecosystems in the face of environmental changes. Mining activities can result in habitat change, fragmentation and/or degradation, therefore, land use planning, progressive restoration, compensation projects and environmental stewardship are important in all phases of mine life to minimize negative impacts.

Guided by our Biodiversity Management Policy, we integrate biodiversity management and conservation into our activities to reduce harm to biodiversity and rehabilitate disrupted ecosystems. We are committed to restricting mining activities in UNESCO World Heritage Sites. We monitor and manage biodiversity aspects related to our operations and early-stage to advanced exploration sites.²⁵

We conduct biodiversity baseline studies of each project early on as part of IAMGOLD's environment and social impact assessments. In the initial stages of project planning, we assess how the project might affect aquatic and terrestrial species and identify measures to minimize these effects, which are included in site management plans. Recent reports, like the environmental assessment (EA) report for Côté Gold, can be found on our [website](#).

We continue to monitor environmental effects throughout all stages of our mining operations. Moreover, we consider biodiversity in the planning and activities related to mine closure and reclamation. All of our mines have biodiversity management plans in place.

In 2024, we undertook a year-long effort to build upon the initial biodiversity assessment conducted in late 2022, to deepen our understanding of biodiversity-related risks, opportunities, dependencies, and impacts across our operations, which would inform the development of a target and roadmap.

The basis of our work was at the ecosystems/habitat level, which is defined as a place or type of site where an organization or population naturally occurs. The updated assessments included an initial scoping process across our operations to establish a clear understanding of site-specific contexts. We conducted detailed footprint analyses, including spatial mapping for each site, comparing current impacts against baseline scenarios (2020 and pre-mining) to understand each site's impacts drawing upon guidance from the International Council on Mining and Metals and the Taskforce on Nature-related Financial Disclosures. Additionally, we performed an analysis of biodiversity-related dependencies, impacts, risks and opportunities to identify key areas of focus. To refine our approach, we hosted workshops with site teams to explore conceptual targets and compensation strategies based on the mitigation hierarchy, fostering input and alignment at all levels.

As a result of this work and a deeper understanding of the complexities of biodiversity accounting, we are withdrawing our previous biodiversity commitment of net positive by 2050. While we do not have a formal biodiversity target, we will conduct further internal assessments to identify opportunities for additional rehabilitation needed to enhance biodiversity beyond planned rehabilitation plans or through offset measures. We will continue to explore internationally recognized frameworks such as the ICMM's No Net Loss (NLL) post closure framework.

[More on IAMGOLD's website:](#)

[Sustainability Policy](#) | [Biodiversity Management Policy](#)

²⁵ Biodiversity aspects of closed legacy sites are not included in this report.

Biodiversity and Land Use (continued)

Site Biodiversity-related Impacts

IAMGOLD operates in a variety of different ecosystems, from the cold-weather boreal forests of Ontario and Québec to the semi-arid environment of West Africa. Each of these ecosystems supports flora and fauna that are unique to the region and to our sites. We recognize that our impact on biodiversity goes beyond our own land. By working with authorities and local communities on land use planning, we can identify and protect vital habitats and species, promoting sustainability in ecosystems.

Côté Gold: An environmental impact assessment was conducted in 2015. Wildlife surveys have identified species of birds, reptiles and amphibians, mammals and species at risk. The area exhibits a relatively high diversity of avian and mammalian species that reflect the diversity of available habitats (forests, wetlands, shrublands and clearings). Côté Gold has established a plan for environmental controls and actions to conserve any components that have scientific, economic, social or cultural significance. Côté Gold monitors migratory and breeding birds on the site, performs bird surveys, and establishes buffer zones in order to protect and/or minimize impacts to nesting birds in construction areas. Regular monitoring identifies species at risk. If a species at risk is encountered, construction activities are modified.



Côté Gold

	Key Impacts on Nature	Key Dependencies to Nature	Material Nature-related Risks	Potential Opportunities
Côté Gold	<ul style="list-style-type: none"> • Terrestrial ecosystem use • Biological interferences/alterations • GHG emissions • Non-GHG emissions • Waste (mineral and solid) • Disturbances (light and noise pollution, seismic activity) 	<ul style="list-style-type: none"> • Mass stabilization and erosion control • Soil quality • Climate regulation • Ground and surface water flow maintenance 	<p>Reputational and regulatory risks:</p> <ul style="list-style-type: none"> • Biodiversity loss • Fragmentation of habitats, disruption of migration • High GHG emissions • Inability to meet effluent water quality requirements • Inadequate surface water and groundwater management <p>Physical risks:</p> <ul style="list-style-type: none"> • Slope/ground instability and erosion • Low and degraded soil quality • Inadequate surface water and groundwater management • Extreme weather events <p>Operational risks:</p> <ul style="list-style-type: none"> • Low ground and surface water provision 	<ul style="list-style-type: none"> • Offsets • GHG and non-GHG emissions reduction through offsets, energy efficiency and renewable energy • Reduce light and noise pollution • Reduce risks of physical damage and disruption to operations due to extreme weather events, slope/ground stability, erosion and degraded soil quality • Implementation of biodiversity tracking and monitoring programs

Biodiversity and Land Use (continued)

Westwood: Westwood consists of two property areas, Doyon-Westwood and Fayolle. The Westwood underground mine and Grand Duc open pit, collectively known as the Westwood Complex, are located on the existing Doyon mining property through a historical merger with Cambior. An environmental impact study of the Westwood Complex was completed by Cambior in 1979.

Since then, IAMGOLD has conducted additional environmental studies as part of permitting requirements. This includes environmental studies for Grand Duc from 2019-2024, focused on the wetland habitat adjacent to the mine area. Additionally, baseline environmental studies were completed for the Fayolle mine, located approximately 40 km northwest of the Westwood mine, which looked at flora, fauna, air, soil and water. As required by regulations (*Fisheries Act*), we also conduct environmental effect monitoring every three years to measure the impacts of our effluent on the environment.



Westwood

	Key Impacts on Nature	Key Dependencies to Nature	Material Nature-related Risks	Potential Opportunities
Westwood	<ul style="list-style-type: none"> • Terrestrial ecosystem use • Freshwater ecosystem use • Non-GHG emissions • Waste/soil pollutants/ water pollutants • Disturbances (light and noise pollution, seismic activity) 	<ul style="list-style-type: none"> • Mass stabilization and erosion control • Soil quality • Climate regulation • Ground and surface water flow maintenance • Water quality 	<p>Reputational and regulatory risks:</p> <ul style="list-style-type: none"> • Surface water contamination related to inadequate TSF and water treatment operating practices • Surface and/or groundwater contamination related to inadequate water management practices • High non-GHG emissions • Inability to meet effluent water quality requirements • Accidental spillages of hydrocarbons and acidic water filtration in the soil • Extreme weather events • Low ground and surface water provision <p>Physical risks:</p> <ul style="list-style-type: none"> • Slope/ground instability and erosion • Low and degraded soil quality 	<ul style="list-style-type: none"> • GHG and non-GHG emissions reduction through offsets, energy efficiency and renewable energy • Reduce light and noise pollution • Reduce risks of physical damage and disruption to operations due to extreme weather events, slope/ground stability, erosion and degraded soil quality

Biodiversity and Land Use (continued)

Essakane: The mine is located in a remote, yet relatively populous area of the Sahel region, a semi-arid region of West Africa. The mining concession is located inside the 1,600,000-hectare Sahel Sylvo-pastoral Reserve and Partial Wildlife Reserve. It is a designated zone primarily because of temporary lakes (Mare d’Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. Mining is permitted in this area and it is important to note that there are hundreds of towns and villages within this reserve, with a population over 100,000 and commercial, industrial and agricultural activity throughout. The Mare d’Oursi Wetlands are located 67 km from site, and the Falagountou area serves as a migration route for Sahelian birds. A biodiversity management plan is in place, which provides information on the baseline assessment, potential impacts, monitoring and compliance, mitigation measures and stakeholder engagement. The impacts of the Essakane operation on flora and fauna are difficult to delineate in the Sahel region, particularly in the commune of Falagountou, due to the amount of human activity, poaching, and habitat degradation from activities like artisanal mining and deforestation.



Essakane

	Key Impacts on Nature	Key Dependencies to Nature	Material Nature-related Risks	Potential Opportunities
Essakane	<ul style="list-style-type: none"> • Terrestrial ecosystem use • Freshwater ecosystem use • GHG emissions • Waste • Non-GHG emissions 	<ul style="list-style-type: none"> • Mass stabilization and erosion control • Flood and storm protection • Climate regulation • Ground and surface water flow maintenance • Water quality 	<p>Reputational and regulatory risks:</p> <ul style="list-style-type: none"> • Biodiversity loss and habitat degradation during operations • Surface and groundwater contamination related to large generation of water pollutants and Total Suspended Solids during operations • High water extraction and consumption levels from high water stress areas during operations • High GHG and non-GHG emissions, air pollutants and smoke • Generation of hazardous waste and accidental spillages of hydrocarbons <p>Physical risks:</p> <ul style="list-style-type: none"> • Slope/ground instability and erosion • Low flood protection • Extreme weather events • Low surface water provision 	<ul style="list-style-type: none"> • GHG and non-GHG emissions reduction through offsets, energy efficiency and renewable energy • Reduce light and noise pollution • Reduce risks of physical damage and disruption to operations due to extreme weather events, slope/ground stability, erosion and degraded soil quality

Biodiversity and Land Use (continued)

2024 Biodiversity Performance

At the end of 2024, IAMGOLD's total footprint was 4,623 hectares, of which 62 hectares represent the total land rehabilitated, including that of previous years. In 2024, there were no significant incidents related to biodiversity.²⁶

2024 Land Disturbed and Rehabilitated (Hectares)		
Land disturbed during the year	Land rehabilitated during the year	
169	15	
Total land yet to be rehabilitated	Total land rehabilitated, including previous years	Total footprint ²⁷
4,561	62	4,623

2024 Key Highlights

Côte Gold

Completed a Biodiversity Baseline Report, which summarizes the results of biodiversity monitoring since 2012 through construction.

Construction of the Fisheries Offsetting project – Middle Three Duck Lake Extension was initiated by the Earthworks Group.

Conducted live staking of alders and aspen on the overburden stockpile as part of a site-wide sustainability initiative, planting between 600–800 live stakes to naturally control erosion and sediment.

Westwood

Continued hydroseeding at Fayolle to prevent erosion and reduce water treatment issues.

Completed a snake hibernacula project.

Installed several nesting boxes for swallows.

Developed a sandpit face to encourage colonization by the bank swallow.

Essakane

Conducted a feedback workshop on biodiversity and rehabilitation with stakeholders to discuss our approach and practical actions we are taking at the site to preserve the local biodiversity.

Planted over 28,000 seedlings as part of progressive rehabilitation in 2024.

²⁶ IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.

²⁷ Total footprint is the sum of total area of land yet to be rehabilitated and total area of land rehabilitated. Rounding of the individual numbers may cause a discrepancy in the total value.

Supporting People and Communities

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Health, Safety and Wellness

Health and safety is at the heart of our Zero Harm[®] vision. IAMGOLD's Health and Safety Policy outlines our company-wide health and safety commitments and requirements, and applies to all employees, contractors and third parties. Our proactive approach involves identifying, assessing and mitigating risks to protect the safety of all workers, contractors and visitors. In addition, we prioritize the overall well-being of our team by promoting both physical and psychological health and maintaining asset integrity across our operations. It is essential that everyone returns home unharmed after every workday.

In 2024, we developed a new three-year health and safety strategy (2024–2026) to support our aspirational vision to be among the safest mining companies where we operate. To achieve this, we have identified the following focus areas:

- | | |
|---|--|
| 1. Enhance effectiveness and efficiency of our core health and safety management system | |
| 2. Actively manage our Critical Risks | 3. Create a deep safety culture that is people-centric |
| 4. Enrich health, wellness and hygiene | 5. Improve health and safety governance and assurance |

Within each focus area we have developed strategic initiatives aimed at driving progress with targeted key performance indicators (KPIs) to measure success.

🔗 [More on IAMGOLD's website:](#)
[Sustainability Policy](#) | [Health and Safety Policy](#)

Health and Safety Management System

As a Canadian-based company, IAMGOLD follows the *Occupational Health and Safety Act*, which entitles all workers to three fundamental rights: the right to know about health and safety matters, the right to participate in decisions that could affect their health and safety and the right to refuse work that could affect their health and safety and that of others. We also follow local health and safety laws and regulations, including Burkina Faso's GE16-law n° 23/94 public health code and GE4-Convention n° 174 concerning the prevention of major industrial accidents, and Québec's Health and Safety law S.2.1. Our health and safety management systems cover employees and contractors. Essakane's health and safety system is ISO 45001 certified and is externally audited annually. Westwood and

Côte Gold's health and safety systems align with the TSM Safety and Health Protocol. Their internal systems are also guided by ISO 45001 requirements but are not certified or externally audited.

All of our material health and safety risks are documented in risk registers for each of our sites. Our risk approach utilizes several different methodologies, such as field-level risk assessments, BowTie analysis and structured what-if, for identifying hazards and evaluating risks and associated controls. Every year, each site updates health and safety risk registers. These updates are then included in the Enterprise Risk Management Register, overseen by our Internal Audit team.



Worker meeting at Essakane

Sites begin the day with toolbox meetings that include safety shares, hazard discussions, task assignments and/or stretching. Workers engage directly with their supervisors during these meetings to reinforce their preparedness to carry out duties safely.

We conduct safety-related meetings, inspections, management visits, and critical risk-based training. Our corporate and site Health and Safety teams, as well as site Sustainability teams, meet quarterly to discuss safety initiatives, performance and lessons learned. Additionally, each site has a Joint Health and Safety Committee, an advisory group of management and employees that meets regularly to discuss health and safety concerns, make recommendations, and follow up on progress.

Health, Safety and Wellness (continued)

Assessing Health and Safety Culture at Westwood

In December 2024, Westwood partnered with an external firm to conduct a health and safety culture survey to help advance health and safety management at the site. During the assessment, approximately 230 interviews were conducted with employees, managers and contractors. Four key focus areas were identified in the results:

- Risk tolerance and risk profile management
- Excellence through the skills and expertise of the workforce
- Transparency and communication
- Leadership

To address these areas, Westwood formed four multidisciplinary working groups that consisted of workers and managers across different departments and members of Westwood's Health and Safety Committee. Each group focused on one of the identified areas, working to identify potential solutions for their focus areas, which were then presented to all working groups. A workshop was also conducted for the management team to address findings from the report.

Moving forward, recommendations from the working groups will be consolidated and feedback will be provided to all employees. Committees will also be established within each department to develop action plans based on the recommendations. Through this approach, Westwood aims to engage all employees in the continual improvement of their health and safety culture.

Health and Safety Programs

We have a number of monitoring and prevention programs to identify and manage risks. We use controls to prevent or reduce risks if they cannot first be eliminated. We routinely carry out audits and inspections to confirm that these controls are adequately maintained and functioning effectively. Our programs include:

- **Critical Risks Program:** We developed a Critical Risks Program designed to prevent critical incidents and fatalities by enhancing our health and safety culture and integrating it into our safety practices. In 2024, we finalized the development of ten critical risk protocols. Throughout this process, we actively engaged the workforce through discussions and supervisor training. Additionally, a site-wide survey garnered more than 400 responses, offering valuable insights into IAMGOLD's health and safety culture, while providing employees an opportunity to shape the protocols through their feedback. In 2025, we will focus on conducting a gap assessment against the protocols, developing site action plans and establishing KPIs and verification processes for effective implementation.
- **Fatigue Prevention Management Program:** The objective of this program is to maintain a workforce that is fit for duty. Training and awareness are provided on critical safety tasks such as operating mobile and heavy equipment, and healthy sleeping, eating and exercising habits. Each site manages its own program.
- **Occupational Health and Hygiene (OHH) Program:** All sites have industrial hygiene programs in place, at different maturity levels, that focus on the systematic and periodic monitoring of work areas and employees to verify exposure levels to occupational health hazards are properly identified and corrective actions are implemented in a timely fashion to mitigate risks. Depending on the site, they may monitor silica, dust, lead and noise, as required by law.
- **Crisis Management and Emergency Response Plans:** In 2024, we updated IAMGOLD's Corporate Crisis Management Plan, provided training for key personnel and conducted a tabletop exercise.

IAMGOLD has employee health services and wellness programs across corporate offices and operating sites to support employee health and provide access to medical care. Our Employee and Family Assistance Program provides professional health and wellness resources, including psychological, nutritional and financial guidance to full-time Canadian employees and their families. At Essakane, an on-site clinic staffed by nurses and an on-call doctor provides medical care, and awareness-raising campaigns are conducted for employees. Westwood has a nurse on-site four days a week, while Côté Gold offers 24/7 care with four physician assistants on two rotations.

IAMGOLD has wellness practices and programs in place at all our offices and sites to promote the health and well-being of our employees, including their psychological health and safety. We aim to establish requirements creating a more consistent approach to our employee wellness programs.

We strive to take a holistic approach to wellness and aim to support employees in all aspects of their lives. To do this, we offer a variety of resources and programs designed to promote well-being. In 2024, our wellness initiatives included webinars on various topics, including health, menopause, and financial planning. Recognizing that wellness is an ongoing journey, we aim to enhance our wellness programs by conducting independent wellness assessments to identify opportunities for improvement and develop programs that support the evolving needs of our workforce.

Training programs are developed at sites to support awareness and understanding of health and safety controls. We also offer additional training on a wide range of topics, including safe vehicle operation, managing higher-risk activities, the use of personal protective equipment, our work permit systems, fit to work/fit for duty, Workplace Hazardous Materials Information System (WHMIS 2015) and fatigue prevention management.

Health, Safety and Wellness (continued)

Health and Safety Monitoring and Reporting

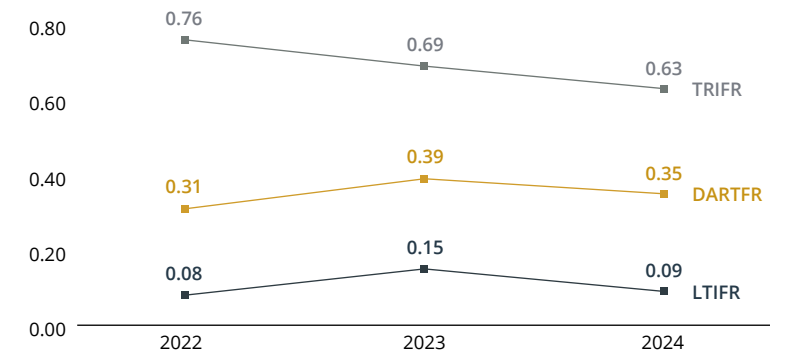
Health and safety performance is reported on a weekly, monthly and quarterly basis. For example, our sites prepare weekly and monthly reports that cover a variety of topics, including health and safety. We have numerous mechanisms for monitoring and reviewing our health and safety activities. Our Significant Incident Reporting (SIR) process addresses Level 4 and 5 potential and actual health and safety incidents, such as fatalities, permanent life altering health impacts, injuries or illnesses resulting in days away from work, and temporary disability. We use tools such as Incident Cause Analysis Method (ICAM) and risk assessments (e.g., BowTie) to identify, assess and implement effective corrective actions to mitigate risks, which are systematically applied throughout the Company. Feedback from SIR meetings is tracked and applied by site management teams. Using the feedback received, in 2025, we will continue to improve our SIR reporting and ICAM processes. In 2024, there were a total of 14 SIRs. Of these SIRs, 12 were in relation to critical risks: confined spaces (one), energy isolation (five), fall of ground (one), hazardous materials (two), hot work (one), mobile equipment (one), and cranes and lifting (one), and two were related to dropped objects.

IAMGOLD tracks both leading and lagging indicators. Using the Intalex reporting software, we track incident investigations, in-field safety observations, and inspections. In 2024, we developed new leading indicators to advance our health and safety practices and better align with Company goals. Additionally, our industrial hygiene programs at sites identify and address High Hazard Activities (HHA) and establish prevention programs, with reports shared with site General Managers, the Executive Leadership Team, and key corporate team members.

2024 Health and Safety Performance

In 2024, IAMGOLD's Total Recordable Injury Frequency Rate (TRIFR) was 0.63, surpassing our target of 0.65, while our Days, Away, Restricted, or Transferred Frequency Rate (DARTFR) decreased to 0.35. Additionally, our Lost Time Injury Frequency Rate (LTIFR) improved to 0.09, reflecting our efforts to maintain a safe and healthy work environment. Essakane achieved a lower LTIFR and DARTFR from 2023 to 2024. While Westwood's underground operations present unique health and safety challenges compared to Essakane and Côté Gold, the site achieved notable reductions in TRIFR, DARTFR, and LTIFR in 2024 as compared to 2023. At Côté Gold, commencement of commercial production in 2024 resulted in a nearly 50% reduction in hours worked compared to 2023. Although total incidents decreased from 2023 to 2024, this significant drop in hours contributed to a slight decline in TRIFR, DARTFR and LTIFR.

Safety Performance²⁹



Lagging Indicators	Definition	2024	2023 ²⁸	2022 ²⁸
Fatalities	Work-related death.	0	0	1
Lost Time Injuries	Work-related injuries or illnesses that result in one or more calendar days away from work, excluding the day of the event.	7	15	10
Days Away, Restricted or Transferred Injuries	Work-related illnesses or injuries that result in days away from work, restricted work or transfer to another job.	27	38	37
Total Recordable Injuries	Work-related injuries or illnesses that result in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.	49	67	90

Site	Key Highlights
Côté Gold	<ul style="list-style-type: none"> Implemented several initiatives to improve contractor management, including a new Contractor Management System, biweekly contractor management meetings and restructuring of teams to increase focus on contractor safety and compliance. Started holding supervisor safety meetings twice a month to address safety questions, review incidents in detail, and facilitate open communication with our front-line leaders.
Westwood	<ul style="list-style-type: none"> Achieved a significant improvement in TRIFR performance which was driven by the updated MBA initiative, rollout of the Critical Risk Program, increased field presence of managers and improved incident management. Participated in a mine rescue exercise in Colombia.
Essakane	<ul style="list-style-type: none"> 2024 Health, Safety and Environment (HSE) Days were held on site and in Ouagadougou in December around the theme of "Leadership in HSE: Inspire by example". Nationwide promotion of road safety through the "one employee, one helmet" campaign.
Corporate	<ul style="list-style-type: none"> All sites and corporate participated in a health and safety workshop that covered various topics, including critical risk management, injury classifications and the SIR and ICAM processes.

²⁸ Data provided includes Rosebel and Boto.

²⁹ Per 200,000 work hours. See IAMGOLD's [2024 ESG Data Performance](#) for additional information on how health and safety rates are calculated.

Our Workforce

Our people are essential to our success, and we aim to foster a workplace that attracts, develops, and retains top talent. Our adaptive talent strategy enables us to maintain the technical and critical skills needed to meet the evolving needs of our organization. By prioritizing talent attraction, engagement, and development, we aim to be an employer of choice – offering meaningful career opportunities, fostering an inclusive and diverse workplace, and supporting employee growth. Our approach includes competitive total rewards and performance-driven development, equipping our workforce for the future.

Our corporate and site HR teams work collaboratively to advance shared talent objectives, maintaining alignment across the organization while addressing site-specific needs. Corporate HR provides strategic oversight and functional expertise in key areas such as talent acquisition, talent development, equity, diversity and inclusion (EDI), global mobility, total rewards, and HR technology. Site HR teams play a critical role in implementing these strategies on the ground, supporting employees and adapting initiatives to operational realities.

Talent Attraction

We recognize that attracting, recruiting and selecting the right talent is important to IAMGOLD's success. At IAMGOLD, we have a set of policies, standards, codes and plans that communicate the minimum expectations of the organization in the management of our workforce. The Talent Acquisition and Selection Standard sets out minimum standards to recruit the best and most qualified talent for all available employment opportunities, and that the recruitment process is free from bias and discrimination. In 2024, we made updates to our workforce-related policies and processes, including talent acquisition, to better integrate principles of EDI, with a particular focus on inclusion. This work will continue into 2025, reinforcing our focus on these principles and aligning them with our values and organizational objectives.

Attracting Emerging Talent

The mining industry faces unique challenges in attracting talent, particularly in the communities where our mines operate. To address shifting demographics and our ongoing recruitment needs, we strive to build an inclusive workforce and support emerging talent development.

Our initiatives focus on enhancing skills and workforce readiness, including on-the-job training for Engineers-in-Training (EIT), campus recruitment, internships, and summer opportunities. We actively promote mining careers through programs like Jill of All Trades, which introduces high school girls to trades and technologies, and contribute to the Young Mining Professionals (YMP) Scholarship Fund to support students pursuing mining-related studies. Additionally, we sponsor events like the Canadian Mining Games, providing platforms for students to showcase their skills. These programs and partnerships highlight our efforts to develop the next generation of diverse mining professionals.



Workers at Côté Gold

🔗 More on IAMGOLD's website:
[Sustainability Policy](#) | [Diversity Policy](#)

Our Workforce (continued)

Talent Retention and Development

Performance Management

Our annual Performance Management Program (PMP) aims to promote employee development and growth, support company objectives, and incentivize strong performance. Employees and managers jointly discuss and create goals aligned with departmental and organizational objectives. Beyond the annual review, we emphasize ongoing performance conversations, encouraging regular feedback to keep progress on track throughout the year. The PMP also lays the groundwork for talent potential assessments and formal succession planning processes. Comprehensive support and training resources are available for both managers and employees at every stage of the PMP cycle.

Digital Individual Development Plans (IDPs) were launched in 2024 and allow employees to take charge of their career growth while providing leaders and IAMGOLD's Human Resources function with visibility and reporting on progress. Integrated into the succession planning program, IDPs are created for high-potential talent and are reviewed during talent review meetings to support ongoing development and alignment with organizational goals.

Employee Compensation and Benefits

We value employee contributions to IAMGOLD's success, offering competitive compensation, a broad range of benefits and, where selected by employees, optional benefits. Our Total Rewards programs are designed to be equitable and market leading to support, engage, reward and retain talent in each respective region. Our programs are designed to support physical, financial, and mental health for employees and their families. In general, we offer health coverage, life insurance, disability coverage, parental leave, stock ownership and retirement contributions;

however, specific programs may vary by location and employee group. IAMGOLD also provides a variety of services to employees to support career transitions resulting from retirement or termination. We review our compensation and benefits approach on an annual basis.

We offer employees two additional days off – a floater day and a “My Day” that can be used to volunteer or simply recharge their batteries. We also offer the My Wellbeing Spending Account that can be used to support family and household needs, including but not limited to, fitness classes or gym membership, sports team registration, physical activity equipment (e.g., bicycle, sports equipment, etc.), camps, family activities, house cleaning, meal preparation kits, and much more. In 2024, we expanded the spending account program to include even more flexibility around eligible spending.

Learning and Development

We promote employee development and career growth at all points of an employee's career– from our well-established leaders to our newest recruits. IAMGOLD provides on-the-job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences. We provide financial support for courses related to an employee's current role, covering up to 100% of the cost for technical positions. IAMGOLD's key initiatives to support the skills and capabilities of our employees and leaders include:

- **e-Learning Platform:** This digital platform offers more than 1,000 curated courses in a variety of languages and provides corporate office employees and global mine site leaders access to learning content aligned with personal goals, IAMGOLD's organization-wide learning priorities and industry changes. In 2024, we expanded access to our e-learning platform to more than 500 people leaders at our global sites.

- **In-Person and Online Learning Edge Sessions:** People leaders are encouraged to join our custom-built leadership development sessions covering self-leadership, team leadership and organizational leadership. Topics covered this year included best practices for leading teams in a hybrid work environment, coaching employees for high performance, feedback and training on individual development plans, and career conversations.
- **Mentoring:** Recognizing that mentorship and sponsorship play crucial roles in leadership development, we support our leaders in building skills needed to be an effective mentor and sponsor through various courses and webinars. We encourage informal mentorship within teams and, when possible, provide formal mentorship opportunities through industry partnerships (for example, International Women in Mining – IWIM).
- **Coaching:** In 2024, we introduced a virtual coaching platform as a pilot program, facilitating employee access to accredited performance coaches. In 2025, we will be expanding the program to additional cohorts of participants, including groups of corporate and site people leaders, and high-potential employees identified through our global succession planning program.

Our Workforce (continued)

Employee Engagement

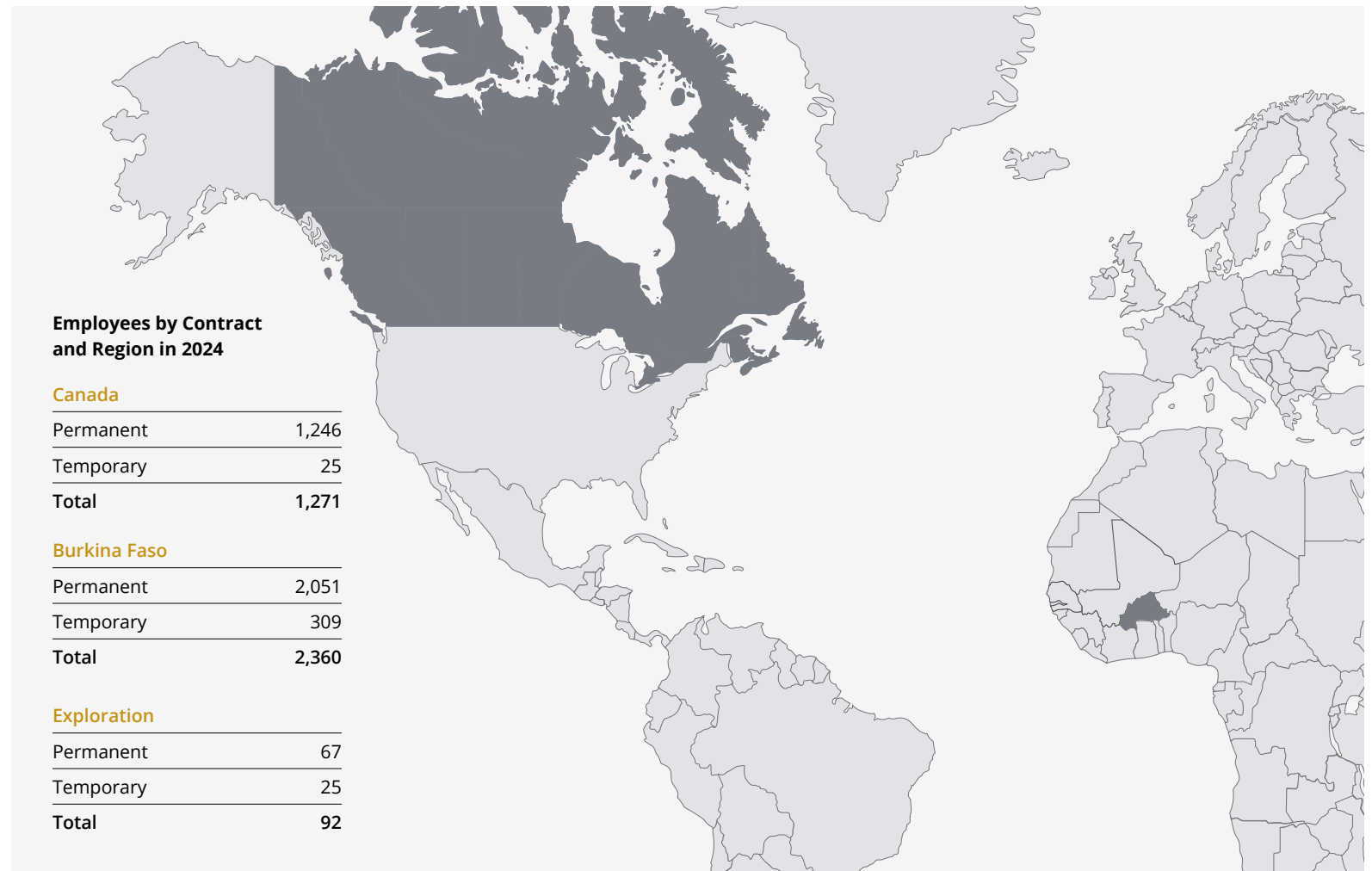
Employee engagement is a critical component of our organizational success, driving productivity, satisfaction and overall company culture. We regularly hold company-wide town hall meetings where the Executive Leadership Team discusses key updates and employees have the opportunity to ask questions, share feedback, and engage in open dialogue. To foster a culture of collaboration and inclusion, we have established an Employee Engagement Committee at our corporate office to actively promote and support employee engagement initiatives, such as holding monthly lunches that celebrate new joiners, birthdays and special events.

In 2025, we will further strengthen our efforts to foster strong company culture and engagement by conducting an employee listening survey to gather insights on employee satisfaction and areas for improvement, helping us continue to enhance the workplace experience.

Global Workforce Profile

In 2024, IAMGOLD's workforce was comprised of approximately 5,300 employees and contractors, and our turnover was 7.9%.

	2024	2023	2022
Number of employees	3,723	3,632	5,065
Number of contractors	1,565	1,683	1,887
Total workforce	5,288	5,315	6,952
Employee turnover rate (%)	7.9	7.3	7.2



Our Workforce (continued)

Labour Relations

All IAMGOLD operations are expected to follow the local labour codes and maintain compliance with national legislation, where applicable, as well as the International Labour Organization’s core labour standard. Working conditions and other negotiated benefits are also outlined in collective agreements. In 2024, at Essakane, 98% of employees are covered under a collective bargaining agreement, compared to 64% at Westwood. At Côté Gold, our workforce is not unionized. At Essakane, negotiations on the collective bargaining agreement took place in 2024 and resulted in a three-year agreement. The next negotiation is scheduled for 2027. At Westwood, a new collective agreement was agreed upon with the workforce in December 2022 and will be in effect for three years until November 2025.

At Westwood, a minimum two weeks’ notice is provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. This figure is four weeks’ notice at Essakane. In 2024, there were zero strikes and lock-outs exceeding one week’s duration. There were no labour relations settlements that occurred in 2024.



Laurentian University Mining Engineering students site tour at Côté Gold

Key Highlights

Côté Gold

Côté Gold hosted Laurentian University Mining Engineering students and Ontario educators for site tours, providing hands-on learning about mining processes and career opportunities in the industry.

Announced a new round of recipients for the Building Brighter Futures Indspire bursaries. As part of IAMGOLD’s ongoing partnership with Indspire, the program will support 24 post-secondary students from Indigenous communities in achieving their educational goals over a period of three years.

Essakane

Sponsored HR Café, a key event for HR professionals in Burkina Faso, with IAMGOLD’s Senior Coordinator, Talent Acquisition leading the keynote session.

Awarded eight academic scholarships to children of employees, covering five years of post-baccalaureate education, to foster talent development in Burkina Faso.

Westwood

Launched a recruitment campaign focused on female mechanics, aiming to break stereotypes and attract more women to careers in mining and heavy machinery maintenance.

Participated in Québec Mining Week, which showcased the mining industry through activities, exhibitions and interactive events for all ages.

Corporate

Engaged employees in education sessions that furthered awareness of critical topics, promoted employee development, and helped to create an inclusive culture. Sessions included a Truth and Reconciliation workshop and a leadership presence workshop for women.

Based on the success of our pilot, we are expanding our partnership with CoachHub to offer coaching to Corporate leaders and high-potential employees, with new cohorts launching in 2025.

Equity, Diversity and Inclusion

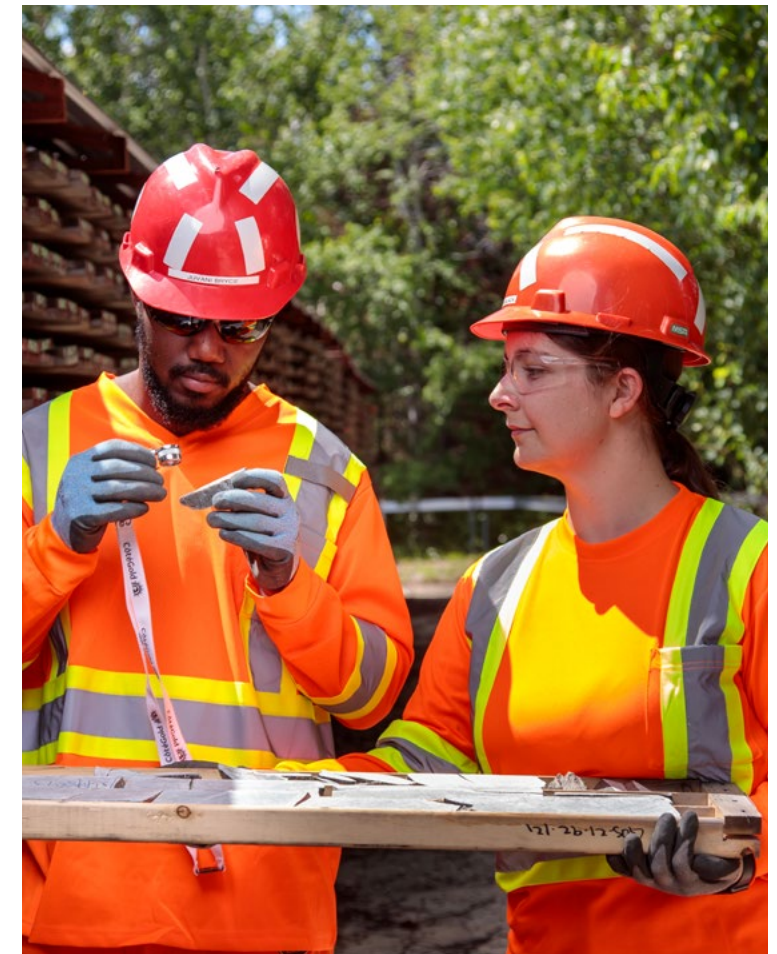
Guided by the value principle to *conduct ourselves with respect and embrace diversity*, the Company continues to uphold its support for equity, diversity and inclusion (EDI) and to engage, empower and support our employees, as well as our partners in the communities in which we operate. The Company recognizes that diversity exists across many dimensions and lived experiences, and a diverse workforce and an inclusive work culture can inspire creativity and innovation, promote effective decision-making and lead to stronger business outcomes.

Our EDI Steering Committee, comprised of executive and senior business leaders and functional specialists, supports the integration of diversity efforts that align with our business strategy. In 2024, we restructured the committee by appointing new members, including the CEO as sponsor, the COO, and the Senior Vice President of People. The committee also includes HR team members and rotating senior leaders from our sites.

Our global diversity framework is the foundation for our long-term, career-oriented approach to employment. It encompasses IAMGOLD's Code of Business Conduct and Ethics, Diversity Policy and Standard, and other internal policies and standards. Our Code embodies our aim to uphold the rights of our employees to be treated with respect and dignity, fair treatment, equal opportunity, and a working environment free from

discrimination and harassment. Our Diversity Policy and supporting Standard codifies the importance of a diverse workforce where the rights and differences among our employees are maintained and respected. Our Discrimination, Harassment and Violence in the Workplace Standard states our requirements for preventing and addressing discrimination and violence in the workplace. Any employee, contractor or representative whose behaviour constitutes discrimination, harassment or violence will be subject to disciplinary action. We have a program for preventing workplace violence that goes along with this Standard. It includes steps to protect workers, a means of summoning immediate assistance and a process for reporting incidents or raising concerns. All workers and supervisors are given information and training about the standard and program. Everyone is responsible for maintaining a work environment that is free from discrimination and harassment.

Since introducing our EDI mandate in 2022, we continue to set annual goals to drive progress in these key areas. These goals are incorporated into the ESG metric of our Company Scorecard, allowing us to track our progress. IAMGOLD is also a signatory to the Mining Association of Canada's pledge to commit to action against discrimination, racism and sexism.



Exploration geologists at Côte Gold examining core samples

More on IAMGOLD's website:

[Code of Business Conduct and Ethics](#) | [Diversity Policy](#)

Equity, Diversity and Inclusion (continued)

Representation of Women

IAMGOLD aims to promote representation of women at all levels of our organization, from the Board and top leadership roles to our global sites and teams. We strive to increase the number of locals in regional offices, operations and projects, creating opportunities for citizens of host countries.

Our approach to improving our performance in this area includes retaining and hiring women and partnering with external organizations to affect change. We continue to support our key sponsorships, including International Women in Mining (IWIM), and Women in Mining affiliates in Toronto and Sudbury. Through these initiatives, we aim to support networking and mentorship opportunities for women. Additionally, IAMGOLD actively engages with the Mining Industry HR Council – Canada, including representation on their Inclusion and Diversity Sub-Committee.

In 2024, the representation of women in our global workforce decreased to 13.5% from 14.3% in 2023, primarily due to the closure of our Brossard office and an overall reduction in hiring compared to the previous year. However, approximately 18.9% of employees hired globally in 2024 were women.

In 2024, we conducted a review of our global mining recruitment partners to assess their ability to source and present gender-diverse talent across all organizational levels for Corporate and Operations. The exercise has identified partners that can help bring greater line-of-sight to mining candidates to be considered for current opportunities and pipelined for future opportunities.

As the mining industry continues to feel the talent squeeze with an overall aging workforce and smaller talent pipeline, we will continue to explore securing talent in untapped labour pools where mining continues to underperform compared to all industries to achieve a more significant growth in representation.

At IAMGOLD, we aim to foster an inclusive workplace by providing resources that support the diverse needs of our employees. In September 2024, we proudly launched our partnership with Noojimo Health, Canada’s first all-Indigenous circle of mental wellness clinicians. This initiative provides culturally appropriate mental wellness support to IAMGOLD employees and their household members who self-identify as Indigenous. Through Noojimo Health, employees can access confidential virtual counselling sessions with Indigenous practitioners who blend Western therapies with traditional Indigenous practices. This partnership complements our existing Employee and Family Assistance Program (EFAP), offering a holistic and supportive resource for mental wellness.

Women Representation (%)	2024	2023	2022
Board of Directors (All Directors) ³⁰	44.4	50.0	42.9
Board of Directors (Independent Directors) ³⁰	50.0	57.1	50.0
Executive Leadership Team	16.7	12.5	33.3
Management (Vice President, Director, Manager)	21.4	20.5	20.1
All employee levels	13.5	14.3	12.5

As part of our Anti-Harassment and Anti-Discrimination prevention program, some of our sites offered civility training which covered the concepts of civility, psychological and sexual harassment, and the prevention of violence in the workplace. In 2024, there was one reported incident of discrimination at Essakane, which was subsequently investigated, a remediation plan was implemented, and resolved.

We began implementing the Towards Sustainable Mining (TSM) EDI Protocol in 2024, by conducting self-assessments at both our sites and corporate level. Based on these assessments, we are developing targeted action plans to address areas of improvement.



Surveyors working underground at Westwood

³⁰ Diversity calculated as of the end of December 31 for each reporting period.

Equity, Diversity and Inclusion (continued)

Key Highlights

Côté Gold

International Day of the Girl: Côté Gold proudly supported Skills Ontario’s initiative, which introduces Grade 7 and 8 girls to career opportunities in non-traditional industries, including mining.

I AM Côté Employee Committee: This new committee was established to enhance the employee experience both on-site and in the Sudbury office by driving alignment of employees’ behaviours and actions with IAMGOLD values.

Women’s Personal Protective Equipment (PPE): Côté Gold introduced women’s PPE, reinforcing our commitment to inclusion and belonging. This initiative provides all team members with access to properly fitting safety gear, fostering a work environment where everyone feels valued and protected.

Essakane

Maternity Leave Benefit: To support work-life balance and family considerations, Essakane introduced an enhanced maternity leave benefit in recognition of the unique challenges women may face in balancing their professional and personal lives.

International Women’s Day: The Essakane team celebrated International Women’s Day with a month-long series of events, including sponsoring a community walk in Ouagadougou and hosting a group exercise session chaired by Burkina’s Minister for Solidarity. Additionally, 120 girls from our host communities in northeastern Burkina Faso were awarded scholarships to cover school supplies and meals for the new school year.

Empowering Women Through Skills Training: Offered specialized training programs for women, including leadership, project management, and hydroponics farming in anticipation of the end of life of mine, with plans for an e-commerce training program.

Westwood

Unconscious Bias and Inclusive Workplace Training: The Westwood management team participated in a workshop to deepen their understanding about unconscious biases and understand their effects on women’s inclusion, with the goal of reducing bias and creating a more inclusive workplace.

Designated Parking Spaces for Pregnant Employees: To support the comfort and well-being of our pregnant team members, we introduced designated parking spaces near the mine office entrance, reducing walking distance and providing greater convenience for pregnant employees.

Corporate

Courageous Conversations: The Courageous Conversations initiative hosted a series of global and regional discussions throughout 2024, providing employees with a platform to engage in open dialogues on topics such as advancing women in mining, supporting reconciliation, and deepening understanding of Indigenous culture and allyship.

Employee Workshops: Hosted two impactful workshops to support female employees: one focused on navigating menopause, and another, “Leading with Presence,” which empowered women in our Toronto office to overcome self-doubt and embrace their authentic leadership styles.



Courageous Conversations discussion at the Corporate office

Community Relations

We believe our presence should leave a lasting positive impact on our communities, from development and operations to closure and beyond. We do this through active consultation, engaged partnerships, mutual respect and community investments. We aim to contribute meaningfully to the social and economic well-being of our host communities while engaging openly, sharing benefits, and minimizing environmental impacts.

We strive to build and maintain special relationships and trust with our host communities through:

- Active engagement and collaboration with impacted host and other relevant communities to balance development and support the well-being of future generations.
- Community development programs that focus on the unique interests and needs of the community, which may include local capacity building, economic growth and contributions to health, education, environmental stewardship, and sustainable livelihoods. Each site implements formal programs and engages with local communities to address their priorities.
- Community investments that adhere to our newly developed Community Investment Standard. Each site has its own community investment budget and committee to assess proposals and monitor outcomes, conducting risk assessments as necessary to prevent conflicts of interest and other issues.

IAMGOLD takes a partnership approach to community relations. We proactively communicate with a wide range of stakeholders and rightsholders and directly engage with our host communities to help them realize the benefits of mining at the local level. We actively collaborate with governments and local non-governmental organizations to promote effective and sustainable community development.

🔗 **More on IAMGOLD's website:**

[Sustainability Policy](#) | [Health and Safety Policy](#) | [Human Rights Policy](#) | [Indigenous Engagement Policy](#)

We strive to promote respect for local communities among employees, and contractors and minimize adverse impacts on communities from our activities. As a Company, we incorporate the following global guidelines and standards into our approach to community relations: Mining Association of Canada's Towards Sustainable Mining (TSM) initiative, World Gold Council's (WGC) Responsible Gold Mining Principles, and Voluntary Principles on Security and Human Rights (VPSHR), where applicable. Stakeholder engagement and development programs with communities that are impacted by our operations are informed by our Sustainability Policy, Human Rights Policy and Indigenous Engagement Policy.

In 2024, IAMGOLD developed a Community Investment Standard that defines performance expectations for social investments at both the site and corporate levels. Informed by the emerging Consolidated Mining Standard Initiative led by The Copper Mark, International Council on Mining and Metals, Towards Sustainable Mining, and the World Gold Council, IAMGOLD's new Community Investment Standard requires that at least 75% of the annual social investment budget be allocated to initiatives aligned with the Company's focus areas, which include:

- Biodiversity
- Water stewardship
- Tailings management
- Emissions reduction
- Closure (environmental and social)
- Workforce development within communities of interest
- Reconciliation with Indigenous Peoples
- Support for communities of interest to achieve socio-economic parity (e.g., education, health, community well-being, infrastructure)

To support alignment with this standard, each site is required to establish an internal Community Investment Committee to provide guidance on investment selection. Each committee will present a Community Investment Plan annually to our Corporate office. While sites manage their own community relations and development budgets, this structured approach helps align investments with corporate priorities and community needs.

The Community Relations teams at our sites aim to build trust, respect and transparency through ongoing dialogues with local communities. Each site has its unique engagement approach, varying in frequency and intensity based on the local, regional and national context, as well as operational activities. Details on our approach to working with Indigenous Peoples can be found in the [Indigenous Relations](#) section of this report.

We promote inclusivity by identifying and involving vulnerable stakeholder groups often left out of traditional engagement methods, such as women and youth. Stakeholder mapping and analysis are continual processes, involving thousands of engagements yearly with local, regional, national stakeholders and Indigenous Peoples in our host countries. All sites have formal grievance mechanisms in place so that stakeholders and communities are able to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed.

In 2024, Westwood's Stakeholder Monitoring Committee reviewed the mine's stakeholder grievance mechanism, and the mine expects to review it with this committee on an annual basis.

Community Relations (continued)

Managing Community Impacts

IAMGOLD's operations and activities have the potential to positively and/or adversely impact local communities. Social and economic benefits may accrue through community investments, employment and business opportunities.

IAMGOLD conducts environmental and social impact assessments (ESIAs) as part of project approval and implementation, involving extensive engagement and negotiations with local communities and stakeholders. These assessments allow us to understand our potential impacts and develop management strategies to address both adverse and positive impacts.

Throughout our mines' life cycles, we strive to carefully listen to our host communities, stakeholders and rightsholders to understand their questions, concerns, needs and priorities to shape our management and mitigation strategies. We use a variety of in-person and virtual engagement methods such as town halls, focus groups, meetings, emails and more.

Additionally, each of our sites has monitoring committees. The purpose of these committees is to monitor and respond to direct and indirect effects of the mines on mutual areas of interest, such as social, economic and cultural conditions that influence the life of community members. These committees provide a forum for open discussion between our Company and communities.

Essakane has numerous standing, advisory, communication and monitoring committees. The site also has a Resettlement Monitoring Committee that monitors community relocation programs. While there are no nationally recognized Indigenous communities in or near the Essakane site, IAMGOLD initially performed relocation of two villages (often referred to as Relocation Action Plans or RAP 1 and RAP 2). Replacement houses were built and a fund was created to support livelihood programs.

These measures were put in place as a result of a negotiation process with local communities. We continue to address legacy issues from RAP 1 related to poor construction that occurred approximately 15 years ago during the original RAP. As of December 31, 2024, 585 houses have been rebuilt, with the remaining 1,554 houses to be rebuilt. With the new strategy put in place for the reconstruction of the RAP 1 houses (supply of building materials, construction in batches), the houses are being delivered within a maximum of three months and assistance with rehousing is being granted in accordance with the commitments made at the committee meeting on resettlement attended by the administrative authorities, community leaders and representatives of the owners of the RAP 1 houses.

At the Westwood Complex, the mine had two separate monitoring committees – one for the Westwood mine (inclusive of Grand Duc), which meets annually, and another for the Fayolle deposit, which meets three times per year. In consultation with committee members, these two monitoring committees were merged at the end of 2024 and will function as one committee on a go-forward basis. Committee representation includes the Abitibiwinni First Nation community of Pikogan.

At Côté Gold, two Socio-economic Management and Monitoring Committees were set up prior to construction to collaboratively monitor and manage potential project-related effects on Mattagami First Nation, Flying Post First Nation and Gogama throughout the life of the mine. An Environmental Management Committee has been in place since 2018, and includes representation from Mattagami First Nation, Flying Post First Nation and IAMGOLD. Additionally, an IBA Implementation Committee was established in 2021 with the Métis Nation of Ontario, Region 3. Côté Gold conducts regular community meetings at Mattagami and Flying Post First Nation to provide updates on the project and environmental practices.



Giants of Africa basketball court unveiling in Burkina Faso

Community Relations (continued)

	Potential and Actual Impacts, and Concerns Raised	Stakeholder Monitoring Committees	2024 Key Discussion Topics
Côté Gold	<ul style="list-style-type: none"> Noise Dust Access to hunting, trapping and bait harvesting Water 	<ul style="list-style-type: none"> Two Socio-economic Management and Monitoring Committees (Gogama, and Flying Post and Mattagami) Two IBA Implementation Committees 	<ul style="list-style-type: none"> Current events at both the mine and in the communities Progress against the first year of IBA operations commitments Permitting and compliance Employment and training initiatives Contracting and procurement
Westwood	<ul style="list-style-type: none"> Noise Dust Seismic events Infrastructure Transportation Tailings 	<ul style="list-style-type: none"> Westwood Stakeholder Monitoring Committee 	<ul style="list-style-type: none"> TSM initiatives Site management practices, including on water and health, safety and well-being Sponsorships and donations Key risks facing communities and mitigation strategies Economic impact on local communities Community complaints and grievance mechanisms
Essakane	<ul style="list-style-type: none"> Noise Dust Water Land disturbance 	<ul style="list-style-type: none"> Communication Committee Resettlement Monitoring Committee 	<ul style="list-style-type: none"> Community vulnerability and resilience Insecurity and its impact on the community Artisanal mining Reconstruction of RAP 1 and progress updates Employment opportunities and workforce development Internship programs and their role in local skills development Local procurement

Community Engagement

In addition to the engagement related to impact management, our operations maintain various forms of dialogue with their communities of interest.

Côté Gold: During the construction phase, Côté Gold's community relations strategy focused on expanding our engagement, establishing IBA-related processes and committees and maintaining steady, consistent engagement with key stakeholders. Now that the mine is in production, we strive to position Côté Gold as a regional leader in partnership and sustainability, advancing environmental initiatives, and exploring ways to better involve our monitoring committees.

Westwood: The mine's strategy focuses on enhancing the monitoring committee through increased collaboration, additional representation of First Nations, and improving the community reporting process with more accessible communication channels and quicker response times, while also working towards finalizing a partnership agreement with a First Nation community.

Essakane: Burkina Faso remains a challenging environment to conduct business in due to geopolitical risks, as well as security concerns. Despite security challenges, our Community Relations team continues to engage with local communities through various channels of communication, including phone, email, text and mine-gate meetings with community members. Essakane is currently redeveloping its community relations strategy with a focus on preparing for closure, including enhancing monitoring and evaluation to assess impacts, transitioning community investment to prepare stakeholders for closure, finalizing resettlement closeout, and working with key stakeholders to redefine the closure plan, supporting safe community access.

Community Relations (continued)

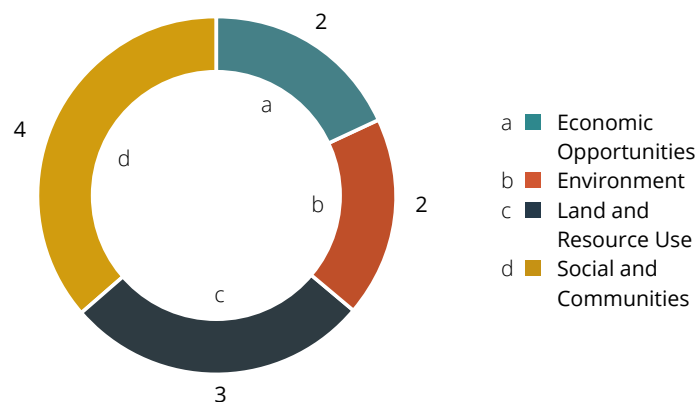
Community Incidents and Grievances

IAMGOLD’s Community Relations team has ongoing dialogue with local communities, stakeholders and rightsholders to promote trust, respect and transparency. All sites have grievance mechanisms in place to provide stakeholders and communities with the opportunity to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed.

In 2024, key topics and concerns raised through our grievance mechanisms related mainly to land access, contracting and procurement, community commitments, communications and mining practices. In total, 11 community grievances that were recorded were investigated and one remains unresolved. There were zero identified incidents of violations involving the rights of Indigenous Peoples. Across all of our sites, there were no Level 3, 4 or 5 community incidents.³¹

2024 Grievances	Number of grievances received
	11
Number of grievances investigated	Number of grievances investigated and resolved
11	10

2024 Grievances Received by Category



Community Development Programs

Essakane is working with a number of partners on three multi-year community development programs focused on health, biodiversity agriculture, water and sustainable economic growth, and socio-economic and governance capacity. These projects focus on strengthening community resilience given the security and humanitarian context in Burkina Faso. At the national level, Essakane contributes 1% of its annual revenues to the Mining Fund for Local Development (FMDL), per an agreement entered into in 2020 with the Government of Burkina Faso. Representatives of the Company sit on the advisory committee, together with communities of interest in and around Essakane, which has the authority to select and approve projects to be funded from the Burkina Community Fund for the benefit of the communities of interest in and around Essakane. Côte Gold and Westwood have established Community Benefits/Investment Programs that include sponsorships, donations and community investment funding for local communities.

Community Investments

In 2024, IAMGOLD continued to support communities with contributions totalling over \$12 million. Our community investments include both voluntary and mandatory contributions. In Burkina Faso, we are required to contribute 1% of the Essakane Mine’s annual revenue to the FMDL. Overall, 91% of our total community investment contributions were mandatory.

	2024	2023	2022
Community investment spend (\$)	12,856,907	8,708,323	15,008,935

³¹ IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US\$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.

Community Relations (continued)

Featured Community Investments

Côté Gold's community investments were focused on the areas of biodiversity and wildlife conservation, regional skills development, education, women in mining and other philanthropic initiatives. In 2024, Côté Gold provided over \$80,000 in community investments. As the mine progresses with commercial operations, we expect this value to grow.

University mine tours supporting firsthand learning – As part of our commitment to education and fostering the future of mining, Côté Gold hosted several educational tours throughout 2024 for students and faculty from McGill University, Northern College, and Laurentian University. These tours provided participants with a hands-on look at mining operations, offering insights into various aspects of modern mining, such as control rooms, truck shops and tailings management. By connecting directly with future mining professionals, Côté Gold aims to inspire the next generation of industry leaders and strengthen its partnerships with educational institutions.



Educational site tour at Côté Gold

Supporting Gogama's community spirit: Côté Gold supported various initiatives with Gogama that support local pride and well-being. These include enhancing the Gogama Community Library, promoting tourism and community pride with a new "Gogama" sign and supporting local celebrations such as the Fire Department's Canada Day BBQ and fireworks. These efforts are aimed at fostering long-term prosperity and strengthening community bonds.

Westwood supported several community initiatives, with a focus on supporting health and well-being initiatives, education and sponsoring cultural initiatives. In 2024, Westwood provided over \$400,000 in community investments.

Westwood and Aiguebelle National Park partnership – Westwood partnered with Aiguebelle National Park in Québec's Abitibi-Témiscamingue region to support local environmental initiatives. Through this collaboration, Westwood contributed resources to aid in the park's infrastructure development and efforts to reduce light pollution.

Partnership to develop innovative environmental solutions – IAMGOLD has been collaborating with the Research Institute on Mines and Environment (RIME) UQAT – Polytechnique in Abitibi, Québec since 2013. The current agreement is for the years 2020–2026, and renews our contribution of CAD\$300,000 per year, supporting RIME's research program focused on creating sustainable environmental solutions for the entire life cycle of a mine. This partnership enables RIME's research to progress and expand.



Event with Aiguebelle National Park

Community Relations (continued)

Featured Community Investments

Essakane In 2024, Essakane provided a total of over \$11 million in required community investments through the FMDL and over \$1 million in voluntary community investments, which included advancement of three flagship community development projects detailed below.

The Socio-Economic Empowerment of Vulnerable Populations in the Sahel (EPASEC/ ESEPV) – This is a six-year initiative in collaboration with Global Affairs Canada, the Government of Burkina Faso, Cowater International and the One Drop Foundation. Building on the Triangle d’eau Project, this initiative focuses on enhancing socio-economic conditions in the Sahel Region, specifically in Dori, Falagountou, and Gorom-Gorom. Its objectives include boosting local governance and territorial management in three communes, improving access to essential services through water supply, hygiene and sanitation projects and empowering women through skill enhancement and creating a supportive socio-economic environment. The initiative involves an IAMGOLD contribution of approximately \$3 million as well as in-kind support.

The Women and Youth in Action for Sustainable Ecosystems (FAED) – FAED is an 84-month initiative in collaboration with Global Affairs Canada and SOCODEVI. The project aims to enhance the resilience to climate change of vulnerable women, young people, and their communities in the Sahel region. The impact of FAED includes biodiversity conservation, improvement of degraded soils from farming and mining activities, strengthening of plant and animal biodiversity, carbon capture and storage and preservation of water resources. The project is expected to benefit over 40,000 individuals across 12+ communities, with IAMGOLD contributing funds and in-kind support for transportation and logistics expertise from the Essakane team.

The Giants of Africa Basketball Court – In partnership with Giants of Africa, IAMGOLD recently inaugurated a new basketball court at the University of Ouagadougou, Burkina Faso. This court marks the completion of a four-year initiative that includes the construction of four courts across Burkina Faso and Senegal, along with multi-day basketball and life-skills camps. The project reflects IAMGOLD’s efforts to support youth development in its host communities through sports, leaving a lasting impact on students for years to come.

Supporting University Infrastructure Project in Burkina Faso – Essakane supported the modernization of the National School of Administration and Magistracy (ENAM) in Ouagadougou by contributing over \$195,000 towards the construction of a new façade. ENAM plays a vital role in training civil servants, administrators, and judiciary members, strengthening the country’s public sector. Once completed, the project will feature a main gatehouse, two secondary gatehouses, a fence wall, a stele, and an esplanade, enhancing the institution’s infrastructure and accessibility.

The FAMAGODO Project with UNDP – The FAMAGODO project is the result of a partnership between IAMGOLD Essakane SA and the United Nations Development Programme (UNDP) for a total of \$2.5 million (around FCFA 1.5 billion) over a two-year period (2023–2024). The project is focused on the communes of Falagountou, Markoye, Gorom and Dori in the Sahel region and aims to promote youth employment, reduce poverty and provide access to basic infrastructure that offers communities alternative pathways that can contribute to the stabilization of Burkina Faso.

Corporate offices provided over \$215,000 in community investments during 2024.

Second Harvest Volunteer Initiative – Our Toronto team partnered with Second Harvest, Canada’s largest food rescue organization, to volunteer in sorting and packing over 550 kilograms of beets. In addition to our volunteer efforts, IAMGOLD also made a donation to support Second Harvest’s mission. This initiative helped to support Second Harvest’s efforts to reduce food waste while aiming to redirect surplus food to local charities and non-profits, helping to address food insecurity in our communities.

Don’t Mess with the Don Volunteering – The Toronto team collaborated with “Don’t Mess with the Don” to help clean up Toronto’s greenspaces and eliminate invasive species, strengthening our dedication to environmental sustainability and community engagement.

Canadian Mineral Industry Education Foundation Scholarship – IAMGOLD contributed to the Canadian Mineral Industry Education Foundation Scholarship, which provides scholarships to students enrolled in programs such as geology, mining, metallurgy, and other mining-related disciplines.



Toronto team volunteering with Second Harvest

Community Relations (continued)

Our Contributions to Society

IAMGOLD supports societies through employee wages and benefits, contracting and procurement opportunities, community investments, dividends to shareholders and income taxes paid.

2024 Economic Performance (\$ millions)

Country	Economic Value Generated Revenue ³²	Economic Value Distributed						Total	Economic Value Retained ³⁸
		Payment to Suppliers		Employee Wages and Benefits ³⁵		Payments to Providers of Capital ³⁶	Income Taxes ³⁷		
		Operating Costs ³³	Capitalized ³⁴	Expensed	Capitalized				
Canada									
Côte Gold ³⁹	457.2	257.3	437.9	42.0	28.3	4.9	0.0	770.4	-313.2
Westwood	323.0	84.4	60.8	67.2	6.3	0.1	5.3	224.1	98.9
Corporate ⁴⁰	-58.7	10.6	1.6	35.8	0.0	87.9	9.5	145.4	-204.1
Burkina Faso									
Essakane	1,083.2	445.3	56.8	91.8	20.7	18.8	28.1	661.5	421.7
Other									
Other ⁴¹	1.2	2.5	0.0	0.2	0.0	0.0	12.5	15.2	-14.0
Total	1,805.9	800.1	557.1	237.0	55.3	111.7	55.4	1,816.6	-10.7

32 Revenues are presented based on an accrual basis.

33 Operating costs include cost of sales, general and administration, exploration expense, community investments, royalties, and other expenses. Excludes impairment, NRV write-downs/provisions, depreciation and employee wages and benefits.

34 Capitalized expenditures include the purchase of property, plant and equipment.

35 Wages and benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.

36 Payments to providers of capital include dividends to non-controlling interests, interest paid on leases, senior notes, term loan, equipment loan, credit facility, and other.

37 Income taxes include amounts paid in the year (excludes payroll taxes, which are included in employee wages and benefits).

38 Economic value retained is economic value generated minus economic value distributed.

39 Includes Côte on a 100% basis.

40 Includes impact on revenues of delivering ounces into gold sale prepayment arrangements.

41 Includes corporate entities in Barbados and France.

Indigenous Relations

We believe respecting and upholding Indigenous rights is founded upon relationships that foster trust, transparency and mutual respect. We believe that we can contribute meaningfully to the social and economic development of Indigenous Peoples impacted by our activities through proactive community engagement, benefits sharing and mitigating our impact on the environment.

We strive to create lasting partnerships and respect the cultural heritage and traditions of local and Indigenous communities. We want to work with rightsholders in a manner that respects their right to self-determination and aims to achieve Indigenous Peoples rights to Free, Prior and Informed Consent. We formalize these commitments through agreements like Impact Benefit Agreements (IBAs).

IAMGOLD recognizes that our activities have the potential to positively and/or adversely impact the economy, environment and people. We work to manage our impacts through mitigation and management strategies, aiming to minimize potential adverse effects while enhancing positive outcomes where possible. We work in collaboration with Indigenous Peoples to identify opportunities to share in the benefits flowing from our activities through employment, training and business opportunities and other identified capacity-building projects.

Indigenous engagement is informed by the ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and various industry frameworks such as Towards Sustainable Mining (TSM), Responsible Gold Mining Principles (RGMPs) and the International Financial Corporation (IFC) policies and standards. IAMGOLD's Indigenous Engagement Policy outlines our commitment to these principles. The policy outlines our commitments with an emphasis on building long-lasting partnerships with Indigenous Peoples and communities associated with our operations, based on respecting human dignity. Upholding and respecting Indigenous rights is a responsibility shared by all our employees, contractors and suppliers. We also respect and honour principles agreed upon in negotiations with Indigenous groups. Our relationship-based approach values community protocols, encourages IAMGOLD sites to appreciate Indigenous traditions and strives to reduce racism and biases within our organizational cultures. Our Community Relations teams have ongoing dialogue with Indigenous communities to promote trust and transparency and our sites have grievance mechanisms in place to resolve any issues identified in a timely manner. We negotiate accommodations, where appropriate, for our activities that impact inherent Indigenous rights, including land rights. For Côté Gold, we have two signed IBAs.

In 2024, we continued to take meaningful action towards reconciliation and initiated planning to develop a corporate strategy and plan for action. Work to develop a reconciliation roadmap will continue throughout 2025.

Oshki Lake Ceremony

In September 2024, Côté Gold hosted the Oshki Lake Water Ceremony, an event that marked a significant step in our commitment to environmental stewardship and reconciliation. The ceremony, led by Indigenous Elders, recognized the cultural and spiritual importance of water to these communities and marked the naming of Oshki Lake, honouring the land's traditional heritage. This event highlighted our dedication to reconciliation and our ongoing efforts to foster meaningful relationships with local Indigenous communities.



Oshki Lake Water Ceremony at Côté Gold

🔗 More on IAMGOLD's website:

[Sustainability Policy](#) | [Indigenous Engagement Policy](#)

Indigenous Relations (continued)

Operations Located on or Near Indigenous Communities

Côté Gold is located on Treaty 9 territory, on the traditional lands of Mattagami First Nation and Flying Post First Nation as well as within the traditional harvesting area of the Abitibi Inland Métis Community (Métis Nation of Ontario, Region 3). The Westwood mine is located within the traditional territory of Abitibiwinni First Nation, an Algonquin Anishinabe community, signatory of Treaty Number 9. Essakane is not located in or near Indigenous land.

In 2024, there have been zero identified incidents of violations involving the rights of Indigenous Peoples.

Impact and Benefits Agreements: An IBA is a confidential agreement that acknowledges the impact of industrial development and outlines benefits and compensation for impacts to the land and the ways of life of the Indigenous community signatories. IBAs provide tools for active participation in environmental management and opportunities for benefits. These include participation in employment and training, business opportunities and resource revenue sharing.

We concentrate on effectively implementing IBAs and maintaining positive relationships with our IBA partners. We have signed agreements in place to support the flow of project benefits to Indigenous communities. At Côté Gold, a joint IBA with Mattagami First Nation and Flying Post First Nation was signed in 2019; an IBA with the Abitibi Inland Métis Community was signed in 2021; and an exploration agreement was signed with Mattagami First Nation and Flying Post First Nation.



Mattagami First Nation Fish Hatchery

IAMGOLD is proud to support the Mattagami First Nation fish hatchery, a community-driven sustainability initiative focused on preserving local fish populations in Mattagami Lake. The hatchery was conceived by Mattagami First Nation community members, Chief and Council, who recognized the need to protect the local walleye population for both the community and local fishers. Since its inception in 2011, the hatchery has played a significant role in supporting walleye stock recovery, producing approximately one million fry annually, benefiting both the community and regional fisheries.

During the development of Côté Gold, consultations with the Mattagami First Nation highlighted the vital importance of water resources – particularly Mattagami Lake – to the community’s well-being, as fishing plays a central role in the community’s culture, identity and economy. Recognizing the potential impact of the Côté Gold project on local fish habitats, IAMGOLD understood

that addressing habitat loss was essential to maintaining a strong relationship with the Mattagami First Nation. As a result, we incorporated habitat compensation measures, including the hatchery, into Côté Gold’s Fish Offsetting Plan.

The hatchery plays a key role in boosting walleye populations by improving egg survival rates and releasing fry into suitable habitats. With the support of Côté Gold and collaboration with other experts, the project combines local knowledge with scientific expertise to enhance the hatchery’s success and address challenges as they arise. Additionally, Côté Gold team members have had the opportunity to learn from and contribute to the hatchery’s operations. Looking ahead, we are working to continue blending the traditional knowledge of Mattagami First Nation with the best practices of the Ministry of Natural Resources to contribute to the sustained management of the Mattagami Lake hatchery.

Governance & Transparency

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Board Oversight

Sustainability Governance

Sustainability governance starts with our Board of Directors and is embedded at all levels of our organization. IAMGOLD closely follows the latest developments in corporate governance requirements, ESG megatrends and leading practices, evolving our approach as necessary to support business resiliency, uphold our reputation and drive compliance.

Board of Directors

Accountable for the stewardship of the Company. The Board and its Committees provide oversight of the Company's strategy, risk management, and performance.

Executive Leadership Team

Sets the Company's direction, strategy and targets. Has functional responsibilities related to finance; operations; corporate governance; health and safety; environment; communities; human relations; equity, diversity and inclusion; security; and cybersecurity.

Conducts quarterly site visits, including sustainability reviews. Provides monthly and quarterly reporting to the Board and its Committees.

Corporate and Site Teams

Responsible for implementing and/or maintaining policies, strategies and plans. Reports on risks and performance, including ESG on a weekly, monthly and quarterly basis.

The Board provides stewardship over the Corporation and oversees the management of its business and affairs, driving long-term shareholder value while considering the interests of stakeholders, including employees, customers, and communities. Through the CEO, the Board sets the standards of conduct for the Corporation. The Board brings expertise in but not limited to executive leadership, mine operations, corporate governance, finance, legal, human resources and ESG.

The Board believes ESG is core to IAMGOLD's corporate strategy and an important factor that influences the Company's performance. IAMGOLD's Board, through its five standing committees – the Audit and Finance Committee (AFC), the Human Resources and Compensation Committee (HRCC), the Nominating and Corporate Governance Committee (NCGC), the Sustainability Committee and the Technical Committee – oversees and monitors the Company's approach, policies, priorities and practices related to ESG. The Sustainability Committee is the board committee responsible for overseeing the organization's environment and ESG policies, performance, initiatives and goals.

All standing committees of the Board are composed entirely of outside directors who are unrelated to and independent from IAMGOLD:

- **Audit and Finance Committee (AFC):** Reviews the integrity of the financial reporting process and financial statements, system of internal controls and management of the financial risks, performance of the internal audit function, external auditor's qualifications, independence and performance, financial policies and the nature and structure of major strategic financial commitments.
- **Human Resources and Compensation Committee (HRCC):** Makes recommendations to the Board relating to the compensation of the Board, the CEO and, on the advice of the CEO, the other members of senior management. Responsible for reviewing talent management practices and succession planning for executives and provides oversight of policies and practices to promote equity, diversity and inclusion.

- **Nominating and Corporate Governance Committee (NCGC):** Responsible for advising the Board with respect to evolving corporate governance best practices, annually evaluating the performance of the Board, its committees and their chairs, and the contributions of individual directors, and recommending suitable nominees for election to the Board.
- **Sustainability Committee:** Reviews and monitors the Company's health, safety, environment, communities, security and ESG policies, performance, initiatives and goals and its compliance with applicable laws, including those with respect to carbon emissions and the impact of IAMGOLD's activities on the climate.
- **Technical Committee:** Responsible for assisting the Board in the oversight of the management of exploration, production and other technical matters, including by reviewing, overseeing, and periodically receiving reports from management. Responsible for reserve and resource estimation and reporting.

The Board of Directors and its Committees are updated on the Company's activities and risks on a monthly, quarterly and yearly basis, and/or of greater frequency as significant issues arise, including on ESG. In 2024, the Board received updates on ESG topics, including IT and cybersecurity, geopolitical risks, Indigenous engagement, decarbonization, Bill C-59 and greenwashing, emerging ESG regulations, and executive compensation trends. The Board meets on at least a quarterly basis and holds additional meetings as required or appropriate to consider other matters. For further information on committee meeting frequency and scope, please see the [2025 Management Information Circular](#).

🔗 **More on IAMGOLD's website:**

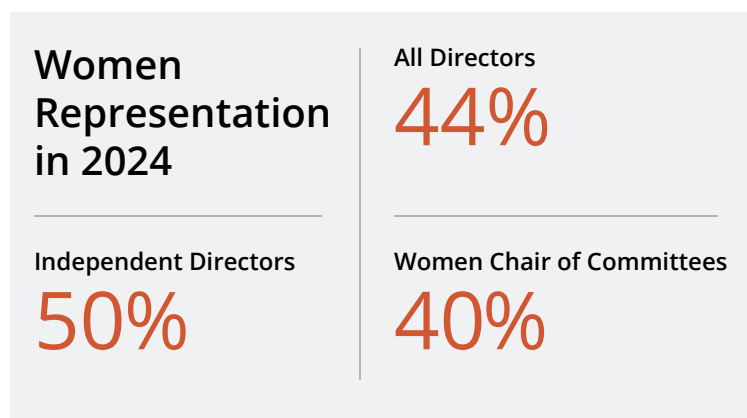
[Board committee mandates](#) | [Board committee composition](#) | [Director information](#) | [Management Information Circular](#)

Board Oversight (continued)

Board Composition

The Board is composed of nine members. All members of the Board are considered independent,⁴² other than Renaud Adams, who serves as President and CEO of IAMGOLD.

As of December 31, 2024, the Board was comprised of approximately 44% women directors or 50% of the independent directors, surpassing the Company's Diversity Policy, which had set a minimum target of 30% women representation.



Conflicts of Interest

Our Code of Business Conduct and Ethics embodies IAMGOLD's commitment to conduct our business to high ethical standards. The Code applies to the Board of Directors, employees, contractors and representatives in every business where IAMGOLD operates globally. It aligns with our core values, emphasizing integrity and deterring misconduct; requires avoiding conflicts of interest, protecting and utilizing the Company's assets and opportunities exclusively for its benefit; maintains confidentiality of non-public information; and compliance with all applicable laws. Directors are expected to be familiar and annually affirm their compliance with the Code of Business Conduct and Ethics and, if a Director or executive officer has an interest in a Corporation-related agreement under consideration by the Board, they must disclose it and abstain from relevant discussions or decisions. The Board monitors Code compliance through the Audit and Finance Committee and receives quarterly reports.

⁴² As defined by the policies of the Canadian Securities Administrators (CSA).

Management Oversight

Management Structure

Each member of the ELT, including the CEO, plays an important role in managing our ESG performance, which is linked to executive compensation. Members of the ELT have core ESG responsibilities, including:

- **Chief Executive Officer:** Strategic oversight of the Company's financial performance, operations, and sustainability initiatives, supporting alignment with corporate goals and regulatory requirements.
- **Chief Operating Officer:** Oversight of all operational and project development activities, responsible for delivering on safety and environmental performance, and is the Accountable Executive Officer for Tailings and Water. Responsible for developing and implementing policies and practices with respect to sustainability, including health and safety, environment and community relations.
- **Chief Financial Officer:** Oversight of policies and practices related to finance, risk management, internal audits and cybersecurity.
- **Senior Vice President (SVP), People:** Oversees the implementation of our people strategy and equity, diversity and inclusion performance.

The Chief Operating Officer (COO) is responsible for championing sustainability. The COO and their team provide quarterly reports to the Sustainability Committee of the Board, covering ESG risks and performance updates, and compliance with external initiatives such as TSM and RGMP.

To address critical concerns, the ELT is responsible for communicating any concerns that may arise, and for reporting quarterly performance to the Board and its respective Committees. Communications at all levels may increase depending on the nature of the issue. IAMGOLD has a risk management matrix to determine incident severity covering a qualitative and quantitative assessment of health and safety, environmental, social and financial factors. IAMGOLD reports to governance bodies for health and safety, environmental and community incidents assessed as Level 3,

4 and 5. Each site has its own health, safety, environment and community relations (HSEC) team, led by a Sustainability Manager who reports to the General Managers. The Corporate HSEC team maintains regular communication with General Managers and site HSEC teams through visits and virtual discussions, providing guidance and support.

Starting in late 2024, the Company made changes to its management team by revisiting the corporate structure, streamlining functions, and expanding roles.⁴³

Management Composition

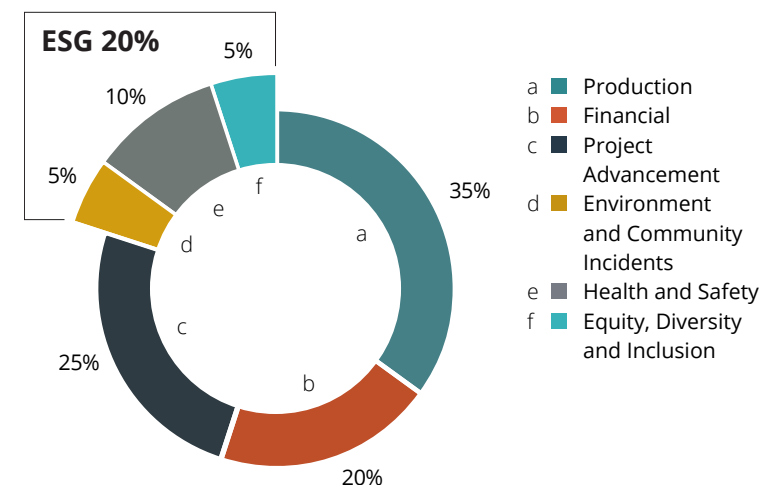
IAMGOLD recognizes the benefits of a diversity of views among our executive management. We have adopted a gender representation target for our workforce and leadership structure with a goal of having 20% women by no later than 2030. As of December 31, 2024, women represented 17% of the ELT, a slight increase from the previous year.

Management Compensation

IAMGOLD's executive compensation approach aims to motivate and reward executives for creating and preserving shareholder value over the long term, while also serving the interests of the Company's stakeholders. We believe long term incentives serve to align executives with shareholders, and pride ourselves on having a strong alignment with pay-for-performance in our executive compensation programs.

Underscoring the importance of ESG, we directly link a variety of measures – including EDI, environment and safety – to compensation outcomes. In 2024, ESG accounted for 20% of our Company Scorecard. For more information, please refer to the [2025 Management Information Circular](#).

2024 Corporate Scorecard



⁴³ In early 2025, the Company welcomed a new Chief Legal and Strategy Officer and appointed the SVP of People to Chief People Officer.

Business Ethics and Integrity

Business ethics and integrity are core to IAMGOLD’s culture of accountable and responsible mining. We strive to conduct our business with transparency, fairness, honesty, integrity and respect. Our goal is to provide an opportunity for anyone – employee, contractor, representative, or member of the public – to report misconduct without fear of retaliation.

Our approach is guided by the Company’s Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Whistleblower Policy, and Supplier Code of Business Conduct and Ethics. These policies and standards of ethical behaviour are approved by the Chair of the Board and CEO and apply to all operations and at all stages of project development. Annually, employees must complete training on our Code of Conduct and Anti-Bribery and Anti-Corruption Policy and attest that they have read and understood them. In addition, all IAMGOLD suppliers are mandated to comply with the Supplier Code of Business Conduct and Ethics, and new suppliers are required to certify their awareness and compliance with the Supplier Code.

IAMGOLD also draws upon the Internal Audit team to support our compliance with laws, regulations and internal policies and standards. The Internal Audit team performs periodic reviews to assess compliance with Company policies and procedures, including regulatory requirements such as with the *Foreign Corrupt Practices Act* (FCPA), auditing the transactions that fall within the scope of the FCPA requirements. In addition, the Internal Audit team reviews and monitors the FCPA, *Corruption of Foreign Public Officials Act*, and the Company’s Code of Conduct and Anti-Bribery and Anti-Corruption Policy to combat bribery and corruption. The Internal Audit team performs internal controls testing under the Sarbanes-Oxley (SOX Testing) CEO/CFO certification to evaluate the operating effectiveness of the Company’s policies and procedures. Additionally, Enterprise Risk Management conducts risk assessment and reports to the Board of Directors. From the risk assessments conducted, in 2024, key risks – including legal, disclosure and political risks – were identified, and mitigation measures were reported to the Board. This includes risk mitigation actions and monitoring of risks by management. In 2024, there were zero confirmed incidents of corruption and zero legal actions related to anti-competitive behaviour.

[More on IAMGOLD’s website:](#)

[Code of Business Conduct and Ethics](#) | [Anti-Bribery and Anti-Corruption Policy](#) | [Whistleblower Policy](#) | [Supplier Code of Business Conduct and Ethics](#) | [Extractive Sector Transparency Measures Act \(ESTMA\) annual reports](#)

Whistleblower Process

IAMGOLD has established open, confidential and anonymous mechanisms for reporting any incidents of perceived misconduct. Reports can be made directly to the Chairs of the Audit and Finance Committee (AFC) and/or Nominating and Corporate Governance Committee (NCGC), to management, or through our accessible, 24/7 third-party reporting hotline available in multiple media (website, phone, mail, Skype) and languages or complaint boxes at select sites. Whistleblower complaints are investigated by either the Internal Audit team or by another function, depending on the nature of the complaint. Recommendations are provided to management, including a management action plan to support remediation and the effectiveness of the program. All whistleblower complaints are reported to the Board. In 2024, we received 12 whistleblower complaints related to unethical conduct, conflict of interest and supplier issues, all of which have been investigated and closed.

	2024	2023	2022
Whistleblower complaints (#)	12	10	30

Public Policy and Political Contributions

IAMGOLD maintains an in-house lobbyist registration through the Office of the Integrity Commissioner of Ontario and the Office of the Commissioner of Lobbying of Canada and engages an external firm to support lobbying efforts, as required. Our external consultant also maintains registration with the Office of the Integrity Commissioner of Ontario as a consultant lobbyist on IAMGOLD’s behalf.

IAMGOLD is part of numerous industry and membership associations. We recognize the value of participating in these associations to advance collective interests, support research, exchange best practices, and contribute to the enhancement of regulatory frameworks and overall industry performance. Given the broad and diverse membership of these

associations, there will inevitably be differing viewpoints, and we may not always align with every stance or decision taken by these organizations. However, this diversity fosters meaningful discussions and a more comprehensive exploration of key issues.

When differences in perspectives arise, we take a proactive approach by clearly articulating our own position to policymakers, engaging with associations to understand varying viewpoints, and seeking areas of common ground. We also assess our ability to influence the organization’s direction and policies. If necessary, we evaluate the benefits of continued participation to maintain alignment with our values and objectives.

In accordance with legislation and as a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions. In 2024, the Company made zero financial and in-kind political contributions directly and indirectly.

Tax Transparency

There are increasing expectations and requirements for global tax transparency to combat offshore tax evasion. IAMGOLD’s tax strategy aligns with our business strategy, and taxation is a key element of our strategic planning. All significant tax matters are discussed with the Chief Financial Officer in the context of the Company’s business and sustainable development strategies. IAMGOLD complies with all regional and national tax law in all domestic and foreign jurisdictions in which business is conducted.

We annually disclose revenues paid to governments and Indigenous communities for natural resource extraction, as per the Extractive Industries Transparency Initiative (EITI) and Canada’s *Extractive Sector Transparency Measures Act* (ESTMA). This includes taxes, royalties and other payments, categorized by country and project. However, our economic impact goes beyond these payments. For further details, refer to the [Community Relations](#) section of this report.

Risk Management

The effective management of risk is vital to IAMGOLD's continued growth and success. We aim to maintain an effective enterprise risk management (ERM) system. Our risk management approach is designed to identify, assess, mitigate, prioritize and monitor material risks to the Company, including risks associated with ESG.

We have a well-established ERM program that aligns with IAMGOLD's vision and industry standards. This program helps us assess, communicate and respond effectively to a rapidly changing risk environment. IAMGOLD's Enterprise Risk Management Policy and Standard apply to all employees, contractors and representatives worldwide. They cover all company assets and activities, including joint ventures, and set out responsibilities for managing and overseeing enterprise risk. Risk management is embedded at all levels of the organization.

Board of Directors	Oversees the ERM process and management's actions to monitor and control any risk exposures. This includes overseeing ESG risks in the Risk Register and delegating components to its standing committees in alignment with their mandates. Updates on IAMGOLD's key risks, including ESG-related risks, are included in the quarterly ERM report to the Board.
Executive Leadership Team	Is responsible for developing and implementing the ERM system and delegates authority and accountability to different management levels.
Internal Audit and Risk	Led by the Vice President of Internal Audit and Risk Management, the team submits an annual plan for approval, maintains the risk register and provides reports to the Executive Leadership Team and Board.
Risk Owners	Across the organization, risk owners are responsible for identifying, assessing, mitigating, managing, monitoring and reporting risks in their areas. They also support the effectiveness of risk management practices and report significant risk events and emerging threats promptly.

Enterprise Risk Management Program

Ongoing risk management allows us to make informed decisions. Annually, we conduct a comprehensive enterprise-wide risk assessment to identify, assess and validate risks with input from risk owners and the risk team. Risks are categorized across dimensions such as strategic, compliance, finance, operations and external factors, in line with our long-term strategy. We also examine emerging risks, those that are new or evolving, where the extent and nature of the impacts are uncertain. Risks are ranked based on severity of financial, health and safety, environmental and social factors, likelihood of occurrence, and control effectiveness. Depending on nature and magnitude of the risk, controls and action plans are detailed more operationally at the site level. The outcomes of the ERM are validated with risk owners and the ELT.

Quarterly, a summarized version of key risks is presented to the Board, aligning risk management with our overall strategy. The Board receives periodic updates on key risks, historical trends and future, potential risks outlook through risk registers and heat maps, showing inherent risks and residual risks after mitigation efforts. The Board discusses strategies to enhance business resiliency and manage risks quarterly, aligning with budget considerations. In 2024, we updated our ERM process to better capture risks and opportunities related to ESG topics, supporting a more comprehensive approach to the risk assessment process. As part of this update, we have provided a detailed list of environmental, social and governance (ESG) topics, along with illustrative examples of associated risks and potential opportunities to help corporate and site teams with their identification process. IAMGOLD does not incorporate scenario planning as part of our identification of risks and opportunities; however, it is done for specific analyses, such as evaluating security concerns in Burkina Faso and better understanding climate change risks and opportunities. In 2025, we plan to work with our sites to better align their risk assessment processes and drive consistency across the organization.

Audits

Our auditing process encompasses both internal and external aspects. Internal audits are conducted regularly, addressing various elements such as site security. External financial audits, led by recognized third parties, play a crucial role, examining compliance, controls testing for CEO and CFO internal SOX, and other risk-driven factors. The auditing process varies based on risk assessments, requiring approval from the Audit and Finance Committee for a tailored list of activities. Each audit is unique, influenced by factors like location, management and Board considerations. The methodology employed integrates technical expertise, and external help is enlisted as needed.

In 2024, our Internal Audit and Risk team conducted audits covering topics such as corporate governance, business integrity and financial controls, procurement, site impact benefit analysis, site general services, employee business expenses and ESG reporting.

Supply Chain

IAMGOLD seeks to develop strategic partnerships with suppliers who share our values of transparency, fairness, honesty, integrity and respect. Our Supplier Code of Conduct and Ethics (the Supplier Code) establishes standards of behaviour expected from all our suppliers or those wishing to do business with us.

Suppliers are screened based on the Supplier Code, must certify compliance and adherence to it, and are expected to have their sub-suppliers follow it. Training and capacity building is provided where necessary to help suppliers understand our expectations.

IAMGOLD has internal policies related to the purchasing 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 promote 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. All suppliers must comply with our terms and conditions, and failure to adhere to the Supplier Code may be grounds for terminating the relationship.

IAMGOLD has established Impact Benefit Agreements with our impacted Indigenous communities that help frame relationships to promote the flow of benefits from IAMGOLD operations and projects to those communities. In addition, similar programs are mandated by IAMGOLD on its main contractors to elevate the level of benefits provided to those impacted Indigenous communities.

Formalized local procurement and business development programs are being developed at sites to maximize the shared economic benefits of company-wide local procurement practices. For example, at Westwood, we are pursuing opportunities to include Pikogan companies in contracting activities as part of our discussions with the Pikogan Community/

Conseil de la Première Nation Abitibiwinini. Audits and verification of the effectiveness are to be conducted on a site and global basis by our Internal Audit and Global Supply Chain teams.

In 2024, the Global Supply Chain team continued to strengthen the governance, processes and procedures governing supply chain activities, which focused on supplier compliance against our policies and standards. In 2025, our focus is to improve best practices within the procurement and material control by deploying structured procedures and performance metrics specifically at Côte Gold as we migrate into stable operations, supported by global efforts to deploy technology enablers to deliver standardized processes focused on improving delivery of services and security of supply at all IAMGOLD operational and project sites.

Health and safety always remains the priority value in all our dealings in our supply chain followed by total cost to operate to promote safe, effective and efficient supply chains throughout our procurement teams within the organization. IAMGOLD continually looks for improvement solutions and appropriate tools to enhance transparency throughout its supply chain. An example is our efforts to improve our internal contract management system, finding efficiency in narrowing down the number of suppliers that IAMGOLD engages with to build long-term relationships.

IAMGOLD's supply chain and procurement practices are not only essential to our success, they also have meaningful economic impact on the communities, regions and countries we operate in. Each year, through our contracting and procurement needs, we support many businesses to develop local business capacity and maximize the shared economic benefits of procurement. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive; this refers to the total cost, delivery and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.

Supply Chain Risk Management

We utilize a third-party software to help manage the risks inherent in our global supply chain, by monitoring credit agencies and any adverse media related to fraud, corruption and human rights infractions by our suppliers. Our supply chain teams receive alerts to support continuous monitoring of approved suppliers.

The Global Supply Chain team is responsible for developing supply chain-related policies, standards and strategies; providing guidance to sites; handling strategic global contracts; and conducting market intelligence. The operating sites are responsible for monitoring and managing the relationships with local suppliers.

As Canada's new *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, came into force on January 1, 2024, we worked collaboratively with our sites and suppliers to enhance our approach to preventing and mitigating risk related to modern slavery. Further information on our approach to preventing modern slavery can be found in the [Human Rights and Security](#) section of this report and in our [2024 Fighting Against Forced Labour and Child Labour in Supply Chains Report](#).

 More on IAMGOLD's website:

[Supplier Code of Business Conduct and Ethics](#)

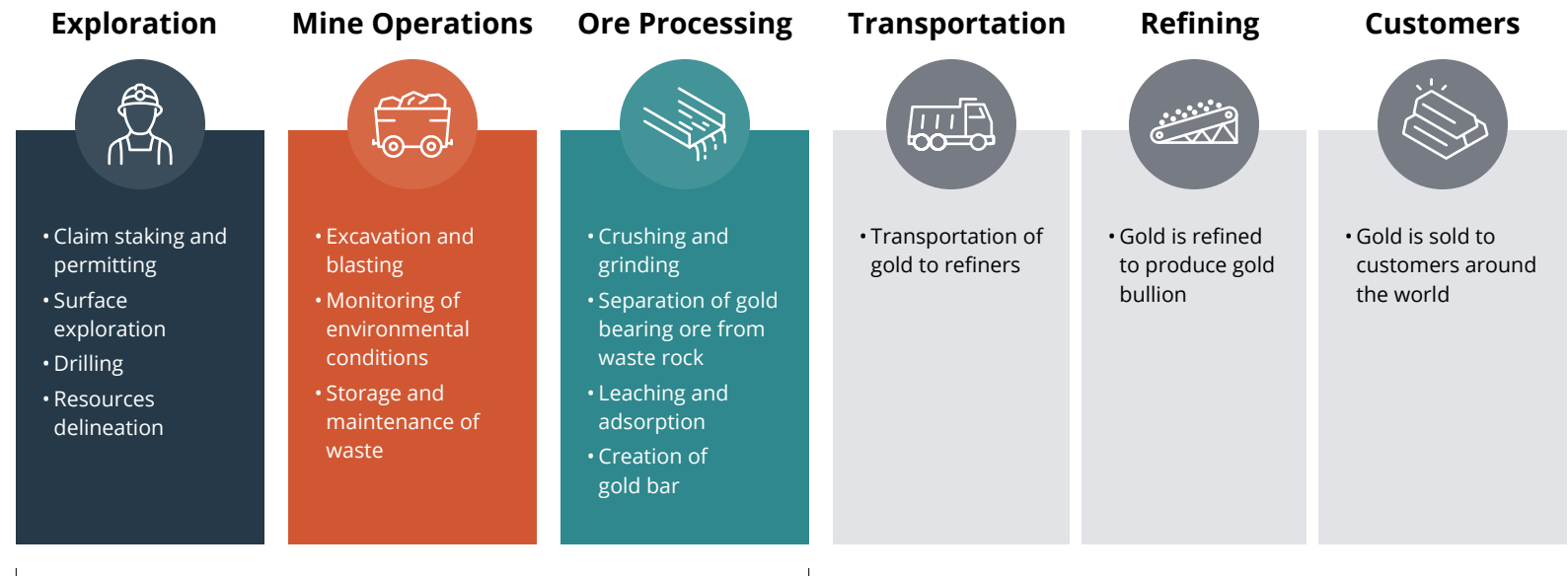
Supply Chain (continued)

Supply Chain Activities

IAMGOLD's supply chain is global, diverse and dynamic. It spans continents and encompasses everything from 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. In 2024, we procured the goods required for our site operations from suppliers operating across 46 countries worldwide.

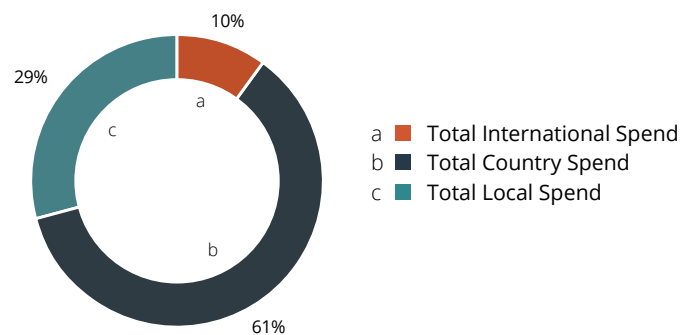
Procurement Spend (\$ millions)	2024	2023	2022
Total international spend	121	281	958
Total country spend	723	1,260	607
Total local spend	342	348	101
Total procurement spend	1,185	1,890	1,666

Rounding of the individual numbers may cause a discrepancy in the total value.

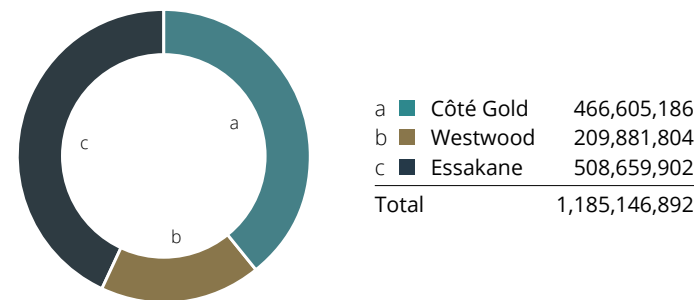


IAMGOLD's chain of custody on the gold

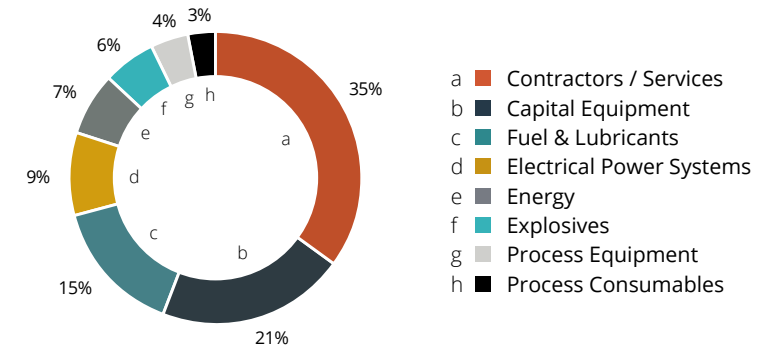
2024 Supplier Allocation (%)



2024 Total Spend by Site (\$)



2024 Category Total Spend (%)



Human Rights and Security

IAMGOLD strives to uphold the human rights of all stakeholders. We are guided by the United Nations Guiding Principles on Business and Human Rights and are committed to respecting 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.

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 to guide our approach, such as:

- **Human Rights Policy:** Establishes our core commitment to respect human rights, both in Canada and internationally.
- **Code of Business Conduct and Ethics:** Sets the expectations by which we conduct our business activities, reflects our values and serves as a reference to guide our decisions.
- **Supplier Code of Business Conduct and Ethics:** 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. Each new supplier is required to certify their awareness and compliance with the Supplier Code. Audits and verification of adherence to the Supplier Code may be conducted at the site level.
- **Supply Agreements:** 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. Suppliers are required to notify IAMGOLD if forced labour or child labour is detected.

To promote adherence to human rights principles by our employees and contractors globally, we have established key roles and responsibilities. The ELT has overall accountability for our approach to human rights and security, and is responsible for confirming that policies, processes and tools are in place. The implementation of policies and day-to-day management resides with site security managers, security personnel and General Managers.

Fighting Modern Slavery

To mitigate the risks of forced labour and child labour within our business and supply chains, we have established a working group focused on forced labour and child labour, which reports progress to the Chief Operating Officer. The group includes members from Global Supply Chain, Legal, Internal Audit and Risk Management, Human Resources and Health, Safety, Environment and Communities. This working group is driving initiatives to align IAMGOLD's risk management practices with the new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (commonly known as the *Modern Slavery Act*).

In 2023, we took a risk-based approach to assess suppliers within our supply chain. By conducting a preliminary desktop review, we identified our Burkina Faso mining operations as a key geographical hotspot. Following that, in February 2024, we conducted our first risk assessment on a sample of tier 1 suppliers from our 2023 procurement spend. This inherent risk assessment examined suppliers providing higher risk products and services and operating within higher risk countries, encompassing 196 direct tier 1 suppliers across 22 countries, representing a procurement spend of CA\$937 million. An inherent risk assessment

helps businesses identify areas with the potential increased risk of forced labour 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 labour or child labour practices are currently occurring.

Building on this work, in late 2024, with the help of a third party, we initiated work to conduct an expanded inherent risk assessment on over 500 direct tier 1 suppliers operating across 17 countries as well as a residual risk assessment on a subset of the suppliers assessed in 2023. In 2025, we will directly engage with 25 selected suppliers. Using the third party's ESG Risk tool, we will distribute a survey to these suppliers to assess their risk factors and existing controls and then evaluate the effectiveness of these controls. By assessing residual risk, we can better understand where further actions might be needed to minimize the risk of forced labour or child labour within our supply chain.

In 2025, we plan to accelerate our efforts, assigning specific responsibilities for key initiatives, including refining our procurement and contractor management processes, training relevant employees, developing a framework for remediation, and developing a supplier action plan based on the residual risk assessment. In 2024, there were zero whistleblower complaints received related to forced labour or child labour.

 More on IAMGOLD's website:

[Supplier Code of Business Conduct and Ethics](#) | [Code of Business Conduct and Ethics](#) | [Sustainability Policy](#) | [Human Rights Policy](#) | [Fighting Against Forced Labour and Child Labour in Supply Chains Report 2024](#)

Human Rights and Security (continued)

Applying the Voluntary Principles on Security and Human Rights (VPSHR)

While IAMGOLD is not an official signatory to the VPSHRs, we apply the principles in our work and embed them in our security practices at our Essakane Gold Mine in Burkina Faso, which is located in an area of conflict. While implementing responsible security and human rights practices in conflict-affected areas presents unique challenges, we strive to respect human rights while supporting the safety of our workforce, community members and contractors.

When Essakane engages a contractor or public security force for security services, adherence to the VPSHRs is included in the contract. This applies to private security providers, subcontractors, and arrangements with public security forces. Before finalizing a security services contract, a risk assessment is typically conducted to identify any VPSHR-related risks. If such risks are identified, appropriate due diligence, including subcontractors appointed by the main contractor for security services, is carried out.

Best practices regarding the provision of security services are based on the concept that security must be and can be consistent with respect for human rights. At Essakane, this translates into the implementation of policies and practices that aim to carry out security provision responsibly, in accordance with laws, and with any response being proportional to the threat.

Essakane’s VPSHR Risk Management Program has been designed to prevent and/or minimize potential risks to security providers and other stakeholders. Key features include:

Risk Assessment

We evaluate risks to help site management choose effective control measures. This involves identifying security threats, assessing their extent and impact and considering vulnerabilities. The goal is to prevent unauthorized activity, asset loss and damage to reputation. The assessment also addresses risks to communities from security measures, with provisions and mitigation measures. The level of effort in managing security risks should match the project’s risk level.

Use of Private Security Forces

We use trained private security providers that are screened to check for historical criminality or human rights abuses. Decisions on type, number, screening, arming and training of private security depend on security risk assessments. The relationship is managed through contracts, briefings and controls. Selection requires approval from site and corporate authorities.

Use of Public Security Forces

We assess and document risks from using public security forces to avoid legal, social, and reputational issues. We aim to influence public security through contracts and communication efforts.

Grievance Mechanisms

We provide local stakeholders a channel to raise security-related complaints. A formal procedure is in place for credible allegations of misconduct or human rights abuse.

Selection, Background Screening and Vetting

Strict due diligence is done before recruitment. Security personnel are selected based on experience, ability to handle situations, and professional demeanour. It is verified they have not committed human rights or child rights abuses or criminal behaviour. Approval from the designated authority is needed for hiring security personnel.

Training

Security personnel, including contractors, undergo training in accordance with our human rights policies, including the VPSHRs. All security employees and contractors are required to adhere to the VPSHRs and training is also provided to key management and superintendents. We also conduct annual audits to address top security risks, maintaining compliance with corporate policies, standards and relevant regulations.

Human Rights and Security (continued)

Supporting Responsible Security and Human Rights Practices at the Essakane Gold Mine

In areas with conflict, like at Essakane, we work hard to manage this challenge. Our site security personnel receive yearly training on the VPSHRs and participation is recorded. The contracts with our security providers include the VPSHRs, and we screen both the providers and their employees. In 2024, 100% of mine site security personnel received formal training on the organization's human rights policies, procedures and their application to security, and 99.3% of third-party security providers, including community watchpersons, completed training. Essakane is working on developing a plan to integrate community watchpersons in the mine's security training program.

At Essakane, site security personnel are screened and we review the Burkinabe government's screening of public security forces and enforcement of compliance with the VPSHRs and the Health and Safety Policy. IAMGOLD also conducts an annual inspection of private security provider training records to check compliance with foundational and refresher VPSHR training. We regularly monitor human rights risks and have feedback mechanisms in place. As part of IAMGOLD's membership with the World Gold Council, we are required to produce a [Conflict-Free Gold Report](#), that is externally assured, covering controls on security and human rights.

Given the evolving security situation in Burkina Faso, we have provided new ways for community members to express their concerns.

Essakane is also working to strengthen relations between mine site security personnel and the communities through regular meetings, discussions with security to take into account community requests, and community investments.

Additionally, at Essakane we have artisanal and small-scale mining (ASM) occurring adjacent to the site, ranging from dozens to hundreds of workers. We recognize that ASM is an important source of livelihood in the region, and activities are monitored by the Company. Our ASM Standard guides engagement and management, and global agreements with ASM entities include training on safe methods.

To manage relationships, we engage with the local associations such as the Oudalan and Falagountou Gold Miners Associations and their community engagement committee. In 2024, with their involvement – as well as the community-based Watch Committee – Essakane continued to use the community watchmen process to monitor the fences around the site and mitigate the environmental, social, and health risks of gold panning.

Data Privacy and Cybersecurity

Cybersecurity is paramount in today's interconnected digital landscape. IAMGOLD's approach to cybersecurity, adhering to the National Institute of Standards and Technology NIST Cybersecurity Framework (NIST CSF), encompasses comprehensive policies, standards and procedures.

Our Security Policy outlines the principles, strategy and procedures that IAMGOLD employs to safeguard our information technology (IT) assets, operational technology (OT) assets, data and sensitive information. It guides us in establishing a resilient and adaptive cybersecurity posture and applies to all employees, contractors, vendors and partners who access, use or manage IAMGOLD IT and OT resources. As part of continual improvement, IAMGOLD conducts independent cybersecurity maturity assessments based on NIST CSF. These assessments help evaluate the maturity level of the cybersecurity program, identify gaps, and enhance security posture to keep pace with evolving threats.

Additionally, our cybersecurity management program encompasses a wide range of critical areas, including risk management, access control, data protection and privacy, incident response and management, network security, disaster recovery and business continuity, third-party and vendor security, data backup and retention, patch management, as well as social media and email use policies. Integral to this program is the provision of regular training and awareness for employees to reinforce our cybersecurity efforts.

The Audit and Finance Committee (AFC) of the Board is responsible for overseeing cybersecurity risk, information security and technology risk, and receives periodic reports from management on material cybersecurity matters. Annually, IAMGOLD's management team reports to the AFC on the organization's overall cybersecurity posture, including risk assessments, incident reports, compliance status and strategic recommendations for enhancing security measures. Information and cybersecurity are overseen by the Chief Financial Officer, who leads a team of cybersecurity and IT professionals that manage our IT operations, including our risk management processes and security measures.

Key features of our cybersecurity program include:

- **Risk Assessment:** Systematic identification, analysis, and prioritization of potential cybersecurity threats to manage and mitigate risks effectively.
- **Employee Training and Awareness:** Implementation of a comprehensive Cybersecurity Training and Awareness program. This includes frequent training sessions, knowledge assessments, phishing attack simulations, and cultivating a culture that encourages employees to report suspicious activities. Our cybersecurity education is tailored to different functions within the organization.
- **Cybersecurity Control Testing:** Regular security validation activities such as Vulnerability Scanning, Penetration Testing, Phishing Simulations, Incident Response Testing and Disaster Recovery and Business Continuity Testing are conducted to confirm security controls are effective and to identify potential weaknesses.
- **Incident Response:** Our Security Incident Response Plan covers prompt security incident identification, effective containment, thorough investigation, and integrates seamlessly with the Corporate Crisis Management Plan.
- **Audits:** Independent cybersecurity maturity assessments are conducted every two years to evaluate and enhance our security posture, maintaining alignment with evolving industry standards and best practices.

IAMGOLD's future cybersecurity roadmap will focus on enhancing cyber resilience and improving recoverability from cyber incidents, strengthening security and monitoring in OT networks, and adopting Zero Trust and artificial intelligence (AI)-driven security. Additional information on our approach can be found in the [2025 Management Information Circular](#).

The Company has not experienced a material information security breach, including in 2024. However, we continue to periodically review our needs with respect to cybersecurity risk matters, including insurance.



Worker at Côté Gold

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Methodology, Restatements and Limitations

Sustainability Reporting Methodology

Our sustainability report is guided by internationally recognized standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD). The Corporate ESG Reporting & Governance function oversees the direction of the report, drawing insights from our materiality assessment, peer benchmarking, ESG megatrends, and best practices. Specific requirements and instructions are provided to corporate and site teams to support consistent and accurate data collection and reporting. To further support consistency, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies. We also conduct an annual review of our data collection, review, and validation processes for continual improvement. There are established roles and responsibilities for data collectors, reviewers, and approvers to help support data integrity and accountability.

Our approach enables us to align with voluntary and market-led sustainability reporting while supporting transparency and comparability across our operations. Some of the indicators disclosed in this report – such as waste, water use, and air emissions – are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds.

Greenhouse Gas Emissions Methodology

Baseline: IAMGOLD's 2021 baseline emissions is 461 ktCO₂e. The inventory used to establish the 2021 baseline includes mines that were in operation (Essakane and Westwood) and mines that were in construction (Côte Gold). Given that IAMGOLD's core business includes the exploration, construction and operation of mines, we have included these activities in the baseline. In 2021, emissions related to exploration were not reported in the annual inventory. Preliminary analysis found that these emissions do not exceed the material threshold for a baseline adjustment. Emissions related to exploration have been included in the GHG emissions inventory going forward.

Criteria for Re-baseline: As part of this process, a recalculation of baseline year data will occur if a divestiture/acquisition and/or calculation methodology change results in a cumulative +/- >5 % adjustment to the

emissions baseline per scope. The following will not trigger a re-baseline: organic growth (or decrease) including new operations that were initiated after the baseline year (2021) or permanent closure of an operation.

Criteria for Restatements: Continual enhancements to data collection systems and measurement methodologies may lead to revisions of data that was previously disclosed. When feasible, information will be restated in cases where a shift in measurement methodology or an error will have a material impact on our decarbonization commitments. Documentation of such revisions will be provided and in cases where restatements are not possible, detailed explanations will be given.

Annual Reporting: IAMGOLD commits to report its Scope 1 and 2 emissions on an annual basis. Any adjustments to baseline or restatements will be communicated within the annual reporting process.

To further enable our decarbonization efforts, IAMGOLD will also track its progress on an intensity basis (based on total gold production).

- 2021 baseline emissions intensity: 0.94 tCO₂e/oz of Au

Standard: IAMGOLD will measure and report emissions as per the GHG Protocol – A Corporate Accounting and Reporting Standard (Revised Edition).

Operational Control Approach: Greenhouse gas emissions are reported based on operational control (i.e., 100% of the GHG emissions from operations over which IAMGOLD has control is reported). Emissions are stated on a CO₂e basis, which is inclusive of CO₂, CH₄, N₂O, and HFCs. Carbon dioxide equivalent values are calculated using the Intergovernmental Panel on Climate Change's Fifth Assessment Report (AR5) Global Warming Potential (GWP) factors.

Restatements and Corrections

In our efforts to continually improve and standardize our annual reporting process, we periodically review our data to enhance accuracy and consistency. We have restated or corrected any identified errors. Details of these adjustments are outlined below to support transparency and comparability.

- Following a reclassification of water data at Westwood, we have adjusted our 2022 and 2023 water data. This reclassification affected water withdrawal by source, total water withdrawal, and accordingly water consumption data as it is a calculated metric. For 2023, this

resulted in variances greater than 15% for total water withdrawal and total water consumption. For 2022, this resulted in variances of greater than 15% for water withdrawal for surface water and precipitation.

- Actual emissions and baseline-adjusted emissions for years 2021, 2022 and 2023 have been updated due to a change in Scope 2 emissions associated with purchased electricity for Essakane. Overall, this change did not materially impact the total actual or baseline-adjusted Scope 1 and 2 emissions, resulting in less than a 5% increase. However, the data has been restated in accordance with our re-baseline criteria, which require restatement if cumulative adjustments exceed +/-5% of the emissions baseline per Scope.
- Corrections were made to non-mineral, non-hazardous waste and accordingly the total waste generated due to a transcription error, where the data was reported correctly in the accompanying ESG performance table but not in the 2023 Sustainability Report.
- The estimated total land yet to be rehabilitated in 2023 was adjusted representing a less than 1% increase. This change was due to improved reporting and inventory tracking for Exploration.

Limitations of ESG Data

The data and information presented in this report are based on methodologies, assumptions, and estimations that are subject to inherent limitations. Sustainability-related metrics and frameworks are continually evolving, and certain measurements, such as Scope 3 emissions, involve estimation if supplier data is unavailable or difficult to obtain. ESG data often relies on diverse sources and systems, including third-party data.

While we strive to align with principles of good reporting that is accurate, comparable and complete, there are unavoidable uncertainties associated with collecting and reporting ESG data. To address these challenges, we work continually to enhance our data collection, review and validation processes. For example, we have established roles and responsibilities for data collectors, reviewers and approvers and developed an ESG glossary to support consistency across sites on our metrics. Additionally, we have established that our Scope 1 and 2 emissions data undergo external verification with a limited level of assurance under ISO 14064-3 to support the confidence of our data and identify any issues. Despite these efforts, users of this report should recognize that ESG data is not always directly comparable or precise and should be interpreted in the context of these limitations.

ESG Performance Data Summary (2022–2024)

The table below provides a three-year summary of our ESG performance data. Additional indicators, including site-level data, can be found in our 2024 ESG Performance Data companion document.

Rounding of the individual numbers may cause a discrepancy in the total value.

	Unit	2024	2023	2022 ⁴⁴
Gold production	ounces	787,000	506,000	799,000
Revenue	USD millions	1,633.0	987.5	1,364.0
Workforce				
Employees	number	3,723	3,632	5,065
Contractors	number	1,565	1,683	1,887
Turnover rate	%	7.9	7.3	7.2
Equity, Diversity and Inclusion				
Women representation				
Board of Directors (all Directors) ⁴⁵		44.4	50.0	42.9
Board of Directors (Independent Directors) ⁴⁵		50.0	57.1	50.0
Executive Leadership Team	%	16.7	12.5	33.3
Management (Vice President, Director, Manager)		21.4	20.5	20.1
All employee levels		13.5	14.3	12.5
Age group				
Under 30 years old		8.6		
30–50 years old	%	75.9	Not disclosed	
Over 50 years old		15.6		
Community				
Community investments	USD millions	12.9	8.7	15.0

⁴⁴ Generally, historical data from 2022 includes Rosebel Mine and Boto Gold Project. The sale of the Rosebel Mine was completed in January 2023. The sale of the West African development and exploration assets, including Boto Gold, was completed in April 2023.

⁴⁵ Diversity calculated as of the end of December 31 for each reporting period.

ESG Performance Data Summary (2022–2024) (continued)

	Unit	2024	2023	2022 ⁴⁶
Total procurement spend	USD millions	1,185.1	1,889.8	1,665.5
Safety				
Fatalities	number	0	0	1
LTIFR	per 200,000 work hours	0.09	0.15	0.08
DARTFR	per 200,000 work hours	0.35	0.39	0.31
TRIFR	per 200,000 work hours	0.63	0.69	0.76
Numbers of hours worked	number	15,522,320	19,414,257	23,737,466
Energy				
Total energy consumption (actual)	gigajoules	8,046,295	6,875,802	10,047,327
Non-renewables	gigajoules	6,741,529	6,208,855	8,674,992
Purchased electricity	gigajoules	1,304,766	666,947 ⁴⁶	1,372,334 ⁴⁶
Energy intensity per ounce of gold produced (actual)	gigajoule per ounce of gold produced	10.22	13.59	12.57
Global Emissions				
Scope 1 direct emissions (actual)	metric tonnes of CO ₂ equivalent	483,348	439,244	431,190
Scope 2 indirect emissions (actual)		18,456	13,794 ⁴⁶	14,166 ⁴⁶
Scope 1 and 2 emissions intensity (actual)	metric tonne CO ₂ e per ounce of gold produced	0.64	0.90 ⁴⁶	0.82 ⁴⁶

⁴⁶ Data for year 2022 and 2023 have been adjusted due to a reclassification of purchased electricity data at Essakane. This resulted in changes to Scope 2 emissions, total Scope 1 and 2 emissions, and emissions intensity. The restated 2023 emissions data reflects the verified changes in Scope 2 emissions from Essakane (refer to our [2023 Independent Assurance Statement](#)).

ESG Performance Data Summary (2022–2024) (continued)

	Unit	2024	2023	2022 ⁴⁴
Water				
Total water withdrawal		22,609	19,086 ⁴⁷	56,716 ⁴⁷
Total water discharge	megalitres/thousand cubic metres	8,202	10,423	20,394
Total water consumption		14,407	8,663 ⁴⁷	36,322 ⁴⁷
Water withdrawal by source				
Surface water		9,810	7,697 ⁴⁷	26,760 ⁴⁷
Ground water		3,049	3,757 ⁴⁷	2,988 ⁴⁷
Precipitation	megalitres/thousand cubic metres	9,744	4,848	26,969 ⁴⁷
Third-party		6	4	0
Water recycled	megalitres/thousand cubic metres	11,975	10,269 ⁴⁷	19,993
Waste				
Non-mineral waste				
Hazardous	metric tonnes	12,504	2,769	22,366
Non-hazardous		6,597	35,262 ⁴⁸	32,408
Mineral waste				
Tailings		18,011,488	12,210,780	21,045,358 ⁴⁹
Waste rock		66,024,108	49,358,089	87,990,564
Overburden	metric tonnes	1,956,396	4,405,261	Not disclosed
Sludges		10,959	10,095	Not disclosed
Total waste generated	metric tonnes	86,022,052	66,022,256 ⁴⁸	109,090,696
Land Disturbed and Rehabilitated				
Total land yet to be rehabilitated	hectares	4,561.0	4,406.6 ⁵⁰	7,848.5
Total land rehabilitated	hectares	62.0	47.4	21.3
Total footprint	hectares	4,623.0	4,453.7	8,061.3

⁴⁷ Data for 2022 and 2023 has been restated due to a reclassification of water data at Westwood.

⁴⁸ Data restated due to a transcription error.

⁴⁹ Data includes tailings from Rosebel, Essakane and Westwood and sludges from Westwood.

⁵⁰ Data has been updated due to improved reporting and inventory tracking for Exploration.

Tailings Storage Facilities Table

Tailings Storage Facilities						Global Tailings Portal	SASB Metals & Mining Standard
Facility Name	IAMGOLD Côte Gold	IAMGOLD Westwood Gold Mine / Doyon	IAMGOLD Essakane SA	Yvan Vezina	Solbec	Q1	EM-MM-540a.1. (1) facility name
Location	47°33'16"N 81°58'14" W	Latitude: 48° 16' 22.058" N Longitude: 78° 33' 0.349" W	Latitude: 14° 20' 60" N Longitude: 14° 20' 60" N	Latitude: 48° 28' 43.82" N Longitude: 78° 55' 27.79" W	Latitude: 45° 48' 13.78" N Longitude: 71° 17' 18.98" W	Q2	EM-MM-540a.1. (2) location
Ownership status	Joint venture between IAMGOLD (70%) and Sumitomo Metal Mining Co. Ltd (30%)	Owned and operated by IAMGOLD (100%)	Owned and operated by IAMGOLD ESSAKANE SA a joint venture of IAMGOLD (90%) and Government of Burkina Faso (10%)	Owned by IAMGOLD (100%)	Owned by IAMGOLD (100%)	Q3	EM-MM-540a.1. (3) ownership status
Operational status	Active operation	Active operation	Active operation	Closed & legacy	Closed & legacy	Q4	EM-MM-540a.1. (4) operational status
Date of initial operation	2024	1982	2010	1983	1962	Q5	—
Is the dam currently operating or closed per approved design?	Yes, operating under approved design	Yes, operating under approved design	Yes, operating under approved design	Closed site	Closed site	Q6	—
Raising method	2024 starter dams construction. Future raises will be a combination of centreline and downstream	Upstream for TSF1, Centerline for TSFs 2 and 3. Currently, Doyon open pit is used for tailings disposal.	Downstream rock fill	Closed site	Closed site	Q7	EM-MM-540a.1. (5) construction method
Current maximum height (meter)	43 m	18 m	32 m	Less than 10m	10.8m	Q8	—
Stored	Conventional tailings slurry	Conventional tailings slurry	Conventional tailings slurry	Conventional tailings slurry	Conventional tailings slurry	—	—
Current tailings storage impoundment tonnage and volume (in metric tonnes and m ³)	4.9 M metric tonnes / 3.4 Mm ³	27.7 M metric tonnes / 18.5 Mm ³	168.6 M metric tonnes / 101.6 Mm ³	Estimated at 4.2 M metric tonnes / 2.8 Mm ³	Estimated at 4.9 M metric tonnes / 3.2 Mm ³	Q9	EM-MM-540a.1. (7) current amount of tailings stored

Tailings Storage Facilities Table (continued)

Facility Name	Tailings Storage Facilities					Global Tailings Portal	SASB Metals & Mining Standard
	IAMGOLD Côte Gold	IAMGOLD Westwood Gold Mine / Doyon	IAMGOLD Essakane SA	Yvan Vezina	Solbec	Q1	EM-MM-540a.1. (1) facility name
Planned tailings storage impoundment tonnage or volume in 5 years (in metric tonnes and m ³)	70.6 M metric tonnes / 50.4 Mm ³	33.5 M metric tonnes / 22.3 Mm ³	231.3 M metric tonnes / 139.3 Mm ³	Closed site	Closed site	Q10	—
Maximum permitted storage capacity (in M metric tonnes and Mm ³) ⁵¹	203 M metric tonnes / 145 Mm ³	34.5 M metric tonnes / 23 Mm ³ (Estimated storage at authorized maximum levels)	234.3 M metric tonnes / 141.14 Mm ³ (Projected maximum storage, not limited by permitting. There was an increase in the maximum available storage capacity from 2023 due to the deposited tailings slope increase from central deposition point.)	Closed site	Closed site	—	EM-MM-540a.1 (6) maximum permitted storage capacity
Most recent independent expert review	May 2024	August 2024	October 2024	February 2018	March 2017	Q11	EM-MM-540a.1. (9) date of most recent independent technical review
Material findings (immediate dams safety issues)	No	No	No	No additional information	No additional information	—	EM-MM-540a.1. (10) material findings
Do you have full and complete relevant engineering records, including design, construction, operation, maintenance and/or closure	Yes	Yes	Yes	Closed site	Closed site	Q12	—

⁵¹ The maximum permitted storage capacity is estimated.

Tailings Storage Facilities Table (continued)

Tailings Storage Facilities						Global Tailings Portal	SASB Metals & Mining Standard
Facility Name	IAMGOLD Côte Gold	IAMGOLD Westwood Gold Mine / Doyon	IAMGOLD Essakane SA	Yvan Vezina	Solbec	Q1	EM-MM-540a.1. (1) facility name
What is your hazard categorization of this facility, based on the consequence of failure?	Extreme	Significant	Extreme	N/A – considered stable landforms	Low	Q13	EM-MM-540a.1. (8) consequence classification
What guideline do you follow for the classification system?	Canadian Dam Association Guidelines	Canadian Dam Association Guidelines	Canadian Dam Association Guidelines	N/A	Canadian Dam Association Guidelines	Q14	—
Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)?	No	No	No	No	No	Q15	—
Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Yes, both	Yes, both	Yes, both	Yes, both	Yes, both	Q16	—
Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	Yes, 2020 (updated in 2024, report pending)	Yes, 2022 (updated in 2024, report pending)	Yes, 2021	N/A	Yes, 2021	Q17	—

Tailings Storage Facilities Table (continued)

Facility Name	Tailings Storage Facilities					Global Tailings Portal	SASB Metals & Mining Standard
	IAMGOLD Côte Gold	IAMGOLD Westwood Gold Mine / Doyon	IAMGOLD Essakane SA	Yvan Vezina	Solbec	Q1	EM-MM-540a.1. (1) facility name
Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes, both	Yes, both	Yes, both	Yes, both	Yes, both	Q18	—
Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g., over the next two years?	Yes	Yes	Yes	No	Yes	Q19	—
Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.	No additional information	No additional information	No additional information	No additional information	No additional information	Q20	—
Site-specific EPRP	Yes	Yes	Yes	N/A	Yes	—	EM-MM-540a.1. (12) site-specific EPRP

Cautionary Note on Forward-looking Information

All information included or incorporated by reference in this report, other than statements of historical fact, including any information as to IAMGOLD's future financial or operating performance and other statements that express management's expectations or estimates of future performance, constitutes forward-looking information or forward-looking statements within the meaning of applicable securities laws (collectively referred to herein as "forward-looking statements") and such forward-looking statements are based on expectations, estimates and projections as of the date of this report. Forward-looking statements are generally identifiable by the use of words such as "may", "will", "should", "would", "could", "continue", "expect", "maintain", "budget", "aim", "can", "focus", "forecast", "anticipate", "estimate", "believe", "uphold", "develop", "foster", "intend", "plan", "schedule", "guidance", "outlook", "potential", "seek", "targets", "cover", "strategy", "during", "ongoing", "strive", "subject to", "future", "objectives", "opportunities", "committed", "working to", "aspires", "prospective", or "project" or the negative of these words or other variations on these words or comparable terminology. For example, forward-looking statements in this report include, without limitation, those under the headings "Company Overview", "About This Report", "Message from Our CEO", "About IAMGOLD", "Our Approach to Sustainability", "Targets and Performance", "Tailings and Waste Management", "Water Stewardship", "Mine Closure and Reclamation", "Energy and Climate", "Biodiversity and Land Use", "Health, Safety and Wellness", "Our Workforce", "Equity, Diversity and Inclusion", "Community Relations", "Indigenous Relations", "Management Oversight", "Business Ethics and Integrity", "Risk Management", "Human Rights and Security", and include, but are not limited to, statements with respect to: IAMGOLD internal policies and practices; corporate governance and operational oversight; sustainability-related targets, climate-related targets, goals, strategies, training, risk-assessments and commitments; future performance of IAMGOLD's mines; continued development at the Côté Gold mine; external assurance of climate metrics; health, safety and wellness policies, commitments, and processes; equity, diversity and inclusion initiatives and targets; usage of autonomous equipment; life of mines; development of exploration sites; adoption of proposed regulations and standards; relations and initiatives with host communities and Indigenous groups; human rights and security initiatives; stakeholder engagement; employee recruitment, compensation and training; risk management and auditing activities; cybersecurity review; supply chain initiatives; labour practices; due diligence processes; environmental remediation; mine closure and reclamation activities; decarbonization and greenhouse gas targets and initiatives; water management framework and activities; tailings facility construction and management; and biodiversity initiatives and management. IAMGOLD cautions the reader that forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by management, are inherently subject to significant business, financial, operational and other risks, uncertainties, contingencies and other factors, including those described below, which could cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by such forward-looking statements and, as such, undue reliance must not be placed on them. Forward-looking statements are also based on numerous material factors and assumptions, including as described in this report, and with respect to (without limitation): IAMGOLD's present and future business strategies; operations performance within expected ranges; anticipated future production and cash flows; local and global economic conditions and the environment in which IAMGOLD will operate in the future; the price of precious metals, other minerals and key commodities; projected mineral grades; international exchange rates; anticipated capital and operating costs; the availability and timing of required governmental and other approvals for the construction of IAMGOLD's projects.

Risks, uncertainties, contingencies and other factors that could cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by such forward-looking statements include, without limitation: the ability of IAMGOLD to successfully complete the ramp-up of the Côté Gold mine; IAMGOLD's business strategies and its ability to execute thereon; the ability of IAMGOLD to complete pending transactions; security risks, including civil unrest, war or terrorism and disruptions to IAMGOLD's supply chain as a result of such security risks, particularly in Burkina Faso and the Sahel region surrounding IAMGOLD's Essakane mine; governmental orders or mandates (including with respect to mining operations generally or auxiliary businesses or services required by IAMGOLD's operations) in Canada and Burkina Faso;

the availability of labour and qualified contractors; the availability of key inputs for IAMGOLD's operations and disruptions in global supply chains; the volatility of IAMGOLD's securities; litigation; contests over title to properties, particularly title to undeveloped properties; mine closure and rehabilitation risks; management of certain of IAMGOLD's assets by other companies or joint venture partners; the lack of availability of insurance covering all of the risks associated with a mining company's operations; unexpected geological conditions; competition and consolidation in the mining sector; the profitability of IAMGOLD being highly dependent on the condition and results of the mining industry as a whole, and the gold mining industry in particular; changes in the global prices for gold, and commodities used in the operation of IAMGOLD's business (including but not limited to diesel, fuel oil and electricity); inflation, including global inflation and inflationary pressures; legal, litigation, legislative, political or economic risks and new developments in the jurisdictions in which IAMGOLD carries on business; changes in taxes, including mining tax regimes; the failure to obtain in a timely manner from authorities key permits, authorizations or approvals necessary for transactions, exploration, development or operation, operating or technical difficulties in connection with mining or development activities, including geotechnical difficulties and major equipment failure; the availability of capital; the level of liquidity and capital resources; access to capital markets and financing; IAMGOLD's level of indebtedness; IAMGOLD's ability to satisfy covenants under its credit facilities; changes in interest rates; adverse changes in IAMGOLD's credit rating; IAMGOLD's choices in capital allocation; effectiveness of IAMGOLD's ongoing cost containment efforts; IAMGOLD's ability to execute on de-risking activities and measures to improve operations; availability of specific assets to meet contractual obligations; risks related to third-party contractors, including reduced control over aspects of IAMGOLD's operations and/or the failure and/or the effectiveness of contractors to perform; changes in U.S. dollar and other currency exchange rates or gold lease rates; capital and currency controls in foreign jurisdictions; assessment of carrying values for IAMGOLD's assets, including the ongoing potential for material impairment and/or write-downs of such assets; the speculative nature of exploration and development, including the risks of diminishing quantities or grades of reserves; the fact that reserves and resources, expected metallurgical recoveries, capital and operating costs are estimates which may require revision; the presence of unfavourable content in ore deposits, including clay and coarse gold; inaccuracies in life of mine plans; failure to meet operational targets; equipment malfunctions; information systems security threats and cybersecurity; laws and regulations governing the protection of the environment; employee relations and labour disputes; the maintenance of tailings storage facilities and the potential for a major spill or failure of the tailings facilities due to uncontrollable events, lack of reliable infrastructure, including access to roads, bridges, power sources and water supplies; seismic activities; physical and regulatory risks related to climate change; unpredictable weather patterns and challenging weather conditions at mine sites; disruptions from weather-related events resulting in limited or no productivity such as forest fires, flooding, heavy snowfall, poor air quality, and extreme heat or cold; attraction and retention of key employees and other qualified personnel; availability and increasing costs associated with mining inputs and labour, negotiations with respect to new, reasonable collective labour agreements may not be agreed to; the ability of contractors to timely complete projects on acceptable terms; the relationship with the communities surrounding IAMGOLD's operations and projects; Indigenous rights or claims; illegal mining; the potential direct or indirect operational impacts resulting from external factors, including infectious diseases, pandemics, or other public health emergencies; and the inherent risks involved in the exploration, development and mining business generally. Please see IAMGOLD's AIF or Form 40-F available on www.sedarplus.ca or www.sec.gov/edgar.shtml for a comprehensive discussion of the risks faced by IAMGOLD and which may cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by forward-looking statements. Although IAMGOLD has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. IAMGOLD disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise except as required by applicable law.

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